Axiom Investors April 2023



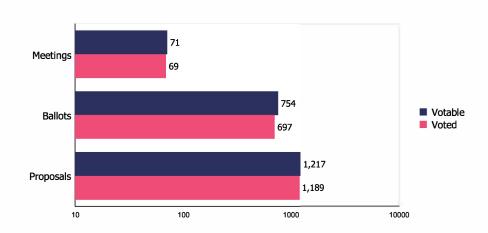
Meeting Overview

Category	Number	Percentage
Number of votable meetings	71	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,
Number of meetings voted	69	97.18%
Number of meetings with at least 1 vote Against, Withhold	45	63.38%
or Abstain		

Ballot Overview

Category	Number	Percentage
Number of votable ballots	754	
Number of ballots voted	697	92,44%

Voting Statistics

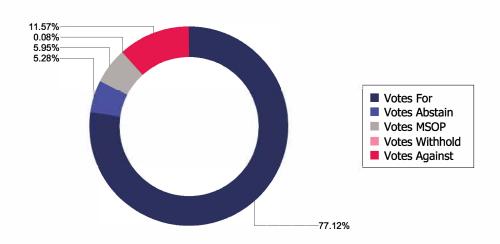


Proposal Overview

Number of votes FOR 920 77.38 Number of votes AGAINST 138 11.61 Number of votes ABSTAIN 63 5.30 Number of votes WITHHOLD 1 0.08 Number of votes on MSOP 71 5.97 Number of votes With Policy 1,189 100.00 Number of votes Against Policy 0 0.00 Number of votes With Mgmt 1,050 88.31 Number of votes Against Mgmt 143 12.03	Category	Number	Percentage
Number of votes FOR 920 77.38 Number of votes AGAINST 138 11.61 Number of votes ABSTAIN 63 5.30 Number of votes WITHHOLD 1 0.06 Number of votes on MSOP 71 5.97 Number of votes With Policy 1,189 100.00 Number of votes Against Policy 0 0.00 Number of votes With Mgmt 1,050 88.31 Number of votes Against Mgmt 143 12.03	Number of votable items	1,217	
Number of votes AGAINST 138 11.61 Number of votes ABSTAIN 63 5.30 Number of votes WITHHOLD 1 0.08 Number of votes on MSOP 71 5.97 Number of votes With Policy 1,189 100.00 Number of votes Against Policy 0 0.00 Number of votes With Mgmt 1,050 88.31 Number of votes Against Mgmt 143 12.03	Number of items voted	1,189	97.70%
Number of votes ABSTAIN 63 5.30 Number of votes WITHHOLD 1 0.08 Number of votes on MSOP 71 5.97 Number of votes With Policy 1,189 100.00 Number of votes Against Policy 0 0.00 Number of votes With Mgmt 1,050 88.31 Number of votes Against Mgmt 143 12.03	Number of votes FOR	920	77.38%
Number of votes WITHHOLD 1 0.08 Number of votes on MSOP 71 5.97 Number of votes With Policy 1,189 100.00 Number of votes Against Policy 0 0.00 Number of votes With Mgmt 1,050 88.31 Number of votes Against Mgmt 143 12.03	Number of votes AGAINST	138	11.61%
Number of votes on MSOP 71 5.97 Number of votes With Policy 1,189 100.00 Number of votes Against Policy 0 0.00 Number of votes With Mgmt 1,050 88.31 Number of votes Against Mgmt 143 12.03	Number of votes ABSTAIN	63	5.30%
Number of votes With Policy Number of votes Against Policy Number of votes With Mgmt Number of votes Against Mgmt 1,189 100.00 1,189 100.00 1,050 88.31 Number of votes Against Mgmt 143 12.03	Number of votes WITHHOLD	1	0.08%
Number of votes Against Policy 0 0.00 Number of votes With Mgmt 1,050 88.31 Number of votes Against Mgmt 143 12.03	Number of votes on MSOP	71	5.97%
Number of votes Against Mgmt 1,050 88.31 Number of votes Against Mgmt 143 12.03	Number of votes With Policy	1,189	100.00%
Number of votes Against Mgmt 143 12.03	Number of votes Against Policy	0	0.00%
Trumber of Votes Against Figure	Number of votes With Mgmt	1,050	88.31%
Number of votes on Shareholder Proposals 43 3.62	Number of votes Against Mgmt	143	12.03%
	Number of votes on Shareholder Proposals	43	3.62%

Notes: Instructions of Do Not Vote are not considered voted. Frequency on Pay votes of 1, 2, 3 years are counted by type (For, Against, etc.) per proposal. Votes on MSOP proposals will only be counted as a vote on MSOP and not as the actual vote cast (For, Against, etc.) per proposal to avoid duplication of data. In cases of different votes submitted across ballots for a single meeting, votes cast are distinctly counted by type (For, Against, etc.) per proposal. So, a meeting may have inflated total votes submitted than unique proposals voted.

Vote Cast Statistics



Vote Alignment with Policy

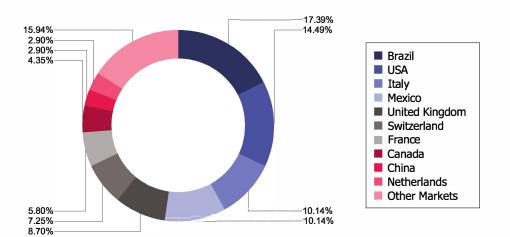
No graphical representation provided.

Vote Alignment with Management INVESTORS Votes With Mgmt Votes Against Mgmt 88.01%

Market Breakdown

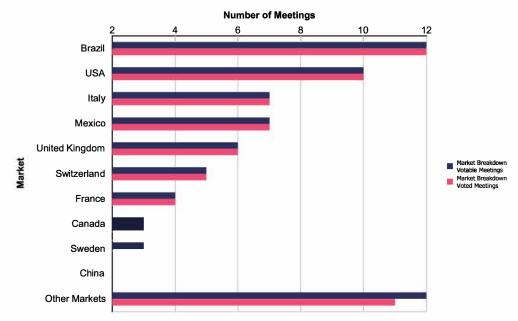
Market	Votable Meetings	Voted Meetings	Percentage
Brazil	12	12	100.00%
USA	10	10	100.00%
Italy	7	7	100.00%
Mexico	7	7	100.00%
United Kingdom	6	6	100.00%
Switzerland	5	5	100.00%
France	4	4	100.00%
Canada	3	3	100.00%
Sweden	3	2	66.67%
China	2	2	100.00%
Netherlands	2	2	100.00%
Australia	1	1	100.00%
Germany	1	1	100.00%
Greece	1	1	100.00%
India	1	1	100.00%
Ireland	1	1	100.00%
Israel	1	1	100.00%

Meetings Voted by Market



Market	Votable Meetings	Voted Meetings	Percentage
Luxembourg	1	1	100.00%
Norway	1	0	0.00%
Saudi Arabia	1	1	100.00%
United Arab Emirates	1	1	100.00%





Axiom Investors - April 2023

Axiom investor					W. 50 50 1
Company Name		Meeting Date	Proposal Text	Vote Instruction	Voting Polloy Rationale
InMode Ltd.	Annual	03-Apr-23	Reelect Hadar Ron as Director	For	As the company has provided sufficient information on this proposal and as there are no concerns with the board and its committees' structure and functioning, this item warrants a
InMode Ltd. InMode Ltd.	Annual	03-Apr-23	Increase Authorized Share Capital and Amend Articles Accordingly		A vote FOR this item is warranted, as the proposed increase in authorized common stock is not excessive.
	Annual	03-Apr-23	Approve Amended Employment Terms of Moshe Mizrahy, CEO and Chairman	For	A vote FOR this item is warranted, as the company has provided sufficient information on the employment terms and there are no apparent concerns.
InMode Ltd. InMode Ltd.	Annual Annual	03-Apr-23 03-Apr-23	Approve Amended Employment Terms of Michael Kreindel, CTO and Director Approve Grant of RSUs to several Directors	For For	A vote FOR this item is warranted, as the company has provided sufficient information on the employment terms and there are no apparent concerns. A vote FOR this item is warranted because the terms of the proposed equity grant are not problematic.
InMode Ltd.	Annual	03-Apr-23	Reappoint Kesselman & Kesselman as Auditors	For	A Yote FOR this items warranted because the terms of the proposed equity grant are not problematic. A Yote FOR this proposal to ratify the audit firm is warranted.
InMode Ltd.	Annual	03-Apr-23	Reelect Hadar Ron as Director	For	A Vide PCH trins proposal to ratiny the additing is warranted. As the company has provided sufficient information on this proposal and as there are no concerns with the board and its committees' structure and functioning, this item warrants a
InMode Ltd.	Annual	03-Apr-23	Increase Authorized Share Capital and Amend Articles Accordingly	For	As the COMPANY was provided included information of this process of authorized common stock is not excessive. A vote FOR this item is vertranted, as the proposed increase in authorized common stock is not excessive.
InMode Ltd.	Annual	03-Apr-23		For	A vote FOR this item is warranted, as the proposed interesent in authorized continuous stock is not excessive. A vote FOR this item is warranted, as the proposed interesent in authorized voluntion is stock in the excessive. A vote FOR this item is warranted, as the proposed interest in authorized voluntion is the excessive. A vote FOR this item is warranted, as the proposed interest in authorized voluntion is to excessive. A vote FOR this item is warranted, as the proposed interest in authorized voluntion is to excessive.
InMode Ltd.	Annual	03-Apr-23	, , , , , , , , , , , , , , , , , , ,	For	A vote TORI this item is warranted, as the company has provided sufficient information on the employment terms and there are no apparent concerns.
InMode Ltd.	Annual	03-Apr-23	Approve Grant of RSUs to several Directors	For	A vote TOT this item is warranted because the terms of the proposed equity grant are not problematic.
InMode Ltd.	Annual	03-Apr-23	Reappoint Kesselman & Kesselman as Auditors	For	A vote FOR this proposal to ratify the audit firm is warranted.
Evolution AB	Annual	04-Apr-23	Open Meeting		These are routine meeting formalities.
Evolution AB	Annual	04-Apr-23	Elect Chairman of Meeting	For	These are routine meeting formalities.
Evolution AB	Annual	04-Apr-23	Prepare and Approve List of Shareholders	For	These are routine meeting formalities.
Evolution AB	Annual	04-Apr-23	Approve Agenda of Meeting	For	These are routine meeting formalities.
Evolution AB	Annual	04-Apr-23	Designate Inspector(s) of Minutes of Meeting	For	These are routine meeting formalities.
Evolution AB	Annual	04-Apr-23	Acknowledge Proper Convening of Meeting	For	These are routine meeting formalities.
Evolution AB	Annual	04-Apr-23	Accept Financial Statements and Statutory Reports	For	A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
Evolution AB	Annual	04-Apr-23	Approve Allocation of Income and Dividends of EUR 2.00 Per Share	For	A vote FOR this income allocation proposal is warranted because the proposed dividend is in line with the company's dividend policy.
Evolution AB	Annual	04-Apr-23	Approve Discharge of Jens von Bahr	For	A vote FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fiduciary duties.
Evolution AB	Annual	04-Apr-23	Approve Discharge of Fredrik Osterberg	For	A vote FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fiduciary duties.
Evolution AB	Annual	04-Apr-23	Approve Discharge of lan Livingstone	For	A vote FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fiduciary duties.
Evolution AB	Annual	04-Apr-23	Approve Discharge of Joel Citron	For	A vote FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fiduciary duties.
Evolution AB	Annual	04-Apr-23	Approve Discharge of Jonas Engwall	For	A vote FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fiduciary duties.
Evolution AB	Annual	04-Apr-23	Approve Discharge of Mimi Drake	For	A vote FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fiduciary duties.
Evolution AB	Annual	04-Apr-23	Approve Discharge of Sandra Urie	For	A vote FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fiduciary duties.
Evolution AB	Annual	04-Apr-23	Approve Discharge of Martin Carlesund	For	A vote FOR this proposal is warranted as there is no evidence that the CEO Martin Carlesund has not fulfilled his fiduciary duties.
Evolution AB	Annual	04-Apr-23	Determine Number of Members (7) and Deputy Members (0) of Board	For	A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board.
Evolution AB	Annual	04-Apr-23	Approve Remuneration of Directors in the Amount of EUR 400,000 to Chairman and EUR $$	Against	A vote AGAINST this item is warranted, as the proposed director fees can be considered excessive in relation to comparable domestic peers.
Evolution AB	Annual	04-Apr-23	100,000 for Other Directors Reelect Jens von Bahr (Chair) as Director	For	A vote AGAINST incumbent nominating committee members Jonas Engwall and lan Livingstone is warranted for lack of diversity on the board. A vote FOR the remaining director
EVOIGIONAD	Airiuai	04 Apr 20	Hodioce della volt dalli (ditali) as dili octol	1 01	A VOCE ACCURATE INCOME THE CONTINUES OF THE LOCAL STATE OF THE CONTINUES O
Evolution AB	Annual	04-Apr-23	Reelect Fredrik Osterberg as Director	For	A vote AGAINST incumbent nominating committee members Jonas Engwall and Ian Livingstone is warranted for lack of diversity on the board. A vote FOR the remaining director
Evolution AB	Annual	04 4 00	Destruction Livingston on Discrete	Against	nominees is warranted.
EVOIDUOTAB	Ailiudi	04-Apr-23	Reelect Ian Livingstone as Director	Against	A vote AGAINST incumbent nominating committee members Jonas Engwall and Ian Livingstone is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Evolution AB	Annual	04-Apr-23	Reelect Joel Citron as Director	For	A vote AGAINST incumbent nominating committee members Jonas Engwall and Ian Livingstone is warranted for lack of diversity on the board. A vote FOR the remaining director
Evolution AB	Annual	04-Apr-23	Reelect Jonas Engwall as Director	Against	nominees is warranted.
Evolution AB	Annual	U4-Apr-23	Reelect Jonas Engwall as Director	Against	A vote AGAINST incumbent nominating committee members Jonas Engwall and Ian Livingstone is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Evolution AB	Annual	04-Apr-23	Reelect Mimi Drake as Director	For	A vote AGAINST incumbent nominating committee members Jonas Engwall and Ian Livingstone is warranted for lack of diversity on the board. A vote FOR the remaining director
5 1 d AB		04.4 00	B. L. O. J. H. Br. J.	_	nominees is warranted.
Evolution AB	Annual	04-Apr-23	Reelect Sandra Urie as Director	For	A vote AGAINST incumbent nominating committee members Jonas Engwall and Ian Livingstone is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Evolution AB	Annual	04-Apr-23	Approve Remuneration of Auditors	For	nonlinees is warranted because there are no concerns regarding this proposal.
Evolution AB	Annual	04-Apr-23	Ratify PricewaterhouseCoopers as Auditors	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Evolution AB	Annual	04-Apr-23	Approve Nomination Committee Procedures	For	A vote FOR the approval of the procedure for the appointment of a nominating committee is warranted due to a lack of concern regarding the composition of the nominating
Evolution AB	Annual	04-Apr-23	Approve Remuneration Report	For	A vote FOR this item is warranted because the proposed remuneration report is well described and does not contravene good European executive remuneration practice.
Evolution AB	Annual	04-Apr-23	Authorize Share Repurchase Program	For	A vote FOR this proposal to repurchase company shares is warranted, despite the lack of a disclosed volume limit, because: *There are acceptable limits on holding and duration; and *
5 1 d AB		04.4 00	A 11	_	There is no evidence of past abuse of repurchase authorities.
Evolution AB	Annual	04-Apr-23	Authorize Reissuance of Repurchased Shares	For	A vote FOR this proposal to repurchase company shares is warranted, despite the lack of a disclosed volume limit, because: *There are acceptable limits on holding and duration; and *There is no evidence of past abuse of repurchase authorities.
Evolution AB	Annual	04-Apr-23	Approve Creation of Pool of Capital without Preemptive Rights	For	A vote FOR this issuance authorization is warranted because the potential share capital increase is not excessive.
Evolution AB	Annual	04-Apr-23	Authorize the Board to Repurchase Warrants from Participants in Warrants Plan 2021/2024	For	A vote FOR is warranted as the proposal would limit dilution from the company's warrant plan.
Evolution AB	Annual	04-Apr-23	Approve Transaction with Big Time Gaming Pty Ltd	For	A vote FOR this item is warranted because the comprehensive rationale provided by the company.
Evolution AB	Annual	04-Apr-23	Close Meeting		This is a non-voting formality.
Straumann Holding AG	Annual	05-Apr-23	Accept Financial Statements and Statutory Reports	For	A vote FOR the annual accounts, annual report, and auditor's report for the fiscal year in review is warranted.
Straumann Holding AG	Annual	05-Apr-23	Approve Remuneration Report	For	A vote FOR the remuneration report is warranted because the company's remuneration practices do not raise significant concerns and pay and performance appear reasonably
0	Annual	05-Apr-23	Annes Allegation of Ingent and Dividends of OUT 0.00 and Observ	For	alismed at this time. A vote FOR this resolution is warranted.
Straumann Holding AG	Annual	05-Apr-23	Approve Allocation of Income and Dividends of CHF 0.80 per Share Approve Discharge of Board and Senior Management	For	
Straumann Holding AG	Annuai	00-Apr-23	Approve Discharge of Board and Senior Management	FOF	A vote FOR the formal discharge of the board of directors and senior management is warranted, as there is no evidence that the board and senior management have not fulfilled their fiduciary duties.
Straumann Holding AG	Annual	05-Apr-23	Approve Fixed Remuneration of Directors in the Amount of CHF 2.7 Million	For	A vote FOR this resolution is warranted because the proposed amount is in line with market practice.
Straumann Holding AG	Annual	05-Apr-23	Approve Fixed Remuneration of Executive Committee in the Amount of OHF 9.3 Million	For	Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns.
Straumann Holding AG	Annual	05-Apr-23	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF	For	Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns.
Ot	Annual	OF A 00	3.8 Million Approve Short-Term Variable Remuneration of Executive Committee in the Amount of	For	Value FOOthers in the second of the second o
Straumann Holding AG	Annual	05-Apr-23	Approve Snort- Lerm variable Remuneration of Executive Committee in the Amount of OHF 6.5 Million	For	Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns.
Straumann Holding AG	Annual	05-Apr-23	Reelect Gilbert Achermann as Director and Board Chair	For	Board elections (Items 61-6.8) A vote AGAINST incumbent nomination committee members Juan-Jose Gonzalez, Nadia Tarolli Schmidt, and Regula Wallimann is warranted for lack of
					diversity on the board. A vote AGAINST Marco Gadola is warranted because he holds an excessive number of mandates at listed companies. A vote FOR the remaining nominees is
					warranted due to a lack of further concerns. HR and compensation committee elections (Items 7.1-7.3) A vote AGAINST Marco Gadola, Nadia Tarolli Schmidt, and Regula Wallimann is warranted because their election to the board does not warrant support.
Straumann Holding AG	Annual	05-Apr-23	Reelect Marco Gadola as Director	Against	warranted because their election to the Oud robes not warrant subbort. Board elections (tiems 61-68) A vote AGAINST incumbent nomination committee members Juan-Jose Gonzalez, Nadia Tarolli Schmidt, and Regula Wallimann is warranted for lack of
					diversity on the board. A vote AGAINST Marco Gadola is warranted because he holds an excessive number of mandates at listed companies. A vote FOR the remaining nominees is
					warranted due to a lack of further concerns. HR and compensation committee elections (Items 7.1-7.3) A vote AGAINST Marco Gadola, Nadia Tarolli Schmidt, and Regula Wallimann is warranted because their election to the board does not warrant support.
					WILDOWS CONTROL OF THE RESIDENCE WATAR STREET

Straumann Holding AG	G Annual	05-Apr-23	Reelect Juan Gonzalez as Director	Against	Board elections (Items 6.1-6.8) A vote AGAINST incumbent nomination committee members Juan-Jose Gonzalez, Nadia Tarolli Schmidt, and Regula Wallimann is warranted for lack of diversity on the board. A vote AGAINST Marco Gadola is warranted because he holds an excessive number of mandates at listed companies. A vote FOR the remaining nominees is warranted due to a lack of further concerns. HR and compensation committee elections (Items 7.1-7.3) A vote AGAINST Marco Gadola, Nadia Tarolli Schmidt, and Regula Wallimann is
Straumann Holding AG	a Annual	05-Apr-23	Reelect Petra Rumpf as Director	For	warranted because their alection to the hoard does not warrant sunnord. Board elections (Items 6.1-6.8) A vote AGAINST incumbent nomination committee members Juan-Jose Gonzalez, Nadia Tarolli Schmidt, and Regula Wallimann is warranted for lack of diversity on the board. A vote AGAINST Marco Gadola is warranted because he holds an excessive number of mandates at listed companies. A vote FOR the remaining nominees is
Straumann Holding AG	G Annual	05-Apr-23	Reelect Thomas Straumann as Director	For	warranted due to a lack of further concerns. HR and compensation committee elections (Items 7.1-7.3) A vote AGAINST Marco Gadola, Nadia Tarolli Schmidt, and Regula Wallimann is warranted because their election to the board does not warrant succort. Board elections (Items 6.1-6.8) A vote AGAINST incumbent nomination committee members Juan-Jose Gonzalez, Nadia Tarolli Schmidt, and Regula Wallimann is warranted for lack of diversity on the board. A vote AGAINST Marco Gadola is warranted for lack of diversity on the board. A vote AGAINST Marco Gadola is warranted because he holds an excessive number of mandates at listed companies. A vote FOR the remaining nominees is warranted due to a lack of further concerns. HR and compensation committee elections (Items 7.1-7.3) A vote AGAINST Marco Gadola, Nadia Tarolli Schmidt, and Regula Wallimann is
Straumann Holding AG	G Annual	05-Apr-23	Reelect Nadia Schmidt as Director	Against	warranted because their relection to the hoard does not warrant support Board elections (Items 61-63) A vote AGAINST incumbent nomination committee members Juan-Jose Gonzalez, Nadia Tarolli Schmidt, and Regula Wallimann is warranted for lack of diversity on the board. A vote AGAINST Marco Gadola is warranted because he holds an excessive number of mandates at listed companies. A vote FOR the remaining nominese is warranted due to a lack of further concerns. HR and compensation committee elections (Items 7:1-7:3) A vote AGAINST Marco Gadola, Nadia Tarolli Schmidt, and Regula Wallimann is
Straumann Holding AG	G Annual	05-Apr-23	Reelect Regula Wallimann as Director	Against	warranted because their election to the board does not warrant support Board elections (Items 61-68) A vote AGAINST incumbent nomination committee members Juan-Jose Gonzalez, Nadia Tarolli Schmidt, and Regula Wallimann is warranted for lack of diversity on the board. A vote AGAINST Marco Gadola is warranted because he holds an excessive number of mandates at listed companies. A vote FOR the remaining nominese is warranted due to a lack of further concerns. HR and compensation committee elections (Items 7:1-7:3) A vote AGAINST Marco Gadola, Nadia Tarolli Schmidt, and Regula Wallimann is
Straumann Holding AG	G Annual	05-Apr-23	Elect Olivier Filliol as Director	For	warranted because their election to the hoard does not warrant support Board elections (Items 61-83) A vote AGAINST incumbent nomination committee members Juan-Jose Gonzalez, Nadia Tarolli Schmidt, and Regula Wallimann is warranted for lack of diversity on the board. A vote AGAINST Marco Gadola is warranted because he holds an excessive number of mandates at listed companies. A vote FOR the remaining nominese is warranted due to a lack of further concerns. HR and compensation committee elections (Items 7:1-7:3) A vote AGAINST Marco Gadola, Nadia Tarolli Schmidt, and Regula Wallimann is
Straumann Holding AG	G Annual	05-Apr-23	Appoint Marco Gadola as Member of the Human Resources and Compensation Committee	Against	warranted because their election to the board does not warrant support Board elections (Items 61-63) A vote AGAINST incumbent nomination committee members Juan-Jose Gonzalez, Nadia Tarolli Schmidt, and Regula Wallimann is warranted for lack of diversity on the board. A vote AGAINST Marco Gadola is warranted because he holds an excessive number of mandates at listed companies. A vote FOR the remaining nominees is warranted due to a lack of further concerns. HR and compensation committee elections (Items 71-73) A vote AGAINST Marco Gadola, Nadia Tarolli Schmidt, and Regula Wallimann is
Straumann Holding AG	G Annual	05-Apr-23	Reappoint Nadia Schmidt as Member of the Human Resources and Compensation Committee	Against	warranted because their election to the hoard chee not warrant sunnort Board elections (Items 61-83) A vote AGAINST incumbent nomination committee members Juan-Jose Gonzalez, Nadia Tarolli Schmidt, and Regula Wallimann is warranted for lack of diversity on the board. A vote AGAINST Marco Gadola is warranted because he holds an excessive number of mandates at listed companies. A vote FOR the remaining nominees is warranted due to a lack of further concerns. HR and compensation committee elections (Items 7:1-7:3) A vote AGAINST Marco Gadola, Nadia Tarolli Schmidt, and Regula Wallimann is
Straumann Holding AG	3 Annual	05-Apr-23	Reappoint Regula Wallimann as Member of the Human Resources and Compensation Committee	Against	warranted because their election to the board does not warrant support Board elections (Items 61-83) A vote AGAINST incumbent nomination committee members Juan-Jose Gonzalez, Nadia Tarolli Schmidt, and Regula Wallimann is warranted for lack of diversity on the board. A vote AGAINST Marco Gadola is warranted because he holds an excessive number of mandates at listed companies. A vote FOR the remaining nominees is warranted due to a lack of further concerns. HR and compensation committee elections (Items 71-73) A vote AGAINST Marco Gadola, Nadia Tarolli Schmidt, and Regula Wallimann is
					warranted because their election to the board does not warrant support
Straumann Holding AG		05-Apr-23	Designate Neovius AG as Independent Proxy	For	A vote FOR this proposal is warranted due to a lack of concerns.
Straumann Holding AG		05-Apr-23	Ratify Ernst & Young AG as Auditors	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Straumann Holding AG		05-Apr-23	Amend Corporate Purpose	For	A vote FOR this proposal is warranted.
Straumann Holding AG		05-Apr-23	Amend Articles Re: Shares and Share Register	For	Votes FOR the proposed article amendments are warranted because they are overall non-contentious.
Straumann Holding AG	Annual	05-Apr-23	Approve Virtual-Only or Hybrid Shareholder Meetings	For	A vote FOR the proposed article amendment is warranted because: *The company is holding an in-person AGM this year, virtual or hybrid meetings would only be held under
Straumann Holding AG	a Annual	05-Apr-23	Amend Articles Re: Powers of the General Meeting: Board of Directors	For	extraordinary circumstances, and shareholders' participation rights would be protected (in line with Swiss law) Votes FOR the proposed article amendments are warranted because they are overall non-contentious.
Straumann Holding AG		05-Apr-23	Amend Articles Re: Compensation: External Mandates for Members of the Board of	For	Votes FOR the proposed article amendments are warranted because they are overlainfor contentious.
Straumann Holding Ad	a Alliudi	00-Apr-23	Directors and Executive Committee	roi	Votes FOR the proposed at title afficient interests are wall afficed used they are over all for Pool iterations.
Straumann Holding AG	Annual	05-Apr-23	Amend Articles Re: Editorial Changes	For	Votes FOR the proposed article amendments are warranted because they are overall non-contentious.
Straumann Holding AG		05-Apr-23	Transact Other Business (Voting)	Against	A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a preautionary basis.
Zurich Insurance Group	p AG Annual	06-Apr-23	Accept Financial Statements and Statutory Reports	For	A vote FOR the annual accounts, annual report, and auditor's report for the fiscal year in review is warranted.
Zurich Insurance Group	p AG Annual	06-Apr-23	Approve Remuneration Report	For	A vote FOR the remuneration report is warranted given the improvements in ex-post STI disclosure and because the company's remuneration practices are in line with market practice,
					providing for a reasonable alignment of pay and performance.
Zurich Insurance Group		06-Apr-23	Approve Allocation of Income and Dividends of CHF 24.00 per Share	For	A vote FOR this resolution is warranted.
Zurich Insurance Group	p AG Annual	06-Apr-23	Approve Discharge of Board and Senior Management	For	A vote FOR the formal discharge of the board of directors and senior management is warranted, as there is no evidence that the board and senior management have not fulfilled their
Zurich Insurance Group	n AG Annual	06-Apr-23	Reelect Michel Lies as Director and Board Chair	For	fiduciary duties. Votes FOR the proposed nominees are warranted.
Zurich Insurance Group		06-Apr-23	Reelect Joan Amble as Director	For	Votes FOR the proposed nominees are warranted.
Zurich Insurance Group		06-Apr-23	Reelect Catherine Bessant as Director	For	Votes FOR the proposed nominees are warranted.
Zurich Insurance Group		06-Apr-23	Reelect Dame Carnwath as Director	For	Votes FOR the proposed nomines are warranted. Votes FOR the proposed nomines are warranted.
Zurich Insurance Group		06-Apr-23	Reelect Christoph Franz as Director	For	Votes FOR the proposed nominees are warranted.
Zurich Insurance Group		06-Apr-23	Reelect Michael Halbherr as Director	For	Votes FOR the proposed nomines are warranted. Votes FOR the proposed nomines are warranted.
Zurich Insurance Group		06-Apr-23	Reelect Sabine Keller-Busse as Director	For	Votes FOR the proposed nominees are warranted.
Zurich Insurance Group		06-Apr-23	Reelect Monica Maechler as Director	For	Votes FOR the proposed nominees are warranted.
Zurich Insurance Group		06-Apr-23	Reelect Kishore Mahbubani as Director	For	Votes FOR the proposed nomines are warranted. Votes FOR the proposed nomines are warranted.
Zurich Insurance Group		06-Apr-23	Reelect Peter Maurer as Director	For	Votes FOR the proposed nominees are warranted.
Zurich Insurance Group		06-Apr-23	Reelect Jasmin Staiblin as Director	For	Votes FOR the proposed nominees are warranted.
Zurich Insurance Group		06-Apr-23	Reelect Barry Stowe as Director	For	Votes FOR the proposed nominees are warranted.
Zurich Insurance Group		06-Apr-23	Reappoint Michel Lies as Member of the Compensation Committee	For	Votes FOR the proposed rominees are warranted. Votes FOR the proposed or ominees are warranted.
Zurich Insurance Group		06-Apr-23	Reappoint Catherine Bessant as Member of the Compensation Committee	For	Votes FOR the proposed nominees are warranted.
Zurich Insurance Group		06-Apr-23	Reappoint Christoph Franz as Member of the Compensation Committee	For	Votes FOR the proposed nonlines are wall attack. Votes FOR the proposed nonlines are wall attack.
Zurich Insurance Group		06-Apr-23	Reappoint Sabine Keller-Busse as Member of the Compensation Committee	For	Votes FOR the proposed nomines are warranted. Votes FOR the proposed nomines are warranted.
Zurich Insurance Group	p	06-Apr-23	Reappoint Kishore Mahbubani as Member of the Compensation Committee	For	Votes FOR the proposed rominees are warranted. Votes FOR the proposed rominees are warranted.
Zurich Insurance Group		06-Apr-23	Reappoint Assirore Maribudan as Member of the Compensation Committee	For	Votes FOR the proposed nominees are warranted. Votes FOR the proposed nominees are warranted.
Zurich Insurance Group		06-Apr-23	Designate Keller AG as Independent Proxy	For	A vote FOR this proposal is a warranted due to a lack of concerns.
Zurich Insurance Group		06-Apr-23	Ratify Ernst & Young AG as Auditors	For	A vote FOR its graphoes is warranted use to a size of concerns. A vote FOR its warranted because there are no concern regarding this proposal.
Zurich Insurance Group		06-Apr-23	Approve Remuneration of Directors in the Amount of OHF 6 Million	For	A vote FOR this resolution is warranted because the proposed amount is in line with market practice.
Zurich Insurance Group		06-Apr-23	Approve Remuneration of Executive Committee in the Amount of CHF 83 Million	For	A vote FOR this item is warranted because the proposed another is mine with market practice and does not raise significant concerns.
Zurich Insurance Group		06-Apr-23		For	A vote FOR the proposed authorization is warranted. A vote FOR the proposed authorization is warranted.
			Limit of OHF 13.5 Million with or without Exclusion of Preemptive Rights		
Zurich Insurance Group		06-Apr-23	Amend Articles Re: Share Register	For	Votes FOR the proposed article amendments are warranted due to a lack of concerns.
Zurich Insurance Group	p AG Annual	06-Apr-23	Approve Virtual-Only Shareholder Meetings	For	A vote FOR the proposed article amendment is warranted because: * The company is holding an in-person AGM this year, and clarifies that it will continue to hold in-person meetings,
Zurich Insurance Group	p AG Annual	06-Apr-23	Amend Articles of Association	For	but is seeking the necessary flexibility for the future if required. * Shareholders' participation rights would be protected (in line with Swiss law) Votes FOR the proposed article amendments are warranted due to a lack of concerns.

Zurich Insurance Group AG	Annual	06-Apr-23	Transact Other Business (Voting)	Against
Pony Testing Co., Ltd.	Special	12-Apr-23	Approve Use of Idle Raised Funds for Cash Management	For
Pony Testing Co., Ltd.	Special	12-Apr-23	Approve Repurchase and Cancellation of Performance Shares	For
Aker Solutions ASA	Annual	13-Apr-23	Open Meeting	
Aker Solutions ASA	Annual	13-Apr-23	Approve Notice of Meeting and Agenda	Do Not Vote
Aker Solutions ASA	Annual	13-Apr-23	Designate Inspector(s) of Minutes of Meeting	Do Not Vote
Aker Solutions ASA	Annual	13-Apr-23	Receive Information about the Business	
Aker Solutions ASA	Annual	13-Apr-23	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 1.00 Per Share	Do Not Vote
Aker Solutions ASA	Annual	13-Apr-23	Discuss Company's Corporate Governance Statement	
Aker Solutions ASA	Annual	13-Apr-23	Approve Remuneration Statement	Do Not Vote
Aker Solutions ASA	Annual	13-Apr-23	Approve Remuneration of Directors in the Amount of NOK 670,000 for Chairman and NOK 390,000 for Other Directors; Approve Meeting Fees; Approve Remuneration for the Company of the Compa	Do Not Vote
Aker Solutions ASA	Annual	13-Apr-23	Committee Work Approve Remuneration of Nominating Committee	Do Not Vote
Aker Solutions ASA	Annual	13-Apr-23	Reelect Leif-Arne Langoy, Oyvind Eriksen, Kjell Inge Rokke and Birgit Aaagaard-Svendsen	Do Not Vote
Aker Solutions ASA	Annual	13-Apr-23	as Directors Elect Members of Nominating Committee	Do Not Vote
Aker Solutions ASA	Annual	13-Apr-23	Approve Remuneration of Auditors	Do Not Vote
Aker Solutions ASA	Annual	13-Apr-23	Authorize Board to Purchase Treasury Shares in Connection with Acquisitions, Mergers,	Do Not Vote
			Demergers or other Transactions	
Aker Solutions ASA	Annual	13-Apr-23	Approve Repurchase of Shares in Connection to Equity Based Incentive Plans	Do Not Vote
Aker Solutions ASA	Annual	13-Apr-23	Authorize Share Repurchase Program for the Purpose of Investment or for Subsequent Sale or Deletion of Shares	Do Not Vote
Aker Solutions ASA	Annual	13-Apr-23	Amend Articles Re: General Meeting	Do Not Vote
Davide Campari-Milano NV		13-Apr-23	Open Meeting	
Davide Campari-Milano NV		13-Apr-23	Receive Annual Report	
Davide Campari-Milano NV	Annual	13-Apr-23	Approve Remuneration Report	Against
Davide Campari-Milano NV	Annual	13-Apr-23	Adopt Financial Statements	For
Davide Campari-Milano NV	Annual	13-Apr-23	Receive Explanation on Company's Reserves and Dividend Policy	
Davide Campari-Milano NV	Annual	13-Apr-23	Approve Dividends	For
Davide Campari-Milano NV	Annual	13-Apr-23	Approve Discharge of Executive Directors	For
Davide Campari-Milano NV	Annual	13-Apr-23	Approve Discharge of Non-Executive Directors	For
Davide Campari-Milano NV	Annual	13-Apr-23	Approve Stock Option Plan	Against
Davide Campari-Milano NV		13-Apr-23	Authorize Board to Repurchase Shares	Against
Davide Campari-Milano NV		13-Apr-23	Ratify Ernst & Young Accountants LLP as Auditors	For
Davide Campari-Milano NV		13-Apr-23	Close Meeting	
Davide Campari-Milano NV		13-Apr-23	Open Meeting	
Davide Campari-Milano NV		13-Apr-23	Receive Annual Report	
Davide Campari-Milano NV	Annual	13-Apr-23	Approve Remuneration Report	Against
Davide Campari-Milano NV	Annual	13-Apr-23	Adopt Financial Statements	For
Davide Campari-Milano NV	Annual	13-Apr-23	Receive Explanation on Company's Reserves and Dividend Policy	
Davide Campari-Milano NV		13-Apr-23	Approve Dividends	For
Davide Campari-Milano NV	Annual	13-Apr-23	Approve Discharge of Executive Directors	For
Davide Campari-Milano NV	Annual	13-Apr-23	Approve Discharge of Non-Executive Directors	For
Davide Campari-Milano NV	Annual	13-Apr-23	Approve Stock Option Plan	Against
Davide Campari-Milano NV	Annual	13-Apr-23	Authorize Board to Repurchase Shares	Against
Davide Campari-Milano NV	Annual	13-Apr-23	Ratify Ernst & Young Accountants LLP as Auditors	For
Davide Campari-Milano NV		13-Apr-23	Close Meeting	
Grupo Aeroportuario del Pa	Annual	13-Apr-23	Approve Reports in Compliance with Article 28, Section IV of Mexican Securities Market Law	For
Grupo Aeroportuario del Pa	Annual	13-Apr-23	Approve Discharge of Directors and Officers	For
Grupo Aeroportuario del Pa		13-Apr-23	Approve Individual and Consolidated Financial Statements and Approve External Auditors' Report on Financial Statements	For
Grupo Aeroportuario del Pa	Annual	13-Apr-23	Approve Allocation of Income in the Amount of MXN 8.88 Billion	For
Grupo Aeroportuario del Pa	Annual	13-Apr-23	Approve Dividends of MXN 14.84 Per Share	For
Grupo Aeroportuario del Pa	Annual	13-Apr-23	Cancel Pending Amount of Share Repurchase Approved at General Meetings Held on April 22, 2022; Set Share Repurchase Maximum Amount of MXN 2.5 Billion	For
Grupo Aeroportuario del Pa	Annual	13-Apr-23	Information on Election or Ratification of Four Directors and Their Alternates of Series BB Shareholders	
Grupo Aeroportuario del Pa	Annual	13-Apr-23	Elect or Ratify Directors of Series B Shareholders that Hold 10 Percent of Share Capital	
Grupo Aeroportuario del Pa	Annual	13-Apr-23	Ratify Carlos Cardenas Guzman, Angel Losada Moreno, Joaquin Vargas Guajardo, Juan Diez-Canedo Ruiz, Alvaro Fernandez Garza, Luis Tellez Kuenzler and Alejandra Palacios	Against
		10.1 65	Prieto as Directors of Series B Shareholders	For
Grupo Aeroportuario del Pa		13-Apr-23	Elect or Ratify Board Chairman	1 01
0	Annual	13-Apr-23	Approve Remuneration of Directors for Years 2022 and 2023	For
Grupo Aeroportuario del Pa		40 4 60		
Grupo Aeroportuario del Pa Grupo Aeroportuario del Pa Grupo Aeroportuario del Pa		13-Apr-23 13-Apr-23	Elect or Ratify Director of Series B Shareholders and Member of Nominations and Compensation Committee Elect or Ratify Chairman of Audit and Corporate Practices Committee	Against

A vote AGAINST is warranted because: *This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and *The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote assains this item on a recautionary basis.

A vote FOR this item is merited because no concerns have been identified.

A vote FOR is warranted because no concerns have been identified.

These are routine meeting formalities.

These are routine meeting formalities.

These are routine meeting formalities.

This is a routine, non-voting item.

A vote FOR this proposal is warranted due to a lack of concern regarding the financial statements, proposed allocation of income

This is a non-voting item

A vote AGAINST this item is warranted because of lack of disclosure regarding level of achievement and retrospective disclosure of targets for the STIP, and lack of disclosure regarding monetary achievement per executive for the STIP.

A vote FOR these remuneration proposals is warranted because the fees are broadly in line with market practice.

A vote FOR these remuneration proposals is warranted because the fees are broadly in line with market practice.

A vote AGAINST this Item is warranted because candidate Oeyvind Eriksen is overboarded. The company has presented the election of directors as a single voting item, leaving shareholders with no option but to vote against all director nominees

A vote FOR this item is warranted because of a lack of controversy regarding the nominating committee.

A vote FOR is warranted because there are no concerns regarding this proposal.

A vote AGAINST these proposals to repurchase company shares is warranted because the repurchases could in theory be used to prevent takeovers.

A vote AGAINST these proposals to repurchase company shares is warranted because the repurchases could in theory be used to prevent takeovers.

A vote AGAINST these proposals to repurchase company shares is warranted because the repurchases could in theory be used to prevent takeovers.

A vote FOR this proposal is warranted because the proposed changes are neutral in terms of shareholder value and rights.

No vote is required for this item.

No vote is required for this item.

A vote AGAINST is warranted because: * the design of the long-term incentive plan, which is not subject to performance criteria, is in deviation of best market practice. * Continued concern for the existence of a "last mile" award * Insufficient response to significant dissent on last year's remuneration report. * Lagging disclosure on the STI performance achievement and according exyment practice.

A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.

This is a non-voting item.

A vote FOR the dividend proposal is warranted. Although the company proposes to grant less than 30 percent of the earnings per share, the company gives adequate explanation why this is consistent with the company's dividend policy.

A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.

A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.

A vote AGAINST this resolution is warranted because: *Absence of clear disclosure on award levels under the proposed option plan *Executives may participate in this plan whereas there is no clear disclosure on award levels or limits. *Award and vesting of equity-based awards for executives is not subject to performance oriteria, in deviation of best market

 $A \ vote \ A GAINST is warranted \ because: \ ^*This \ proposal \ is \ not \ in \ line \ with \ commonly \ used \ safeguards \ regarding \ holding \ limits \ of \ repurchased \ shares \ proposal \ is \ not \ in \ line \ with \ commonly \ used \ safeguards \ regarding \ holding \ limits \ of \ repurchased \ shares \ proposal \ is \ not \ in \ line \ with \ commonly \ used \ safeguards \ regarding \ holding \ limits \ of \ repurchased \ shares \ proposal \ proposal \ shares \ proposal \ prop$

A vote FOR is warranted because there are no concerns regarding this proposal. No vote is required for this item.

No vote is required for this item.

No vote is required for this item.

A vote AGAINST is warranted because: * the design of the long-term incentive plan, which is not subject to performance criteria, is in deviation of best market practice. * Continued concern for the existence of a Tast mile' award * Insufficient response to significant dissent on last year's remuneration report. * Lagging disclosure on the STI performance achievement and accordine ex-oset tarests.

A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.

This is a non-voting item.

A vote FOR the dividend proposal is warranted. Although the company proposes to grant less than 30 percent of the earnings per share, the company gives adequate explanation why this is consistent with the company's dividend policy.

A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.

 $A \ vote \ FOR \ is \ warranted \ because of the \ absence of \ any \ information \ about \ significant \ and \ compelling \ controversies that \ the \ board \ is not \ fulfilling \ its \ fiduciary \ duties.$

A vote AGAINST this resolution is warranted because: *Absence of clear disclosure on award levels under the proposed option plan *Executives may participate in this plan whereas there is no clear disclosure on award levels or limits. *Award and vesting of equity-based awards for executives is not subject to performance oriteria, in deviation of best market. A vote AGAINST is warranted because: *This proposal is not in line with commonly used safeguards regarding holding limits of repurchased shares.

A vote FOR is warranted because there are no concerns regarding this proposal.

No vote is required for this item.

A vote FOR these routine proposals is warranted because: *Audited financials are available for FY 2022, and there are no independent auditor qualifications; and *There are no known concerns regarding the company's financial statements or audit procedures.

A vote FOR this item is warranted because: *This is a routine procedure in Mexico; and *There is no concrete evidence of negligence or abuse on part of the board or management. A vote FOR these routine proposals is warranted because: *Audited financials are available for FY 2022, and there are no independent auditor qualifications; and *There are no known

concerns regarding the company's financial statements or audit procedures.

A vote FOR these items is warranted because the company's proposed payout falls within a reasonable 30-100 percent range of net income

 $A \ vote FOR \ these \ items \ is \ warranted \ because \ the \ company's \ proposed \ payout \ falls \ within \ a \ reasonable \ 30-100 \ percent \ range \ of \ net \ income.$

A vote FOR this request is warranted because: *The company's proposed share repurchase reserve appears reasonable; and *There are no known concerns over previous use of the share repurchase authority.

The company has presented this board election as a non-voting item.

The company has presented this board election as a non-voting item.

A vote AGAINST this item is warranted because the proposed board contains at least one nominee considered overboarded under Sustainability Advisory Services voting guidelines, and the company has bundled the election of directors under a single item, preventing shareholders from voting individually on the proposed nominees.

A vote FOR this item is warranted because: *The company has disclosed the name of its chair nominee; and *There are no known concerns over the proposed nominee.

A vote FOR this item is warranted because: *There are no known concerns over the compensation of the company's directors; and *There is no evidence of unsatisfactory board performance.

A vote AGAINST Alvaro Fernandez Garza is warranted because the director serves on more than three public boards and is the CEO of an outside company.

A vote FOR this item is warranted because: *The company has disclosed the name of its nominee; and *There are no known concerns regarding the company's financial information or audit procedures.

Grupo Aeroportuario del Pa Grupo Aeroportuario del Pa		13-Apr-23 13-Apr-23	Present Report Regarding Individual or Accumulated Operations Greater Than USD 3 Authorize Board to Ratify and Execute Approved Resolutions	Foi
Grupo Aeroportuario del Pa	Extraordinary Shar	e 13-Apr-23	Authorize Cancellation of 7.02 Million Shares Held in Treasury	Fo
Grupo Aeroportuario del Pa Grupo Aeroportuario del Pa			Amend Article 6 to Reflect Changes in Capital Add Article 29 Bis Re: Sustainability Committee	Foi
Grupo Aeroportuario del Pa			Authorize Board to Ratify and Execute Approved Resolutions	For
Teleperformance SE	Annual/Special	13-Apr-23	Approve Financial Statements and Statutory Reports	For
Teleperformance SE	Annual/Special	13-Apr-23	Approve Consolidated Financial Statements and Statutory Reports	For
Teleperformance SE	Annual/Special	13-Apr-23	Approve Allocation of Income and Dividends of EUR 3.85 per Share	For
Teleperformance SE	Annual/Special	13-Apr-23	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence	For
releperformance oc	Arii uai/opeciai	10-Apr-20	of New Transactions	го
Teleperformance SE	Annual/Special	13-Apr-23	Approve Compensation Report of Corporate Officers	Fo
Teleperformance SE	Annual/Special	13-Apr-23	Approve Compensation of Daniel Julien, Chairman and CEO	Fo
Teleperformance SE	Annual/Special	13-Apr-23	Approve Compensation of Olivier Rigaudy, Vice-CEO	Fo
Teleperformance SE	Annual/Special	13-Apr-23	Approve Remuneration Policy of Directors	Fo
Teleperformance SE	Annual/Special	13-Apr-23	Approve Remuneration Policy of Chairman and CEO	For
Teleperformance SE	Annual/Special	13-Apr-23	Approve Remuneration Policy of Vice-CEO	Fo
Teleperformance SE	Annual/Special	13-Apr-23	Reelect Christobel Selecky as Director	Fo
Teleperformance SE	Annual/Special	13-Apr-23	Reelect Angela Maria Sierra-Moreno as Director	Fo
Teleperformance SE	Annual/Special	13-Apr-23	Reelect Jean Guez as Director	Fo
Teleperformance SE	Annual/Special	13-Apr-23	Elect Varun Bery as Director	Fo
Teleperformance SE	Annual/Special	13-Apr-23	Elect Bhupender Singh as Director	Fo
Teleperformance SE	Annual/Special	13-Apr-23	Appoint PricewaterhouseCoopers Audit SAS as Auditor	Fo
Teleperformance SE	Annual/Special	13-Apr-23	Renew Appointment of Deloitte & Associes SA as Auditor	Fo
Teleperformance SE	Annual/Special	13-Apr-23	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Fo
Teleperformance SE	Annual/Special	13-Apr-23	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Fo
Teleperformance SE	Annual/Special	13-Apr-23	Authorize Capitalization of Reserves of Up to EUR 142 Million for Bonus Issue or Increase in	Fo
Teleperformance SE	Annual/Special	13-Apr-23	Par Value Authorize Capital Increase for Contributions in Kind, up to Aggregate Nominal Amount of	Fo
Teleperformance SE	Annual/Special	13-Apr-23	EUR 7.2 Million Authorize Filing of Required Documents/Other Formalities	Fo
Teleperformance SE	Annual/Special	13-Apr-23	Approve Financial Statements and Statutory Reports	Fo
Teleperformance SE	Annual/Special	13-Apr-23	Approve Consolidated Financial Statements and Statutory Reports	Fo
Teleperformance SE	Annual/Special	13-Apr-23	Approve Consolidated Financial Statements and State	Fo
Teleperformance SE	Annual/Special	13-Apr-23	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Fo
Teleperformance SE	Annual/Special	13-Apr-23	Approve Compensation Report of Corporate Officers	Fo
Teleperformance SE	Annual/Special	13-Apr-23	Approve Compensation of Daniel Julien, Chairman and CEO	Fo
Teleperformance SE	Annual/Special	13-Apr-23	Approve Compensation of Olivier Rigaudy, Vice-CEO	Fo
Teleperformance SE	Annual/Special	13-Apr-23	Approve Remuneration Policy of Directors	Fo

This is a non-voting item

A vote FOR this closing formality is warranted because: *Approval of this item grants management authority to approve only items that have been approved by shareholders, and *Opposing this item could impact management's ability to execute on bona fide items that have been approved by shareholders.

A vote FOR this item is warranted because: * The cancellation of treasury shares does not affect shareholder value or liquidity; and * There is no evidence of past misuse of share repurchase authority.

This is a non-voting item

A vote FOR this item is warranted because: *The company has disclosed the full text of the proposed bylaw amendment; and *The inclusion of a sustainability committee appears to be a positive governance development.

A vote FOR this closing formality is warranted because: *Approval of this item grants management authority to approve only items that have been approved by shareholders; and *Opposing this item could impact management's ability to execute on bona fide items that have been approved by shareholders.

Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.

Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.

A vote FOR this income allocation proposal is warranted because the proposed payout ratio is adequate without being excessive

A vote FOR this proposal is warranted because the information disclosed in the auditors' special report does not raise any concerns.

A vote FOR this remuneration report is warranted because it does not raise any significant concern.

Votes FOR these remuneration reports are warranted, although the following concerns are raised.* As in past years, the bonus structurer raises some concern as the vesting scale underlying financial criteria does not reward overperformance but could reward below guidance performance. *The voterior related to the organic revenue growth is attached to both bonus and LTI (weighing 40 percent and 35 percent respectively) allowing the same performance to be twice rewarded. *The targets underlying the non-financial criteria did not seem challenging enough. The payout granted by the company clid not reflect the company's recent turnell." As significant part of the vioe-ECO's cash remuneration, due under his employment contract, is not subject to shareholders' approval (filtern 7). The main reasons for support are: *The overperformance or bonus financial criteria did not seem challenging enough. The payout price is the company clid not report as respectively allowing concerns a structurer raises some concerns as the vesting scale underlying financial criteria does not reward overperformance but outled reward below guidance performance. The value of the 2022 LTIP granted remains beyond common market practices in France, and in increase in value, despite a decrease in instrument, compared to 2021 grant. *The original related to the organic revenue growth is attached to both bonus and LTI (weighing 40 percent and 35 percent respectively) allowing the same performance to the twice rewarded. *The value of the 2022 LTIP granted remains beyond common market practices in France, and in increase in value, despite a decrease in instrument, compared to 2021 grant. *The original related to the organic revenue growth is attached to both bonus and LTI (weighing 40 percent and 35 percent respectively) allowing the same performance to the twice rewarded. *The verging finant part of the vice-CEO's cash remuneration, due under his employment contract, is not subject to shareholders' approval (titer in 7). The main reasons for support are

Votes FOR these remuneration policies are warranted, although the following concerns are raised: * Most of borus criteria, financial and non-financial, are considered not stringent enough. As for the criteria related to the employee's engagement and the attrition rate, the targets have already been achieved in the past, which questions its relevance. * As in past years, the potential value of the LTI grant appears beyond common market practices in France. *The maintain of the employment contract of the vice-CEO, which limits the impact of say on pay. The main reasons for support are: *The high level of disclosure regarding the elements of the vice-CEO's employment contract, beyond market practices. *The absence of any other is employed.

Votes FOR these remuneration policies are warranted, although the following concerns are raised: * Most of borus criteria, financial and non-financial, are considered not stringent enough. As for the criteria related to the employee's engagement and the attrition rate, the targets have already been achieved in the past, which questions its relevance. * As in past years, the potential value of the LT grant appears beyond common market practices in France. * The maintain of the me maintain of the order of the vice-CEO, which limits the impact of say on pay. The main reasons for support are: * The high level of disclosure regarding the elements of the vice-CEO's employment contract, beyond market practices. * The absence of

Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 11, 12 and 14). Votes FOR the reelections of these non-independent nominees are warranted given the satisficatory level of board independence (including all board members 62.5 percent vs 33.3 percent recommended; excluding employee representatives. 714 percent vs 50 percent recommended and the absence of specific concerns (Items 12-13).

Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 11, 12 and 14). Votes FOR the reelections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 62.5 percent vs 33.3 percent recommended; excluding employee representatives. "14 percent vs 50 percent recommended and the absence of specific concerns (Items 12-13).

Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 11, 12 and 14). Votes FOR the reelections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 62.5 percent vs 33.3 percent recommended, excluding employee representatives: 71.4 percent vs 60 percent recommended and the absence of specific concerns (Items 12-13).

Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 11, 12 and 14). Votes FOR the reelections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members 62.5 percent vs 33.3 percent recommended, excluding employee representatives. 714 percent vs 65 percent recommended and the absence of specific oncerns (Items 12-13).

Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 11, 12 and 14). Votes FOR the reelections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 625 percent vs 333 percent recommended; excluding employee representatives: 71.4 percent vs 50 percent recommended) and the absence of specific concerns (Items 12-13). Votes FOR are warranted because there are no concerns regarding these proposals.

Votes FOR are warranted because there are no concerns regarding these proposals.

Such share buyback programs merit a vote FOR.

A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.

A vote FOR is warranted since this potential transfer of wealth is in shareholders' interests

A vote FOR the authorization under Item 21 is warranted as its proposed volume respects the recommended guidelines for issuances without preemptive rights.

A vote FOR this routine item is warranted.

 $Votes FOR\ the\ approval\ of\ the\ annual\ accounts\ are\ warranted\ due\ to\ the\ unqualified\ auditors'\ opinion\ and\ lack\ of\ concerns.$

Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.

A vote FOR this income allocation proposal is warranted because the proposed payout ratio is adequate without being excessive

A vote FOR this proposal is warranted because the information disclosed in the auditors' special report does not raise any concerns

A vote FOR this remuneration report is warranted because it does not raise any significant concern.

Votes FOR these remuneration reports are warranted, although the following concerns are raised: *As in past years, the borus structure raises some concern as the vesting scale underlying financial criteria does not reward overperformance but the count ferward below guidance performance. *The value of the 2022 LTPR granted remains beyond common market practices in France, and in increase in value, despite a decrease in instrument, compared to 2021 grant. *The criterion related to the organic revenue growth is attached to both borus and LTI (weighing 40 percent and 55 percent respectively) allowing the same performance to be twice rewarded. *The targets underlying the non-financial criteria did not seem challenging enough. The payout granted by the company did not reflect the company's recent turnous. *A significant part of the vice-PCD's cash remuneration, due under his employment contract, is not subject to shareholders' approval (fitem 7). The main reasons for support are: *The overperformance of bonus' financial criteria desired, the concerns subject to shareholders' approval (fitem 7). The main reasons for support are: *The overperformance of bonus' financial criteria desired, and indicated the concerns subject to shareholders' approval (fitem 7). The main reasons for support are: *The overperformance of bonus' financial criteria does not reward overperformance under the votes of the observice of the observace of the observice of the observice of the observice of the observace of the observice of the observace of the observice of the observace of the observice of the observa

Teleperformance SE	Annual/Special	13-Apr-23	Approve Remuneration Policy of Chairman and CEO	For
Teleperformance SE	Annual/Special	13-Apr-23	Approve Remuneration Policy of Vice-CEO	For
Teleperformance SE	Annual/Special	13-Apr-23	Reelect Christobel Selecky as Director	For
Teleperformance SE	Annual/Special	13-Apr-23	Reelect Angela Maria Sierra-Moreno as Director	For
Teleperformance SE	Annual/Special	13-Apr-23	Reelect Jean Guez as Director	For
Teleperformance SE	Annual/Special	13-Apr-23	Elect Varun Bery as Director	For
Teleperformance SE	Annual/Special	13-Apr-23	Elect Bhupender Singh as Director	For
Teleperformance SE	Annual/Special	13-Apr-23	Appoint PricewaterhouseCoopers Audit SAS as Auditor	For
Teleperformance SE	Annual/Special	13-Apr-23	Renew Appointment of Deloitte & Associes SA as Auditor	For
Teleperformance SE	Annual/Special	13-Apr-23	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For
Teleperformance SE	Annual/Special	13-Apr-23	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For
	Annual/Special	13-Apr-23		
Teleperformance SE	Annual/Special	13-Apr-23	Authorize Capitalization of Reserves of Up to EUR 142 Million for Bonus Issue or Increase in Par Value	For
Teleperformance SE	Annual/Special	13-Apr-23	Authorize Capital Increase for Contributions in Kind, up to Aggregate Nominal Amount of EUR 7.2 Million	For
Teleperformance SE	Annual/Special	13-Apr-23	Authorize Filing of Required Documents/Other Formalities	For
Teleperformance SE	Annual/Special	13-Apr-23	Approve Financial Statements and Statutory Reports	For
Teleperformance SE	Annual/Special	13-Apr-23	Approve Consolidated Financial Statements and Statutory Reports	For
Teleperformance SE	Annual/Special	13-Apr-23	Approve Allocation of Income and Dividends of EUR 3.85 per Share	For
Teleperformance SE	Annual/Special	13-Apr-23	${\it Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence}$	For
Teleperformance SE	Annual/Special	13-Apr-23	of New Transactions Approve Compensation Report of Corporate Officers	For
Teleperformance SE	Annual/Special	13-Apr-23	Approve Compensation of Daniel Julien, Chairman and CEO	For
Teleperformance SE	Annual/Special	13-Apr-23	Approve Compensation of Olivier Rigaudy, Vice-CEO	For
Teleperformance SE	Annual/Special	13-Apr-23	Approve Remuneration Policy of Directors	For
Teleperformance SE	Annual/Special	13-Apr-23	Approve Remuneration Policy of Chairman and CEO	For
Teleperformance SE	Annual/Special	13-Apr-23	Approve Remuneration Policy of Vice-CEO	For
Teleperformance SE	Annual/Special	13-Apr-23	Reelect Christobel Selecky as Director	For
Teleperformance SE	Annual/Special	13-Apr-23	Reelect Angela Maria Sierra-Moreno as Director	For
Teleperformance SE	Annual/Special	13-Apr-23	Reelect Jean Guez as Director	For
Teleperformance SE	Annual/Special	13-Apr-23	Elect Varun Bery as Director	For
Teleperformance SE	Annual/Special	13-Apr-23	Elect Bhupender Singh as Director	For
T-1	A1/O : 1	10 4 60	Accorded Delicement of the Control Australia Control Contr	_
Teleperformance SE	Annual/Special	13-Apr-23	Appoint PricewaterhouseCoopers Audit SAS as Auditor	For
Teleperformance SE	Annual/Special	13-Apr-23	Renew Appointment of Deloitte & Associes SA as Auditor	For
Teleperformance SE	Annual/Special	13-Apr-23	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For
Teleperformance SE	Annual/Special	13-Apr-23	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For
Teleperformance SE	Annual/Special	13-Apr-23	Authorize Capitalization of Reserves of Up to EUR 142 Million for Bonus Issue or Increase in	For
			Par Value	

Votes FOR these remuneration policies are warranted, although the following concerns are raised: * Most of bonus criteria, financial and non-financial, are considered not stringent enough. As for the criteria related to the employee's engagement and the attrition rate, the targets have already been achieved in the past, which questions its relevance. * As in past years, the potential value of the LTI grant appears beyond common market practices in France. * The maintain of the employment contract of the vice-CEO, which limits the impact of say on pay. The main reasons for support are: *The high level of disclosure regarding the elements of the vice-CEO's employment contract, beyond market practices. *The absence of any other significant concern

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any other significant concern
Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 11, 12 and 14). Votes FOR the reelections of these non-independent $nominees \ are \ warranted \ given the \ satisfactory \ level of \ board \ independence \ (including \ all \ board \ members: 62.5 \ percent \ vs \ 33.3 \ percent \ recommended; excluding \ employee$ $representatives: 71.4\ percent\ vs\ 50\ percent\ recommended)\ and\ the\ absence\ of\ specific\ concerns\ (Items\ 12-13).$

Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 11, 12 and 14). Votes FOR the reelections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 62.5 percent vs 33.3 percent recommended; excluding employee

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Votes FOR are warranted because there are no concerns regarding these proposals.

Votes FOR are warranted because there are no concerns regarding these proposals.

Such share buyback programs merit a vote FOR.

A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.

A vote FOR is warranted since this potential transfer of wealth is in shareholders' interests.

A vote FOR the authorization under Item 21 is warranted as its proposed volume respects the recommended guidelines for issuances without preemptive rights.

Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.

Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns

A vote FOR this income allocation proposal is warranted because the proposed payout ratio is adequate without being excessive

A vote FOR this proposal is warranted because the information disclosed in the auditors' special report does not raise any concerns.

A vote FOR this remuneration report is warranted because it does not raise any significant concern.

Votes FOR these remuneration reports are warranted, although the following concerns are raised: * As in past years, the bonus structure raises some concern as the vesting scale underlying financial criteria does not reward overperformance but could reward below guidance performance.* The value of the 2022 LTIP granted remains beyond common market practices in France, and in increase in value, despite a decrease in instrument, compared to 2021 grant. * The criterion related to the organic revenue growth is attached to both bonus and LTI (weighing 40 percent and 35 percent respectively) allowing the same performance to be twice rewarded. * The targets underlying the non-financial criteria did not seem challenging enough. The payout granted by the company did not reflect the company's recent turmoil. * A significant part of the vice-CEO's cash remuneration, due under his employment contract, is not subject to shareholders' approval (Item 7). The main reasons for support are: *The overperformance of bonus' financial criteria mitigated the concerns reliced from their usetion recola.* The continued high level of disclosure on the house performance conditions either in reconst of the eheir/CFO and vice OFO's mandate than under Votes FOR these remuneration reports are warranted, although the following concerns are raised: * As in past years, the bonus structure raises some concern as the vesting scale underlying financial criteria does not reward overperformance but could reward below guidance performance.* The value of the 2022 LTIP granted remains beyond common market practices in France, and in increase in value, despite a decrease in instrument, compared to 2021 grant. * The criterion related to the organic revenue growth is attached to both bonus and LTI (weighing 40 percent and 35 percent respectively) allowing the same performance to be twice rewarded. * The targets underlying the non-financial criteria did not seem challenging enough. The payout granted by the company did not reflect the company's recent turmoil. * A significant part of the vice-CEO's cash remuneration, due under his employment contract, is not subject to shareholders' approval (Item 7). The main reasons for support are: * The overperformance of bonus' financial criteria mitigated the concerns raised from their vesting scale. *The continued high lavel of disclosure on the horus performance of A vote FOR this remuneration policy is warranted because it does not raise any significant concern.

Votes FOR these remuneration policies are warranted, although the following concerns are raised: * Most of bonus criteria, financial and non-financial, are considered not stringent enough. As for the criteria related to the employee's engagement and the attrition rate, the targets have already been achieved in the past, which questions its relevance. * As in past years, the potential value of the LTI grant appears beyond common market practices in France. * The maintain of the employment contract of the vice-CEO, which limits the impact of say on pay. The main reasons for support are: * The high level of disclosure regarding the elements of the vice-CEO's employment contract, beyond market practices, * The absence of

Votes FOR these remuneration policies are warranted, although the following concerns are raised: * Most of bonus criteria, financial and non-financial, are considered not stringent enough. As for the criteria related to the employee's engagement and the attrition rate, the targets have already been achieved in the past, which questions its relevance. * As in past years, the potential value of the LTI grant appears beyond common market practices in France, * The maintain of the employment contract of the vice-CEO, which limits the impact of say on pay. The main reasons for support are: *The high level of disclosure regarding the elements of the vice-CEO's employment contract, beyond market practices. *The absence of

Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 11.12 and 14). Votes FOR the reelections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 62.5 percent vs 33.3 percent recommended: excluding employee representatives: 71.4 percent vs 50 percent recommended) and the absence of specific concerns (Items 12-13).

Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 11.12 and 14). Votes FOR the reelections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 62.5 percent vs 33.3 percent recommended; excluding employee representatives: 71.4 percent vs 50 percent recommended) and the absence of specific concerns (Items 12-13).

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Votes FOR are warranted because there are no concerns regarding these proposals

Such share buyback programs merit a vote FOR.

A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.

A vote FOR is warranted since this potential transfer of wealth is in shareholders' interests.

Teleperformance SE	Annual/Special	13-Apr-23	Authorize Capital Increase for Contributions in Kind, up to Aggregate Nominal Amount of	For	A vote FOR the authorization under Item 21 is warranted as its proposed volume respects the recommended guidelines for issuances without preemptive rights.
Teleperformance SE	Annual/Special	13-Apr-23	EUR 7.2 Million Authorize Filing of Required Documents/Other Formalities	For	A vote FOR this routine item is warranted.
Emaar Properties PJSC	Annual	17-Apr-23	Approve Board Report on Company Operations and Its Financial Position for FY 2022	For	A vote FOR the approval of the board report is warranted given the timely disclosure of the report and the absence of any significant concerns.
Emaar Properties PJSC	Annual	17-Apr-23	Approve Auditors' Report on Company Financial Statements for FY 2022	For	A vote FOR the approval of the auditor's report is varranted because this is a routine meeting formality.
Emaar Properties PJSC	Annual	17-Apr-23	Accept Financial Statements and Statutory Reports for FY 2022	For	A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
Emaar Properties PJSC	Annual	17-Apr-23	Approve Dividends of AED 0.25 per Share	For	A vote FOR is warranted because there are no known concerns regarding this proposal or the company's past income allocation practices.
Emaar Properties PJSC	Annual	17-Apr-23	Approve Remuneration of Directors	For	In the absence of known concerns over directors' remuneration at Emaar Properties PJSC, a vote FOR this item is warranted.
Emaar Properties PJSO	Annual	17-Apr-23	Approve Discharge of Directors for FY 2022	For	In the absence of concerns that the board is not fulfilling its fiduciary duties, a vote FOR is warranted.
Emaar Properties PJSC	Annual	17-Apr-23	Approve Discharge of Auditors for FY 2023	For	In the absence of concerns that the auditor is not fulfilling its fiduciary duties, a vote FOR is warranted.
Emaar Properties PJSO	Annual	17-Apr-23	Appoint Auditors and Fix Their Remuneration for FY 2023	Against	A vote AGAINST this proposal is warranted as the company maintains its practice to pay non-audit fees exceeding 100 percent of standard audit-related fees.
Emaar Properties PJSO	Annual	17-Apr-23	Allow Directors to Engage in Commercial Transactions with Competitors	For	A vote FOR this item is FOR warranted as this is a routine request in United Arab Emirates given local market practices and existing legal provisions.
Emaar Properties PJSO	Annual	17-Apr-23	Approve Board Report on Company Operations and Its Financial Position for FY 2022	For	A vote FOR the approval of the board report is warranted given the timely disclosure of the report and the absence of any significant concerns.
Emaar Properties PJSC	Annual	17-Apr-23	Approve Auditors' Report on Company Financial Statements for FY 2022	For	A vote FOR the approval of the auditor's report is warranted because this is a routine meeting formality.
Emaar Properties PJSO	Annual	17-Apr-23	Accept Financial Statements and Statutory Reports for FY 2022	For	A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
Emaar Properties PJSO	Annual	17-Apr-23	Approve Dividends of AED 0.25 per Share	For	A vote FOR is warranted because there are no known concerns regarding this proposal or the company's past income allocation practices.
Emaar Properties PJSO	Annual	17-Apr-23	Approve Remuneration of Directors	For	In the absence of known concerns over directors' remuneration at Emaar Properties PJSC, a vote FOR this item is warranted.
Emaar Properties PJSO	Annual	17-Apr-23	Approve Discharge of Directors for FY 2022	For	In the absence of concerns that the board is not fulfilling its fiduciary duties, a vote FOR is warranted.
Emaar Properties PJSO	Annual	17-Apr-23	Approve Discharge of Auditors for FY 2023	For	In the absence of concerns that the auditor is not fulfilling its fiduciary duties, a vote FOR is warranted.
Emaar Properties PJSO	Annual	17-Apr-23	Appoint Auditors and Fix Their Remuneration for FY 2023	Against	A vote AGAINST this proposal is warranted as the company maintains its practice to pay non-audit fees exceeding 100 percent of standard audit-related fees.
Emaar Properties PJSO	Annual	17-Apr-23	Allow Directors to Engage in Commercial Transactions with Competitors	For	A vote FOR this item is FOR warranted as this is a routine request in United Arab Emirates given local market practices and existing legal provisions.
IQVIA Holdings Inc.	Annual	18-Apr-23	Elect Director Carol J. Burt	For	A vote FOR the director nominees is warranted.
IQVIA Holdings Inc.	Annual	18-Apr-23	Elect Director Colleen A. Goggins	For	A vote FOR the director nominees is warranted.
IQVIA Holdings Inc.	Annual	18-Apr-23	Elect Director Sheila A. Stamps	For	A vote FOR the director nominees is warranted.
IQVIA Holdings Inc.	Annual	18-Apr-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted. Although the CEO's relatively high annual incentive target and target total equity grant value continue to drive pay magnitude concerns, the
					annual and long-term incentive programs were sufficiently tied to pre-set objective measures, and improvements to performance-based awards for FY23 strengthen the pay-for-
					performance alignment of the long-term incentive program. Given these factors, the quantitative pay-for-performance misalignment for the year under review is mitigated, though
IQVIA Holdings Inc.	Annual	18-Apr-23	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	For	continued monitorine is warranted to ensure that hieh pav is substantiated by company outporformance Currently, the company does not provide shareholders with the ability to call special meetings. Hence, a vote FOR this proposal is warranted as it represents an enhancement to
					shareholder's rights.
IQVIA Holdings Inc.	Annual	18-Apr-23	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	For	A vote FOR this proposal is warranted as the right to call special meetings at a 10 percent ownership threshold would enhance shareholders' rights and the precatory proposal inherently
IQVIA Holdings Inc.	Annual	18-Apr-23	Require Independent Board Chair	For	affords the board flexibility to maintain appropriate safeguards against abuse
IQVIA Holdings Inc.	Annual	18-Apr-23	Require independent board Chair Ratify PricewaterhouseCoopers LLP as Auditors	For	A vote FOR this proposal is warranted given the importance of having an independent board chair. A vote FOR this proposal to ratify the auditor is warranted.
Bank of Montreal	Annual	18-Apr-23	Elect Director Janice M. Babiak	For	A Vote FOR all proposed nonlines as no significant concerns have been identified at this time.
Bank of Montreal	Annual	18-Apr-23	Flect Director Sophie Brochu	For	Voe FOR all proposed nominees as no significant concerns have been identified at this time. Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Bank of Montreal	Annual	18-Apr-23	Elect Director Oraig W. Broderick	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time. Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Bank of Montreal	Annual	18-Apr-23	Elect Director George A. Cope	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time. Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Bank of Montreal	Annual	18-Apr-23	Elect Director Stephen Dent	For	Vote FOR all proposed in timiless as no significant concerns have been identified at this time. Vote FOR all proposed nonliness as no significant concerns have been identified at this time.
Bank of Montreal	Annual	18-Apr-23	Elect Director Christine A. Edwards	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Bank of Montreal	Annual	18-Apr-23	Elect Director Martin S. Eichenbaum	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time. Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Bank of Montreal	Annual	18-Apr-23	Flect Director Navarro. Elenenbaum	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Bank of Montreal	Annual	18-Apr-23	Flect Director Linda S. Huber	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time. Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Bank of Montreal	Annual	18-Apr-23	Elect Director Eric R. La Fleche	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Bank of Montreal	Annual	18-Apr-23	Elect Director Lorraine Mitchelmore	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Bank of Montreal	Annual	18-Apr-23	Elect Director Madhu Ranganathan	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Bank of Montreal	Annual	18-Apr-23	Elect Director Darryl White	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Bank of Montreal	Annual	18-Apr-23	Ratify KPMG LLP as Auditors	For	Vote FOR the ratification of KPMG LLP as auditor as non-audit fees (3 percent) were reasonable relative to total fees paid to the auditor.
Bank of Montreal	Annual	18-Apr-23	Advisory Vote on Executive Compensation Approach	For	Vote FOR this non-binding advisory vote as there are no significant issues at this time.
Bank of Montreal	Annual	18-Apr-23	SP 1: Advisory Vote on Environmental Policies	For	A vote FOR this proposal is warranted. Additional information on the company's plan to reduce its GHG emissions would allow investors to better understand how the company is
					managing its climate change related risks and it would allow shareholders to express their opinions on the climate risk management practices of the company
Bank of Montreal	Annual	18-Apr-23	SP 2: Continue to Invest in and Finance the Canadian Oil and Gas Sector	Against	A vote AGAINST this shareholder proposal is warranted considering.* The company's Net-Zero ambition appears to be reasonably aligned with global and Canadian climate initiatives
Bank of Montreal	Annual	18-Apr-23	SP 3: Publish a Third-Party Racial Equity Audit	For	and the bank has undertaken efforts to support oil and gas clients in low carbon transition; and * The proponent's request may hinder the company's ability to meet its Net-Zero goals A vote FOR this proposal is warranted, as it would strengthen the company's commitment towards addressing diversity, equity, and inclusion efforts in its business operations and
Dark of World Gal	Attitudi	ю ирг 20	or c. r abilistra militari arty madiai Equity Addit	1 01	ventures. In addition, it would allow shareholders to better assess the effectiveness of the company's diversity, equity, and initiatives and its management of related risks
Tecan Group AG	Annual	18-Apr-23	Accept Financial Statements and Statutory Reports	For	A vote FOR the annual accounts, annual report, and auditor's report for the fiscal year in review is warranted.
Tecan Group AG	Annual	18-Apr-23	Approve Allocation of Income and Dividends of CHF 1.45 per Share	For	Votes FOR these resolutions are warranted.
Tecan Group AG	Annual	18-Apr-23	Approve Dividends of OHF 1.45 per Share from Capital Contribution Reserves	For	Votes FOR these resolutions are warranted.
Tecan Group AG	Annual	18-Apr-23	Approve Discharge of Board and Senior Management	For	A vote FOR the formal discharge of the board of directors and senior management is warranted, as there is no evidence that the board and senior management have not fulfilled their
Tecan Group AG	Annual	18-Apr-23	Elect Matthias Gillner as Director	For	fiduciary duties. Votes FOR the proposed nominees are warranted.
Tecan Group AG Tecan Group AG	Annual Annual	18-Apr-23 18-Apr-23	Reelect Lukas Braunschweiler as Director Reelect Myra Eskes as Director	For For	Votes FOR the proposed nominees are warranted. Votes FOR the proposed nominees are warranted.
				For	
Tecan Group AG Tecan Group AG	Annual Annual	18-Apr-23 18-Apr-23	Reelect Oliver Fetzer as Director Reelect Karen Huebscher as Director	For	Votes FOR the proposed nominees are warranted. Votes FOR the proposed nominees are warranted.
Tecan Group AG Tecan Group AG	Annual	18-Apr-23	Reelect Christa Kreuzburg as Director	For	Votes FOR the proposed normines are warranted. Votes FOR the proposed normines are warranted.
Tecan Group AG Tecan Group AG	Annual	18-Apr-23 18-Apr-23	Reelect Onista Kreuzburg as Director Beelect Daniel Marshak as Director	For	
Tecan Group AG Tecan Group AG	Annual	18-Apr-23 18-Apr-23	Reelect Daniel Marsnak as Director Reelect Lukas Braunschweiler as Board Chair	For	Votes FOR the proposed nominees are warranted. Votes FOR the proposed nominees are warranted.
Tecan Group AG	Annual	18-Apr-23	Reappoint Myra Eskes as Member of the Compensation Committee	For	vous POR trip proposed nominees are warranted. Vots FOR the proposed nominees are warranted.
Tecan Group AG	Annual	18-Apr-23	Reappoint Oliver Fetzer as Member of the Compensation Committee	For	Votes FOR the proposed normines are warranted. Votes FOR the proposed normines are warranted.
Tecan Group AG	Annual	18-Apr-23	Reappoint Christa Kreuzburg as Member of the Compensation Committee	For	Votes FOR the proposed infilliness are wait at ited. Votes FOR the proposed nominess are wait at ited. Votes FOR the proposed wait at ited.
Tecan Group AG	Annual	18-Apr-23	Reappoint Onlista Redzburg as Member of the Compensation Committee	For	Votes FOR the proposed inclininges are warranted. Votes FOR the proposed nomines are warranted.
Tecan Group AG	Annual	18-Apr-23	Ratify Ernst & Young AG as Auditors	For	Votes 10 Title proposed in time as a term tall total. A vote FOR is warranted because there are no concerns regarding this proposal.
Tecan Group AG	Annual	18-Apr-23	Designate Proxy Voting Services GmbH as Independent Proxy	For	A vote 1 On is warranted decided there are no concerns regarding this proposal. A vote FOR this proposal is warranted due to a lack of concerns.
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Tecan Group AG	Annual	18-Apr-23	Approve Remuneration Report (Non-Binding)	For
Tecan Group AG	Annual	18-Apr-23	Approve Remuneration of Directors in the Amount of CHF 1.5 Million	For
Tecan Group AG		18-Apr-23	Approve Remuneration of Directors in the Amount of CHF 1.5 Million Approve Remuneration of Executive Committee in the Amount of CHF 20.5 Million	For
Tecan Group AG	a Annual	18-Apr-23	Transact Other Business (Voting)	Against
Tecan Group AG	Annual	18-Apr-23	Accept Financial Statements and Statutory Reports	For
Tecan Group AC	Annual	18-Apr-23	Approve Allocation of Income and Dividends of OHF 1.45 per Share	For
Tecan Group AG	Annual	18-Apr-23	Approve Dividends of CHF 1.45 per Share from Capital Contribution Reserves	For
Tecan Group AG	Annual	18-Apr-23	Approve Discharge of Board and Senior Management	For
Tecan Group AG	Annual	18-Apr-23	Elect Matthias Gillner as Director	For
Tecan Group AC		18-Apr-23	Beelect Lukas Braunschweiler as Director	For
Tecan Group AC		18-Apr-23	Reelect Myra Eskes as Director	For
Tecan Group AG		18-Apr-23	Reelect Oliver Fetzer as Director	For
Tecan Group AG		18-Apr-23	Reelect Karen Huebscher as Director	For
Tecan Group AG		18-Apr-23	Reelect Christa Kreuzburg as Director	For
Tecan Group AG		18-Apr-23	Reelect Daniel Marshak as Director	For
Tecan Group AG		18-Apr-23	Reelect Lukas Braunschweiler as Board Chair	For
Tecan Group AG		18-Apr-23	Reappoint Myra Eskes as Member of the Compensation Committee	For
Tecan Group AG		18-Apr-23	Reappoint Myra Eskes as Member of the Compensation Committee Reappoint Oliver Fetzer as Member of the Compensation Committee	For
Tecan Group AG		18-Apr-23	Reappoint Oliver retzer as Member of the Compensation Committee Reappoint Ohrista Kreuzburg as Member of the Compensation Committee	For
Tecan Group AG		18-Apr-23	Reappoint Orinsta Kreuzburg as Wember of the Compensation Committee Reappoint Daniel Marshak as Member of the Compensation Committee	For
		18-Apr-23		
Tecan Group AC		18-Apr-23 18-Apr-23	Ratify Ernst & Young AG as Auditors	For
Tecan Group AC			Designate Proxy Voting Services GmbH as Independent Proxy	For
Tecan Group AG	Annual	18-Apr-23	Approve Remuneration Report (Non-Binding)	For
Tecan Group AG	Annual	18-Apr-23	Approve Remuneration of Directors in the Amount of OHF 1.5 Million	For
Tecan Group AG		18-Apr-23	Approve Remuneration of Directors in the Amount of CHF 1.5 Million Approve Remuneration of Executive Committee in the Amount of CHF 20.5 Million	For
Tecan Group AG		18-Apr-23	Approve Remuneration of Executive Committee in the Amount of CHF 20.6 Million Transact Other Business (Voting)	
Tecan Group Ad	i Annual	18-Apr-23	Fransact Other Business (Voting)	Against
TOTVS SA	Extraordinary Share	10-Anr-93	Amend Long-Term Incentive Plan	Against
TOTVSSA	Extraordinary Share		Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the	0
			Brazilian Corporate Law?	
TOTVS SA	Extraordinary Share	19-Apr-23	Amend Long-Term Incentive Plan	Against
TOTVS SA	Extraordinary Share	19-Apr-23	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the	Abstain
TOTVSSA	Annual	19-Apr-23	Brazilian Corporate Law? Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2022	For
TOTVSSA	Annual	19-Apr-23	Approve Capital Budget	For
TOTVSSA	Annual	19-Apr-23	Approve Oapital Edget Approve Allocation of Income and Dividends	For
TOTVSSA	Annual	19-Apr-23	Approve Remuneration of Company's Management	For
1011334	Alliudi	18-Apr-23	Approve hemuneration of Company's Management	rui
TOTVS SA	Annual	19-Apr-23	Elect Ana Claudia Piedade Silveira dos Reis as Independent Director	For
TOTVS SA	Annual	19-Apr-23	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the	Abstain
TOTVSSA	Annual	19-Apr-23	Brazilian Corporate Law? Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2022	For
TOTVSSA	Annual	19-Apr-23	Approve Capital Budget	For
TOTVSSA	Annual	19-Apr-23	Approve Capital Eduget Approve Allocation of Income and Dividends	For
TOTVSSA	Annual	19-Apr-23	Approve Allocation of Income and Dividends Approve Remuneration of Company's Management	For
				. 01
TOTVS SA	Annual	19-Apr-23	Elect Ana Claudia Piedade Silveira dos Reis as Independent Director	For
TOTVS SA	Annual	19-Apr-23	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the	Abstain
Autogrill SpA	Annual	19-Apr-23	Brazilian Corporate Law? Accept Financial Statements and Statutory Reports	For
Autogrill SpA	Annual	19-Apr-23	Approve Treatment of Net Loss	For
		40.4	E. N. J. SP.	For
Autogrill SpA	Annual	19-Apr-23	Fix Number of Directors	
Autogrill SpA	Annual	19-Apr-23	Fix Board Terms for Directors	For
Autogrill SpA	Annual	19-Apr-23	Slate 1 Submitted by Dufry AG	Against
Autogrill SpA	Annual	19-Apr-23	Slate 2 Submitted by Institutional Investors (Assogestioni)	For
Automill On A	Annual	19-Apr-23	Assessing Programming of Princetons	A
Autogrill SpA			Approve Remuneration of Directors	Against
Autogrill SpA	Annual	19-Apr-23	Approve Remuneration Policy	Against
Autogrill SpA	Annual	19-Apr-23	Approve Second Section of the Remuneration Report	Against
Autogrill SpA	Annual	19-Apr-23	Approve Auditors and Authorize Board to Fix Their Remuneration	For
Autogrill SpA	Annual	19-Apr-23	Settlement Waiver of the Liability Actions Against Directors and Statutory Auditors	Against
Autogrill SpA	Annual	19-Apr-23	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
Globant SA	Annual/Special	19-Apr-23	Receive Board's and Auditor's Reports	J
Globant SA	Annual/Special	19-Apr-23	Approve Consolidated Financial Statements and Statutory Reports	For
			1.1	

A vote FOR the remuneration report is warranted, although it is not without concerns: *While the level of ex-post transparency for LTI outcomes is robust, the specific performance achievements underlying STI payouts are unclear. * The report does not directly address shareholder dissent on prior votes. The main reasons for support: * The company's remuneration practices are broadly in line with market practice and there are no significant concerns regarding outcomes for the past year

A vote FOR this resolution is warranted because the proposed amount is in line with market practice.

A vote FOR this item is warranted because the proposal appears to be in line with market practice and does not raise significant concerns.

A vote AGAINST is warranted because: *This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and *The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.

A vote FOR the annual accounts, annual report, and auditor's report for the fiscal year in review is warranted.

Votes FOR these resolutions are warranted.

Votes FOR these resolutions are warranted

A vote FOR the formal discharge of the board of directors and senior management is warranted, as there is no evidence that the board and senior management have not fulfilled their fiduciary duties.

Votes FOR the proposed nominees are warranted.

Votes FOR the proposed nominees are warranted.

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Votes FOR the proposed nominees are warranted.

Votes FOR the proposed nominees are warranted. Votes FOR the proposed nominees are warranted

Votes FOR the proposed nominees are warranted.

A vote FOR is warranted because there are no concerns regarding this proposal

A vote FOR this proposal is warranted due to a lack of concerns

A vote FOR the remuneration report is warranted, although it is not without concerns: *While the level of ex-post transparency for LTI outcomes is robust, the specific performance achievements underlying STI payouts are unclear. * The report does not directly address shareholder dissent on prior votes. The main reasons for support: * The company's

remuneration practices are broadly in line with market practice and there are no significant concerns regarding outcomes for the past year A vote FOR this resolution is warranted because the proposed amount is in line with market practice.

A vote FOR this item is warranted because the proposal appears to be in line with market practice and does not raise significant concerns.

A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and *The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.

A vote AGAINST this item is warranted because key terms of the plan do not appear to adequately align the interests of its beneficiaries and those of the shareholders.

An ABSTAIN vote for this proposal is warranted because: *By the time this analysis was concluded, the company had not disclosed fiscal council nominees; and *Lack of timely

disclosure prevents international institutional shareholders from making an informed voting decision

A vote AGAINST this item is warranted because key terms of the plan do not appear to adequately align the interests of its beneficiaries and those of the shareholders.

An ABSTAIN vote for this proposal is warranted because: *By the time this analysis was concluded, the company had not disclosed fiscal council nominees; and *Lack of timely disclosure prevents international institutional shareholders from making an informed voting decision

A vote FOR this routine proposal is warranted because: * Audited financials are available and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.

A vote FOR this administrative request is warranted in the absence of any evidence of prior mismanagement.

A vote FOR this item is warranted because the company's proposed payout falls within a reasonable 30-100 percent range of net income.

A vote FOR this item is warranted because the company has provided reasonable disclosure of its remuneration practices, in accordance with the requirements of the Brazilian Securities Regulator, including the total compensation of its highest-paid executive.

A vote FOR this director is warranted given that the proposed board contains a reasonable number of independent members.

An ABSTAIN vote for this proposal is warranted because: *By the time this analysis was concluded, the company had not disclosed fiscal council nominees; and *Lack of timely disclosure prevents international institutional shareholders from making an informed voting decision

A vote FOR this routine proposal is warranted because: * Audited financials are available and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.

A vote FOR this administrative request is warranted in the absence of any evidence of prior mismanagement.

A vote FOR this item is warranted because the company's proposed payout falls within a reasonable 30-100 percent range of net income

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A vote FOR this director is warranted given that the proposed board contains a reasonable number of independent members.

An ABSTAIN vote for this proposal is warranted because: * By the time this analysis was concluded the company had not disclosed fiscal council nominees; and * Lack of timely disclosure prevents international institutional shareholders from making an informed voting decision

These items warrant a vote FOR because of the lack of concern regarding the accounts presented or audit procedures used. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting These items warrant a vote FOR because of the lack of concern regarding the accounts presented or audit procedures used. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting $A \ vote \ FOR \ this \ item \ is \ warranted \ because \ the \ proposed \ board \ size \ has \ been \ disclosed, \ and \ no \ concerns \ have \ been \ noticed.$

This item warrants a vote FOR as it is routine and non-contentious

Vote AGAINST this slate because: *Shareholders can support only one slate. *This slate includes one over-boarded director. *Slate 2 is better positioned to represent the long-term interests of minority shareholders and carry out an independent oversight of the management's action

This resolution warrants a vote FOR because: *Shareholders can support only one slate. *This slate has been put forth by minority shareholders, and these nominees could therefore be the best positioned to represent the interests of minority shareholders and carry out an effective oversight on the management's behavior. * Candidates on this list have agreed to adhere to the chart of corporate governance principles adopted by Assogestioni

This item warrants a vote AGAINST because the proposed increase in the individual board fees is not supported by a sufficiently compelling rationale.

This item warrants a vote AGAINST because: * The proposed policy leaves excessive discretion to the new board with respect to variable pay, including discretionary bonuses. * Termination payments can be in excess of 24 months' pay when including the payments related to non-compete obligations

This item warrants a vote AGAINST due to: *The excessive termination payments in favor of the former CEO. *The accelerated vesting of performance units, which were not adequately pro-rated for time and performance. * The poor disclosure on the individual performance criteria used to determine the magnitude of the short-term incentive payout This item warrants a vote FOR because the company has provided full disclosure on this proposal, and no concerns have been identified.

This item warrants a vote AGAINST because the restrictive nature of the proposal would make legal action against directors and statutory auditors more difficult for shareholders in case any wrongdoing was discovered in the future

This item warrants a vote AGAINST due to the lack of disclosure regarding the proposed deliberation.

This is a non-voting item.

A vote FOR this item is warranted due to a lack of concern regarding the accounts presented or audit procedures used.

Globant SA	Annual/Special	19-Apr-23	Approve Financial Statements and Statutory Reports	For	A vote FOR this item is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
Globant SA	Annual/Special	19-Apr-23	Approve Allocation of Income	For	A vote FOR this loss allocation proposal is warranted because of the strategic rationale for the decision and because the proposed dividend is in line with the company's dividend policy.
Globant SA	Annual/Special	19-Apr-23	Approve Discharge of Directors	For	A vote FOR this item is warranted given the lack of any specific concern with the board's actions over the past year. However, cautionary support is warranted as the company has
					failed to demonstrate good stewardship by failing to submit the remuneration to a shareholder vote. Despite not being formally required due to the company's cross market status, both in US and Luxembourg companies are required to offer shareholders a sav-on-pay.
Globant SA	Annual/Special	19-Apr-23	Approve Remuneration of Directors	For	A vote FOR this item is warranted because there is no sign of excessiveness concerning the board remuneration.
Globant SA	Annual/Special	19-Apr-23	Appoint PricewaterhouseCoopers, Societe Cooperative as Auditor for Annual Accounts	For	A vote FOR is warranted because there are no concerns regarding this proposal.
			and EU IFRS Consolidated Accounts	_	
Globant SA	Annual/Special	19-Apr-23	Appoint Price Waterhouse & Co. S.R.L. as Auditor for IFRS Consolidated Accounts	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Globant SA	Annual/Special	19-Apr-23	Reelect Linda Rottenberg as Director	Against	A vote AGAINST incumbent nomination committee chair Linda Rottenberg is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.
Globant SA	Annual/Special	19-Apr-23	Reelect Martin Umaran as Director	For	A vote AGAINST incumbent nomination committee chair Linda Rottenberg is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.
Globant SA	Annual/Special	19-Apr-23	Reelect Guibert Englebienne as Director	For	A vote AGAINST incumbent nomination committee chair Linda Rottenberg is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.
Globant SA	Annual/Special	19-Apr-23	Increase Authorized Share Capital and Amend Articles of Association	For	A vote FOR is warranted because the proposed authority does not exceed 10 percent of issued capital without preemptive rights and respect a series of safeguards and limitations.
Globant SA	Annual/Special	19-Apr-23	Receive Board's and Auditor's Reports	_	This is a non-voting item.
Globant SA	Annual/Special	19-Apr-23	Approve Consolidated Financial Statements and Statutory Reports	For	A vote FOR this item is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
Globant SA	Annual/Special	19-Apr-23	Approve Financial Statements and Statutory Reports	For	A vote FOR this item is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
Globant SA	Annual/Special	19-Apr-23	Approve Allocation of Income	For	A vote FOR this loss allocation proposal is warranted because of the strategic rationale for the decision and because the proposed dividend is in line with the company's dividend policy.
Globant SA	Annual/Special	19-Apr-23	Approve Discharge of Directors	For	A vote FOR this item is warranted given the lack of any specific concern with the board's actions over the past year. However, cautionary support is warranted as the company has failed to demonstrate good stewardship by failing to submit the remuneration to a shareholder vote. Despite not being formally required due to the company's cross market status, both
					alled to demonstrate good sevent using by a laming to submit the retinuite action of a state industry of the best to demonstrate and truster bound of the state good sevent using by a laming to submit the retinuite action of a state industry of the best to demonstrate and truster bound of the state of th
Globant SA	Annual/Special	19-Apr-23	Approve Remuneration of Directors	For	A vote FOR this item is warranted because there is no sign of excessiveness concerning the board remuneration.
Globant SA	Annual/Special	19-Apr-23	Appoint PricewaterhouseCoopers, Societe Cooperative as Auditor for Annual Accounts	For	A vote FOR is warranted because there are no concerns regarding this proposal.
			and EU IFRS Consolidated Accounts		
Globant SA	Annual/Special	19-Apr-23	Appoint Price Waterhouse & Co. S.R.L. as Auditor for IFRS Consolidated Accounts	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Globant SA	Annual/Special	19-Apr-23	Reelect Linda Rottenberg as Director	Against	A vote AGAINST incumbent nomination committee chair Linda Rottenberg is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.
Globant SA	Annual/Special	19-Apr-23	Reelect Martin Umaran as Director	For	A vote AGAINST incumbent nomination committee chair Linda Rottenberg is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.
Globant SA	Annual/Special	19-Apr-23	Reelect Guibert Englebienne as Director	For	A vote AGAINST incumbent nomination committee chair Linda Rottenberg is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.
Globant SA	Annual/Special	19-Apr-23	Increase Authorized Share Capital and Amend Articles of Association	For	A vote FOR is warranted because the proposed authority does not exceed 10 percent of issued capital without preemptive rights and respect a series of safeguards and limitations.
Adobe Inc.	Annual	20-Apr-23	Elect Director Amy Banse	For	A vote FOR the director nominees is warranted.
Adobe Inc.	Annual	20-Apr-23	Elect Director Brett Biggs	For	A vote FOR the director nominees is warranted.
Adobe Inc.	Annual	20-Apr-23	Elect Director Melanie Boulden	For	A vote FOR the director nominees is warranted.
Adobe Inc.	Annual	20-Apr-23	Elect Director Frank Calderoni	For	A vote FOR the director nominees is warranted.
Adobe Inc.	Annual	20-Apr-23	Elect Director Laura Desmond	For	A vote FOR the director nominees is warranted.
Adobe Inc.	Annual	20-Apr-23	Elect Director Shantanu Narayen	For	A vote FOR the director nominees is warranted.
Adobe Inc.	Annual	20-Apr-23	Elect Director Spencer Neumann	For	A vote FOR the director nominees is warranted.
Adobe Inc.	Annual	20-Apr-23	Elect Director Kathleen Oberg	For	A vote FOR the director nominees is warranted.
Adobe Inc.	Annual	20-Apr-23	Elect Director Dheeraj Pandey	For	A vote FOR the director nominees is warranted.
Adobe Inc.	Annual	20-Apr-23	Elect Director David Ricks	For	A vote FOR the director nominees is warranted.
Adobe Inc.	Annual	20-Apr-23	Elect Director Daniel Rosensweig	For	A vote FOR the director nominees is warranted.
Adobe Inc.	Annual	20-Apr-23	Elect Director John Warnock	For	A vote FOR the director nominees is warranted.
Adobe Inc.	Annual	20-Apr-23	Amend Omnibus Stock Plan	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Adobe Inc.	Annual	20-Apr-23	Ratify KPMG LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Adobe Inc.	Annual	20-Apr-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted. Annual incentives and long-term incentives are primarily performance-based. In addition, the relative TSR PSUs utilize a multi-year performance
					period and a payout cap for negative absolute results, while targeting above-median performance. However, concerns remain regarding the lack of disclosed specific annual incentive targets and weightings, as well as the addition of an annual performance period for certain equity awards.
Adobe Inc.	Annual	20-Apr-23	Advisory Vote on Say on Pay Frequency	One Year	A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to
					opine on executive pay.
Adobe Inc.	Annual	20-Apr-23	Report on Hiring of Persons with Arrest or Incarceration Records	For	A vote FOR this proposal is warranted because additional information could help shareholders better understand how the company is assessing and managing the progress of its
Silicon Laboratories Inc.	Annual	20-Apr-23	Elect Director Navdeep S. Sooch	For	various diversity and inclusion initiatives. A vote FOR the director nominees is warranted.
Silicon Laboratories Inc.	Annual	20-Apr-23	Elect Director Robert J. Conrad	For	A vote FOR the director nominees is warranted.
Silicon Laboratories Inc.	Annual	20-Apr-23	Flect Director Nina Richardson	For	A vote FOR the director nominees is warranted
Silicon Laboratories Inc.	Annual	20-Apr-23	Ratify Ernst & Young LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Silicon Laboratories Inc.	Annual	20-Apr-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted as the compensation committee demonstrated sufficient responsiveness to shareholder concerns following last year's low say-on-pay support.
					In addition, pay and performance are reasonably aligned and no significant concerns were identified at this time
Silicon Laboratories Inc.	Annual	20-Apr-23	Advisory Vote on Say on Pay Frequency	One Year	A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to
Hermes International SCA	Annual/Special	20-Apr-23	Approve Financial Statements and Statutory Reports	For	opine on executive pay. Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.
Hermes International SCA		20-Apr-23	Approve Consolidated Financial Statements and Statutory Reports	For	Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.
Hermes International SCA		20-Apr-23	Approve Discharge of General Managers	For	A vote FOR this proposal is warranted given the lack of any specific concern with the management board's actions over the past year.
Hermes International SCA		20-Apr-23	Approve Allocation of Income and Dividends of EUR 13 per Share	For	A vote FOR this income allocation proposal is warranted because the proposed payout ratio is adequate without being excessive.
Hermes International SOA		20-Apr-23	Approve Auditors' Special Report on Related-Party Transactions	Against	A vote AGAINST this proposal is warranted because: * The company failed to provide sufficient information concerning a consulting agreement entered into with Studio des Fleurs. It is
					therefore impossible to ascertain that the continuation of this agreement is in shareholders' interests; and * The company fails to provide comprehensive information regarding the
					transactions with RDAI. In this context, it is impossible to ascertain that the continuation of transactions with RDAI is in the interest of all shareholders
Hermes International SCA		20-Apr-23	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against	This resolution warrants a vote AGAINST as the share repurchase program can be continued during a takeover period.
Hermes International SOA	Annual/Special	20-Apr-23	Approve Compensation Report of Corporate Officers	Against	A vote AGAINST this remuneration report is warranted as: *The discretionary power to set executives' remunerations lies in the hands of the General Partner, which is the same legal
					entity as one of the General Managers and is controlled by the family of the other General Manager, leading to an important conflict of interest, * The pay equity ratio's perimeter is not relevant to all the company's employees: and * The company remains unresponsive about last AGM's significant dissent on compensation-related items
Hermes International SOA	Annual/Special	20-Apr-23	Approve Compensation of Axel Dumas, General Manager	Against	Votes AGAINST these remuneration reports are warranted because the discretionary power to set executives' remunerations lies in the hands of the general partner, which is the same
					legal entity as one of the general managers and is controlled by the family of the other general manager, leading to an important conflict of interest. The structure of the statutory
Hermes International SCA	Annual/Special	20-Apr-23	Approve Compensation of Emile Hermes SAS. General Manager	Against	remuneration seems biased as the methodoloev used to fix the base salary is inherently inflationist (indixexed unward only on previous vear results) and as the variable remuneration is Votes AGAINST these remunerations lies in the hands of the general partner, which is the same
i ionnes international SOA	Alliual/opedial	20-Mpi-20	Approve Compensation of Entitle Hermes SAG, General Intallager	ngallist	VOUS ACAMINS I mese reministration reports are warraned because the discretionary power to set executives reminerations lies in the hands of the general partner, which is the same legal entity as one of the general managers and is controlled by the family of the other general manager, leading to an important conflict of interest. The structure of the statutory
					remuneration seems biased as the methodologu used to fix the base salary is inherently inflationist (indexed uoward only on previous year results) and as the variable remuneration is
Hermes International SOA		20-Apr-23	Approve Compensation of Eric de Seynes, Chairman of the Supervisory Board	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern.
Hermes International SCA	Annual/Special	20-Apr-23	Approve Remuneration Policy of General Managers	Against	A vote AGAINST this remuneration policy is warranted because the discretionary power to set executives' remunerations lies in the hands of the General Partner, which is the same
					legal entity as one of the General Managers and is controlled by the family of the other General Manager, leading to an important conflict of interest. The structure of the statutory remuneration seems biased as the methodologuused to fix the base salary is inherently inflationist (indexed upward only on previous year results) and as the variable remuneration is
Hermes International SCA	Annual/Special	20-Apr-23	Approve Remuneration Policy of Supervisory Board Members; Approve Remuneration of	For	A muter across the semi-bused as a time institution business that the business and the semi-business are the semi-business as a time institution business and the semi-business are the semi-business the semi-business
			Supervisory Board Members in the Aggregate Amount of EUR 900,000		*The current envelope has been unchanged since 2017; and * The amount proposed remains reasonable compared to market practice.

Hermes International SCA Annual/S	Special 20-Apr-23	Reelect Dorothee Altmayer as Supervisory Board Member	Against	Votes AGAINST the reelections of Dorothee Altmayer, Renaud Mommeja and Erio de Seynes as non-independent nominees are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Items 13, 16, and 16). A vote FOR the reelection of Monique Cohen as an independent nominee is warranted given the
Hermes International SCA Annual/S	Special 20-Apr-23	Reelect Monique Cohen as Supervisory Board Member	For	improvement in the level of board independence and the absence of specific concern about the proposed nominee (Item 14). The number of outside mandates held by Eric de Seynes is in excess of recommended midelines for non-executive chairmen. Therefore his reelection warrants a vote AGAINST (Item 16). Votes AGAINST the reelections of Dorothee Altmayer, Penaud Mommeja and Eric de Seynes a non-independent nominees are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Items 13, 15, and 16). A vote FOR the reelection of Monique Cohen as an independent nominee is warranted given the
Hermes International SOA Annual/S	Special 20-Apr-23	Reelect Renaud Mommeja as Supervisory Board Member	Against	improvement in the level of board independence and the absence of specific concern about the proposed nominee (Item 14). The number of outside mandates held by Eric de Seynes is in accessed frecommended udidefines for non-executive chairment. Therefore his reselection warrants a vote AGAINST (Item 16). Votes AGAINST the reelections of Dorothee Altmayer, Renaud Mommeja and Eric de Seynes as non-independent nominees are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Items 13, 15, and 16). A vote FOR the reelection of Monique Cohen as an independent nominee is warranted given the inprovement in the level of board independence and the absence of specific oncoren about the proposed nominee (Item 14). The number of outside mandates held by Eric de Seynes
Hermes International SCA Annual/S	Special 20-Apr-23	Reelect Eric de Seynes as Supervisory Board Member	Against	is in excess of recommended suidelines for non-executive chairmen. Therefore, his reelection warrants a vote AGAINST (fram 18) Votes AGAINST the reelections of Dorothee Altmayer, Renaud Mommeja and Erio de Seynes as non-independent nominees are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (fitems 13, 15, and 16). A vote FOR the reelection of Monique Cohen as an independent nominee is warranted given the improvement in the level of board independence and the absence of specific concern about the proposed nominee (tem 14). The number of outside mandates held by Erio de Seynes
Hermes International SOA Annual/S	Special 20-Apr-23	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	For	is in excess of recommended guidelines for non-executive chairmen. Therefore his reelection warrants a vote AGAINST (Item 16) A vote FOR is warranted because there are no concerns regarding this proposal.
Hermes International SCA Annual/S		Renew Appointment of Grant Thornton Audit as Auditor	For	A VOLE FOR is warf anned because there are no concerns regarding this proposal. A vote FOR is warranted because there are no concerns recarding this proposal. A vote FOR is warranted because there are no concerns recarding this proposal.
Hermes International SCA Annual/S		Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.
Hermes International SCA Annual/S	Special 20-Apr-23	Authorize Capitalization of Reserves of up to 40 Percent of Issued Capital for Bonus Issue	For	A vote FOR is warranted since this potential transfer of wealth is in shareholders' interests.
Hermes International SCA Annual/S	Special 20-Apr-23	or Increase in Par Value $ \text{Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40} $	Against	Votes AGAINST Items 21, 22, 24 and 25 are warranted as the possibility of use during a takeover period is not excluded. Votes AGAINST the authorizations under Items 22 and 24 are
Hermes International SCA Annual/S	Special 20-Apr-23	Percent of Issued Capital Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With	Against	warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights Votes AGAINST Items 21, 22, 24 and 25 are warranted as the possibility of use during a takeover period is not excluded. Votes AGAINST the authorizations under Items 22 and 24 are
		Binding Priority Right up to 40 Percent of Issued Capital	0	warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights
Hermes International SCA Annual/S		Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	A vote FOR is warranted because the plans could increase employee participation to a level of ownership that would remain acceptable for savings-related share purchase plans.
Hermes International SCA Annual/S	Special 20-Apr-23	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to 20 Percent of Issued Capital	Against	Votes AGAINST Items 21, 22, 24 and 25 are warranted as the possibility of use during a takeover period is not excluded. Votes AGAINST the authorizations under Items 22 and 24 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights
Hermes International SCA Annual/S	Special 20-Apr-23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against	warranted because uney do not respect the recommended to Deprecent guidelines for asstances without preemprive name. Votes AGAINST Items 21, 22, 24 and 25 are warranted as the possibility of use during a takeover period is not excluded. Votes AGAINST the authorizations under Items 22 and 24 are
Hermes International SCA Annual/S	Special 20-Apr-23	Delegate Powers to the Management Board to Decide on Merger, Spin-Off Agreement and	Against	warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights Votes AGAINST these delegations are warranted as they are not considered in shareholders' interests.
Hermes International SOA Annual/S	Special 20-Apr-23	Acquisition Delegate Powers to the Management Board to Issue Shares up to 40 Percent of Issued	Against	Votes AGAINST these delegations are warranted as they are not considered in shareholders' interests.
		Capital in Connection with Item 26 Above		
Hermes International SCA Annual/S	Special 20-Apr-23	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Against	A vote AGAINST this resolution is warranted because: * No information is available on the existence of performance conditions. * The vesting period is not sufficiently long-term
Hermes International SCA Annual/S	Special 20-Apr-23	Authorize Filing of Required Documents/Other Formalities	For	oriented. *The performance period is not disclosed. A vote FOR his routin is learn is warranted.
RELX Plo Annual	20-Apr-23	Accept Financial Statements and Statutory Reports	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
RELX Plo Annual	20-Apr-23	Approve Remuneration Policy	For	A vote FOR the remuneration policy is considered warranted as no material concerns have been identified. BACKGROUND INFORMATION Policies: Compensation
RELX Plo Annual	20-Apr-23	Approve Remuneration Report	For	A vote FOR the approval of the remuneration report is warranted, as no significant concerns have been identified.
RELX Plc Annual	20-Apr-23	Approve Final Dividend	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
RELX Plo Annual	20-Apr-23	Reappoint Ernst & Young LLP as Auditors	For	A vote FOR this item is warranted as no significant concerns have been identified.
RELX Plo Annual	20-Apr-23	Authorise the Audit Committee to Fix Remuneration of Auditors	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
RELX Plo Annual	20-Apr-23	Elect Alistair Cox as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
RELX Plc Annual	20-Apr-23	Re-elect Paul Walker as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
RELX Plo Annual RELX Plo Annual	20-Apr-23	Re-elect June Felix as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
RELX Plo Annual RELX Plo Annual	20-Apr-23 20-Apr-23	Re-elect Erik Engstrom as Director Re-elect Charlotte Hogg as Director	For For	A vote FOR these Directors is warranted as no significant concerns have been identified. A vote FOR these Directors is warranted as no significant concerns have been identified.
RELX Plo Annual	20-Apr-23	Re-elect Marike van Lier Lels as Director	For	A vote PCN these Directors is war at rate as no significant concerns have been identified. A vote PCN these Directors is warranted as no significant concerns have been identified.
RELX Plc Annual	20-Apr-23	Re-elect Nick Luff as Director	For	A vote FOT these Directors is warranted as no significant concerns have been identified. A vote FOT these Directors is warranted as no significant concerns have been identified.
RELX Plo Annual	20-Apr-23	Re-elect Robert MacLeod as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
RELX Plo Annual	20-Apr-23	Re-elect Andrew Sukawaty as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
RELX Plo Annual	20-Apr-23	Re-elect Suzanne Wood as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
RELX Plo Annual	20-Apr-23	Approve Long-Term Incentive Plan	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
RELX Plo Annual	20-Apr-23	Approve Executive Share Ownership Scheme	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
RELX Plo Annual	20-Apr-23	Approve Sharesave Plan	For	A vote FOR this tax-approved plan is warranted because it is broad-based and no corporate governance concerns have been identified.
RELX Plc Annual	20-Apr-23	Approve Employee Share Purchase Plan	For	A vote FOR this resolution is warranted because the proposal will allow a scheme already approved by shareholders to be modified as necessary to enable it to be implemented outside
RELX Plo Annual	20-Apr-23	Authorise Issue of Equity	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
RELX Plo Annual RELX Plo Annual	20-Apr-23 20-Apr-23	Authorise Issue of Equity without Pre-emptive Rights	For For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits. A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
RELA PIC Annual	20-Apr-23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	FOF	A vote FOR these resolutions is warranted because the proposed amounts and ourations are within recommended limits.
RELX Plo Annual	20-Apr-23	Authorise Market Purchase of Ordinary Shares	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
RELX Plo Annual	20-Apr-23	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
The Toronto-Dominion Banl Annual	20-Apr-23	Elect Director Cherie L. Brant	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
The Toronto-Dominion Banl Annual	20-Apr-23	Elect Director Amy W. Brinkley	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
The Toronto-Dominion Banl Annual	20-Apr-23	Elect Director Brian C. Ferguson	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
The Toronto-Dominion Banl Annual The Toronto-Dominion Banl Annual	20-Apr-23	Elect Director Colleen A. Goggins Elect Director David E. Kepler	For For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
The Toronto-Dominion Bani Annual The Toronto-Dominion Bani Annual	20-Apr-23 20-Apr-23	Elect Director David E. Kepler Elect Director Brian M. Levitt	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time. Vote FOR all proposed nominees as no significant concerns have been identified at this time.
The Toronto-Dominion Bank Annual	20-Apr-23	Elect Director Brian N. Levitt Elect Director Alan N. MacGibbon	For	Vote FCR all proposed nominees as no significant concerns have been identified at this time. Vote FCR all proposed nominees as no significant concerns have been identified at this time.
The Toronto-Dominion Bank Annual	20-Apr-23	Elect Director Karen E. Maidment	For	Vote TOR all proposed nonlinees as no significant concerns have been identified at this time.
The Toronto-Dominion Bank Annual	20-Apr-23	Elect Director Bharat B. Masrani	For	Vote TOR all proposed nonlinees as no significant concerns have been identified at this time.
The Toronto-Dominion Banl Annual	20-Apr-23	Elect Director Claude Mongeau	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
The Toronto-Dominion Banl Annual	20-Apr-23	Elect Director S. Jane Rowe	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
The Toronto-Dominion Banl Annual	20-Apr-23	Elect Director Nancy G. Tower	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
The Toronto-Dominion Banl Annual	20-Apr-23	Elect Director Ajay K. Virmani	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
The Toronto-Dominion Banl Annual	20-Apr-23	Elect Director Mary A. Winston	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
The Toronto-Dominion Banl Annual	20-Apr-23	Ratify Ernst & Young LLP as Auditors	For	Vote FOR the ratification of Ernst & Young LLP as auditor as non-audit fees (3 percent) were reasonable relative to total fees paid to the auditor.
The Toronto-Dominion Banl Annual	20-Apr-23	Advisory Vote on Executive Compensation Approach	For	Vote FOR this non-binding advisory vote as there are no significant issues at this time.

The Toronto-Dominion Ban	l Annual	20-Apr-23	SP 1: Disclose Assessment on Human Rights Risk in Connection with Clients Owning	For
The Toronto-Dominion Ban	l Annual	20-Apr-23	Canadian Multi-Family Rental REITs in Canada SP 2: Amend the Bank's Policy Guidelines for Sensitive Sectors and Activities	Against
The Toronto-Dominion Ban	I Annual	20-Apr-23	SP 3: Advisory Vote on Environmental Policies	For
			,	
The Toronto-Dominion Ban		20-Apr-23	SP 4: Invest in and Finance the Canadian Oil and Gas Sector	Against
The Toronto-Dominion Ban	Annual	20-Apr-23	SP 5: Disclose the CEO Compensation to Median Worker Pay Ratio on an Annual Basis	Against
The Toronto-Dominion Ban	Annual	20-Apr-23	SP 6: Disclose Transition Plan Towards 2030 Emission Reduction Goals	For
Reply SpA	Annual	20-Apr-23	Accept Financial Statements and Statutory Reports	For
Reply SpA	Annual	20-Apr-23	Approve Allocation of Income	For
Reply SpA	Annual	20-Apr-23	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Reply SpA	Annual	20-Apr-23	Approve Remuneration of Directors	For
Reply SpA	Annual	20-Apr-23	Approve Remuneration Policy	Against
Reply SpA	Annual	20-Apr-23	Approve Second Section of the Remuneration Report	Against
Reply SpA	Annual	20-Apr-23	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
Siegfried Holding AG	Annual	20-Apr-23	Accept Financial Statements and Statutory Reports	For
Siegfried Holding AG	Annual	20-Apr-23	Approve Allocation of Income	For
Siegfried Holding AG	Annual	20-Apr-23	Approve Airocation of Income Approve CHF 15.2 Million Reduction in Share Capital via Reduction of Nominal Value and	For
			Repayment of OHF 3.40 per Share	roi
Siegfried Holding AG	Annual	20-Apr-23	Approve Oreation of Capital Band within the Upper Limit of CHF 71.8 Million and the Lower Limit of CHF 65.2 Million with or without Exclusion of Preemptive Rights	For
Siegfried Holding AG	Annual	20-Apr-23	Approve Discharge of Board of Directors	For
Siegfried Holding AG	Annual	20-Apr-23	Approve Remuneration Report (Non-Binding)	For
Siegfried Holding AG	Annual	20-Apr-23	Approve Remuneration of Directors in the Amount of OHF 1.9 Million	For
Siegfried Holding AG	Annual	20-Apr-23	Approve Fixed Remuneration of Executive Committee in the Amount of OHF 4.6 Million for	For
			Fiscal Year 2024	_
Siegfried Holding AG	Annual	20-Apr-23	Approve Short-Term Performance-Based Remuneration of Executive Committee in the Amount of OHF 2.4 Million for Fiscal Year 2022	For
Siegfried Holding AG	Annual	20-Apr-23	Approve Long-Term Performance-Based Remuneration of Executive Committee in the Amount of CHF 3.1 Million for Fiscal Year 2023	For
Siegfried Holding AG	Annual	20-Apr-23	Reelect Alexandra Brand as Director	For
Siegfried Holding AG	Annual	20-Apr-23	Reelect Isabelle Welton as Director	For
Siegfried Holding AG	Annual	20-Apr-23	Reelect Wolfram Carius as Director	For
Siegfried Holding AG	Annual	20-Apr-23	Reelect Andreas Casutt as Director	For
Siegfried Holding AG	Annual	20-Apr-23	Reelect Martin Schmid as Director	For
Siegfried Holding AG	Annual	20-Apr-23	Reelect Beat Walti as Director	For
Siegfried Holding AG	Annual	20-Apr-23	Elect Elodie Cingari as Director	For
Siegfried Holding AG	Annual	20-Apr-23	Reelect Andreas Casutt as Board Chair	For
Siegfried Holding AG	Annual	20-Apr-23	Reappoint Isabelle Welton as Member of the Compensation Committee	For
Siegfried Holding AG	Annual	20-Apr-23	Reappoint Martin Schmid as Member of the Compensation Committee	For
Siegfried Holding AG	Annual	20-Apr-23	Reappoint Walting as Wellier of the Compensation Committee	For
Siegfried Holding AG	Annual	20-Apr-23	Amend Articles Re: Share Register	For
Siegfried Holding AG	Annual	20-Apr-23 20-Apr-23	Amend Articles of Association (Incl. Approval of Hybrid Shareholder Meetings)	For
	Annual	20-Apr-23 20-Apr-23	Amend Articles 8: Compensation of Board and Senior Management	For
Siegfried Holding AG Siegfried Holding AG	Annual	20-Apr-23 20-Apr-23	Amend Articles Re: Compensation of Board and Senior Management Amend Articles Re: Editorial Changes	For
	Annual	20-Apr-23 20-Apr-23		For
Siegfried Holding AG			Designate Rolf Freiermuth as Independent Proxy	
Siegfried Holding AG	Annual	20-Apr-23	Ratify Pricewaterhouse Coopers AG as Auditors	For
Siegfried Holding AG	Annual	20-Apr-23	Transact Other Business (Voting)	Against
0:6:111-14: 40	Annual	00 4 00	A	For
Siegfried Holding AG		20-Apr-23	Accept Financial Statements and Statutory Reports	
Siegfried Holding AG	Annual	20-Apr-23	Approve Allocation of Income	For
Siegfried Holding AG	Annual	20-Apr-23	Approve CHF 15.2 Million Reduction in Share Capital via Reduction of Nominal Value and Repayment of CHF 3.40 per Share	For
Siegfried Holding AG	Annual	20-Apr-23	Approve Creation of Capital Band within the Upper Limit of CHF 71.8 Million and the Lower	For
Siegfried Holding AG	Annual	20-Apr-23	Limit of CHF 65.2 Million with or without Exclusion of Preemptive Rights Approve Discharge of Board of Directors	For
Siegfried Holding AG	Annual	20-Apr-23	Approve Bischalge of Board of Bilectors Approve Remuneration Report (Non-Binding)	For
olegined Holding Ad	Alliudi	20-Api-20	Approve Heritaner autori Heport (North Binding)	1 01
Significant Holding AC	Annual	20-Apr-23	Approve Remuneration of Directors in the Amount of CHF 1.9 Million	For
Siegfried Holding AG Siegfried Holding AG	Annual	20-Apr-23 20-Apr-23	Approve Remuneration of Directors in the Amount of CHF 1.9 Million Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.6 Million for	For
			Fiscal Year 2024	
Siegfried Holding AG	Annual	20-Apr-23	Approve Short-Term Performance-Based Remuneration of Executive Committee in the Amount of CHE 2.4 Million for Fiscal Year 2022	For
Siegfried Holding AG	Annual	20-Apr-23	Approve Long-Term Performance-Based Remuneration of Executive Committee in the	For
Siegfried Holding AG	Annual	20-Apr-23	Amount of CHF 3.1 Million for Fiscal Year 2023 Reelect Alexandra Brand as Director	For
Siegfried Holding AG	Annual	20-Apr-23 20-Apr-23	Reelect Isabelle Welton as Director	For
		_5 / ip. 20		

A vote FOR this proposal is warranted, as additional information regarding the processes the company uses to assess human rights impacts in its operations would allow shareholders to better gauge how well the company is managing human rights related risks.

A vote AGAINST the proposal is warranted at this time. The bank's plan on emission reduction and data quality touches on, to a certain extent, some components called for by the proponent. It will provide a better understanding of the climate risks relevant to the bank. OSFI's climate disclosure guidelines for the financial institution also aim for risks faced by the individual entity. The bank, being a financial institution, can implement changes to improve the climate risks exposure relevant to itself, while laso impacting borrowers who are privately-owned. However, implementation of the resolution is unlikely to achieve the objectives sought in the proposal, i.e. bridge the disclosure gap between public and private enterprises. Effectively narrowing the disclosure gap requires stakeholders' efforts outside the bank's control. Securities regulators can mandate disclosure in areas affecting investors, but it may require lossification like the lik (revenment mandate to bright the private companies' disclosure in a license of the proposal is a control. Securities regulators can mandate disclosure in a reas affecting investors, but it may require lossification like the lik (revenment mandate to bright the private companies' disclosure in a license of the proposal is a support of the proposal in the proposal in the proposal is a support of the proposal in the proposal in

A vote FOR this proposal is warranted. Additional information on the company's plan to reduce its GHG emissions would allow investors to better understand how the company is managing its climate change related risks. Such information would also allow shareholders to express their coinions on the climate its kin anagement practices of the company A vote AGAINST this shareholder proposal is warranted considering. *The company's Net-Zero ambition appears to be reasonably aligned with global and Canadian climate initiatives and the bank has undertaken efforts to support oil and gas clients in low carbon transition; and *The proponent's request may hinder the company's ability to meet its Net-Zero goals A vote AGAINST this proposal is warranted at this time as executive compensation programs should be designed to promote pay for performance, taking compensation risk into account, for generating long-term, sustainable growth for shareholders and for the benefit of all employees

A vote FOR this proposal is warranted, as added disclosure in relation to the company's 2030 Emissions Reduction and Net-Zero Goals would help ensure stronger alignment between the company's policies and actions. Adoption of the resolution would also provide shareholders with a better understanding of the company's management and oversight of related These items warrant a vote FOR because the company's financial statements and the proposed income allocation do not raise concerns Regarding Item 1s, support is however qualified due to the shareholder meeting format, which will not allow shareholder to actively participate in the AGM and interact with the management during the meeting These items warrant a vote FOR because the company's financial statements and the proposed income allocation for raise concerns Regarding Item 1s, support is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting. This item warrants a vote AGAINST because.* The maximum volume of the share repurchase program exceeds 10 percent of issued share capital. *The holding limit of up to 10 percent of share capital in treasury may be exceeded.

This item warrants a vote FOR because the company has disclosed the proposed remuneration, and no concerns have been noticed.

This item warrants a vote AGAINST because: *The company provided limited disclosure around performance criteria and caps for variable pay. *The company can grant discretionary bonuses and variable remuneration even if objectives are not achieved.

This item warrants a vote AGAINST because the company provides insufficient retrospective information on its variable incentive schemes.

This item warrants a vote AGAINST due to the lack of disclosure regarding the proposed deliberation.

A vote FOR the annual accounts, annual report, and auditor's report for the fiscal year in review is warranted.

Votes FOR these resolutions are warranted.

Votes FOR these resolutions are warranted.

A vote FOR the proposed authorization is warranted.

A vote FOR the formal discharge of the board of directors is warranted, as there is no evidence that the board have not fulfilled their fiduciary duties.

A vote FOR the remuneration report is warranted, though it is not without concerns: * There is limited ex-post disclosure to explain the evolution of variable payouts versus company performance. As such, performance achievements during the year are somewhat unclear. The main reasons for support are: * The company's remuneration practices are broadly in line with market practice and there are no significant concerns regarding outcomes in the past year. * We positively note that a CEO to average worker pay ratio is disclosed A vote FOR this resolution is warranted because the proposed amount is in line with market practice.

Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns at this time.

Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns at this time.

Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns at this time.

Votes FOR the proposed nominees are warranted.

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Votes FOR the proposed article amendments are warranted because they are overall non-contentious in nature and largely reflect amendments in line with new Swiss statutory

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Votes FOR the proposed article amendments are warranted because they are overall non-contentious in nature and largely reflect amendments in line with new Swiss statutory.

A vote FOR this proposal is warranted due to a lack of concerns.

A vote FOR is warranted because there are no concerns regarding this proposal.

A vote AGAINST is warranted because: "This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and "The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.

A vote FOR the annual accounts, annual report, and auditor's report for the fiscal year in review is warranted.

Votes FOR these resolutions are warranted.

Votes FOR these resolutions are warranted.

A vote FOR the proposed authorization is warranted.

A vote FOR the formal discharge of the board of directors is warranted, as there is no evidence that the board have not fulfilled their fiduciary duties.

A vote FOR the remuneration report is warranted, though it is not without concerns: *There is limited ex-post disclosure to explain the evolution of variable payouts versus company performance. As such, performance achievements during the year are somewhat unclear. The main reasons for support are: *The company's remuneration practices are broadly in line with market practice and there are no significant concerns rezarding outcomes in the past year. *We positively note that a CEO to average worker pay ratio is disclosed A vote FOR this resolution is warranted because the proposed amount is in line with market practice.

Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns at this time.

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Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns at this time.

 $\label{thm:continuous} Votes\, FOR\, the\, proposed\, nominees\, are\, warranted.$

Votes FOR the proposed nominees are warranted.

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Siegfried Holding AG Siegfried Holding AG	Annual Annual	20-Apr-23 20-Apr-23	Reelect Wolfram Carius as Director Reelect Andreas Casutt as Director	For For
Siegfried Holding AG Siegfried Holding AG	Annual Annual	20-Apr-23 20-Apr-23	Reelect Andreas Casutt as Director Reelect Martin Schmid as Director	For
Siegtried Holding AG Siegfried Holding AG	Annual	20-Apr-23 20-Apr-23	Reelect Martin Schmid as Director Reelect Beat Walti as Director	For
Siegfried Holding AG Siegfried Holding AG	Annual	20-Apr-23 20-Apr-23	Flect Flodie Cingari as Director	For
Siegfried Holding AG	Annual	20-Apr-23	Reelect Andreas Casutt as Board Chair	For
Siegfried Holding AG	Annual	20-Apr-23 20-Apr-23	Reappoint Isabelle Welton as Member of the Compensation Committee	For
Siegfried Holding AG	Annual	20-Apr-23	Reappoint Martin Schmid as Member of the Compensation Committee	For
Siegfried Holding AG	Annual	20-Apr-23	Reappoint Beat Walti as Member of the Compensation Committee	For
Siegfried Holding AG	Annual	20-Apr-23	Amend Articles Re: Share Register	For
Siegfried Holding AG	Annual	20-Apr-23	Amend Articles of Association (Incl. Approval of Hybrid Shareholder Meetings)	For
Siegfried Holding AG	Annual	20-Apr-23	Amend Articles Re: Compensation of Board and Senior Management	For
Siegfried Holding AG	Annual	20-Apr-23	Amend Articles Re: Editorial Changes	For
Siegfried Holding AG	Annual	20-Apr-23	Designate Rolf Freiermuth as Independent Proxy	For
Siegfried Holding AG	Annual	20-Apr-23	Ratify PricewaterhouseCoopers AG as Auditors	For
Siegfried Holding AG	Annual	20-Apr-23	Transact Other Business (Voting)	Against
				0
Brembo SpA	Annual	20-Apr-23	Accept Financial Statements and Statutory Reports	For
Brembo SpA	Annual	20-Apr-23	Approve Allocation of Income	For
Brembo SpA	Annual	20-Apr-23	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	
Brembo SpA	Annual	20-Apr-23	Receive Consolidated Non-Financial Statements and Statutory Reports (Non-Voting)	
Brembo SpA	Annual	20-Apr-23	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For
Brembo SpA	Annual	20-Apr-23	Fix Number of Directors	For
Brembo SpA	Annual	20-Apr-23	Fix Board Terms for Directors	For
Brembo SpA	Annual	20-Apr-23	Slate 1 Submitted by Nuova Fourb Srl	Against
Brembo SpA	Annual	20-Apr-23	Slate 2 Submitted by Institutional Investors (Assogestioni)	For
Brembo SpA	Annual	20-Apr-23	Elect Matteo Tiraboschi as Board Chair	For
Brembo SpA	Annual	20-Apr-23	Approve Remuneration of Directors	For
Brembo SpA	Annual	20-Apr-23	Slate 1 Submitted by Nuova Fourb Srl	Against
Brembo SpA	Annual	20-Apr-23	Slate 2 Submitted by Institutional Investors (Assogestioni)	For
Brembo SpA	Annual	20-Apr-23	Appoint Chairman of Internal Statutory Auditors	For
Brembo SpA	Annual	20-Apr-23	Approve Internal Auditors' Remuneration	For
Brembo SpA	Annual	20-Apr-23	Approve Remuneration Policy	Against
Brembo SpA	Annual	20-Apr-23	Approve Second Section of the Remuneration Report	Against
Brembo SpA	Annual	20-Apr-23	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
Brembo SpA	Annual	20-Apr-23	Accept Financial Statements and Statutory Reports	For
Brembo SpA	Annual	20-Apr-23	Approve Allocation of Income	For
Brembo SpA	Annual	20-Apr-23	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	
sterring SDA		20-Apr-23 20-Apr-23	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting) Receive Consolidated Non-Financial Statements and Statutory Reports (Non-Voting)	
Zrombo Cn A		2U-ADI-23	neceive consolidated Non-Financial Statements and Statutory Reports (Non-Voting)	
	Annual		Authorize Share Depurchase Program and Deigouspee of Depurchased Ob	For
	Annual	20-Apr-23	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For
Brembo SpA			Authorize Share Repurchase Program and Reissuance of Repurchased Shares Fix Number of Directors	For For
Brembo SpA	Annual	20-Apr-23		
Brembo SpA Brembo SpA Brembo SpA	Annual Annual	20-Apr-23 20-Apr-23	Fix Number of Directors	For
Brembo SpA Brembo SpA Brembo SpA Brembo SpA	Annual Annual Annual	20-Apr-23 20-Apr-23 20-Apr-23	Fix Number of Directors Fix Board Terms for Directors	For For
Brembo SpA Brembo SpA Brembo SpA Brembo SpA Brembo SpA Brembo SpA	Annual Annual Annual Annual	20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23	Fix Number of Directors Fix Board Terms for Directors Slate 1 Submitted by Nuova Fourb Srl Slate 2 Submitted by Institutional Investors (Assogestioni)	For For Against For
Brembo SpA Brembo SpA Brembo SpA Brembo SpA Brembo SpA Brembo SpA	Annual Annual Annual Annual Annual	20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23	Fix Number of Directors Fix Board Terms for Directors Slate 1 Submitted by Nuova Fourb Srl Slate 2 Submitted by Institutional Investors (Assogestioni) Elect Matteo Tiraboschi as Board Chair	For For Against For
Brembo SpA Grembo SpA	Annual Annual Annual Annual Annual Annual	20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23	Fix Number of Directors Fix Board Terms for Directors State 1 Submitted by Nuova Fourb Srl State 2 Submitted by Institutional Investors (Assogestioni) Elect Matteo Tiraboschi as Board Chair Approve Remuneration of Directors	For Against For For For
Brembo SpA Grembo SpA	Annual Annual Annual Annual Annual	20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23	Fix Number of Directors Fix Board Terms for Directors Slate 1 Submitted by Nuova Fourb Srl Slate 2 Submitted by Institutional Investors (Assogestioni) Elect Matteo Tiraboschi as Board Chair	For For Against For
Brembo SpA	Annual Annual Annual Annual Annual Annual	20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23	Fix Number of Directors Fix Board Terms for Directors State 1 Submitted by Nuova Fourb Srl State 2 Submitted by Institutional Investors (Assogestioni) Elect Matteo Tiraboschi as Board Chair Approve Remuneration of Directors	For Against For For For
Brembo SpA Brembo SpA Brembo SpA Brembo SpA Brembo SpA	Annual Annual Annual Annual Annual Annual Annual Annual Annual	20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23	Fix Number of Directors Fix Board Terms for Directors State 1 Submitted by Nuova Fourb Srl State 2 Submitted by Institutional Investors (Assognestioni) Elect Matteo Tiraboschi as Board Chair Approve Remuneration of Directors State 1 Submitted by Nuova Fourb Srl	For Against For For Against
Brembo SpA	Annual	20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23	Fix Number of Directors Fix Board Terms for Directors Slate 1 Submitted by Nuova Fourb Srl Slate 2 Submitted by Institutional Investors (Assogestioni) Elect Matteo Tiraboschi as Board Chair Approve Remuneration of Directors Slate 1 Submitted by Nuova Fourb Srl Slate 2 Submitted by Institutional Investors (Assogestioni)	For Against For For Against For For Against
Brembo SpA	Annual	20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23	Fix Number of Directors Fix Board Terms for Directors Slate 1 Submitted by Nuova Fourb Srl Slate 2 Submitted by Institutional Investors (Assogestioni) Elect Matteo Tiraboschi as Board Chair Approve Remuneration of Directors Slate 1 Submitted by Nuova Fourb Srl Slate 2 Submitted by Institutional Investors (Assogestioni) Appoint Chairman of Internal Statutory Auditors	For Against For For Against For For Against For
Brembo SpA	Annual	20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23	Fix Number of Directors Fix Board Terms for Directors State 1 Submitted by Nuova Fourb Srl State 2 Submitted by Institutional Investors (Assogestioni) Elect Matteo Tiraboschi as Board Chair Approve Remuneration of Directors State 1 Submitted by Nuova Fourb Srl State 2 Submitted by Institutional Investors (Assogestioni) Appoint Chairman of Internal Statutory Auditors Approve Internal Auditors' Remuneration	For For Against For For For Against For For For For
Brembo SpA Grembo SpA	Annual	20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23	Fix Number of Directors Fix Board Terms for Directors State 1 Submitted by Nuova Fourb Srl State 2 Submitted by Institutional Investors (Assogestioni) Elect Matteo Tiraboschi as Board Chair Approve Remuneration of Directors State 1 Submitted by Nuova Fourb Srl State 2 Submitted by Institutional Investors (Assogestioni) Appoint Chairman of Internal Statutory Auditors Approve Internal Auditors' Remuneration Approve Remuneration Policy	For For Against For For Against For For Against For For Against
Brembo SpA	Annual	20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23	Fix Number of Directors Fix Board Terms for Directors State 1 Submitted by Nuova Fourb Srl State 2 Submitted by Institutional Investors (Assogestioni) Elect Matteo Tiraboschi as Board Chair Approve Remuneration of Directors State 1 Submitted by Nuova Fourb Srl State 2 Submitted by Institutional Investors (Assogestioni) Appoint Chairman of Internal Statutory Auditors Approve Internal Auditors' Remuneration Approve Remuneration Policy Approve Second Section of the Remuneration Report	For For Against For For Against For Against Against Against
Brembo SpA	Annual	20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23	Fix Number of Directors Fix Board Terms for Directors Slate 1 Submitted by Nuova Fourb Srf Slate 2 Submitted by Institutional Investors (Assogestioni) Elect Matteo Tiraboschi as Board Chair Approve Remuneration of Directors Slate 1 Submitted by Nuova Fourb Srf Slate 2 Submitted by Nuova Fourb Srf Slate 2 Submitted by Institutional Investors (Assogestioni) Appoint Chairman of Internal Statutory Auditors Approve Internal Auditors' Remuneration Approve Remuneration Policy Approve Second Section of the Remuneration Report Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	For For Against For For Against For Against For Against Against
Brembo SpA	Annual	20-Apr-23	Fix Number of Directors Fix Board Terms for Directors State 1 Submitted by Nuova Fourb Srl State 2 Submitted by Institutional Investors (Assogestioni) Elect Mattee Tiraboschi as Board Chair Approve Remuneration of Directors State 1 Submitted by Nuova Fourb Srl State 2 Submitted by Institutional Investors (Assogestioni) Appoint Chairman of Internal Statutory Auditors Approve Internal Auditors' Remuneration Approve Remuneration Policy Approve Second Section of the Remuneration Report Deliberations on Possible Legal Action Against Directors if Presented by Shareholders Approve Financial Statements and Statutory Reports	For Against For For Against

Votes FOR the proposed nominees are warranted. Votes EOR the proposed nominees are warranted Votes FOR the proposed nominees are warranted. Votes FOR the proposed nominees are warranted Votes FOR the proposed nominees are warranted.

Votes FOR the proposed nominees are warranted.

Votes FOR the proposed article amendments are warranted because they are overall non-contentious in nature and largely reflect amendments in line with new Swiss statutory

Votes FOR the proposed article amendments are warranted because they are overall non-contentious in nature and largely reflect amendments in line with new Swiss statutory Votes FOR the proposed article amendments are warranted because they are overall non-contentious in nature and largely reflect amendments in line with new Swiss statutory

Votes FOR the proposed article amendments are warranted because they are overall non-contentious in nature and largely reflect amendments in line with new Swiss statutory

A vote FOR this proposal is warranted due to a lack of concerns.

A vote FOR is warranted because there are no concerns regarding this proposal.

A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and *The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.

These items warrant a vote FOR because the company's financial statements and the proposed income allocation do not raise concerns. Regarding Item 1, support is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting

These items warrant a vote FOR because the company's financial statements and the proposed income allocation do not raise concerns. Regarding Item 1, support is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting This is a non-voting item.

This is a non-voting item.

This item warrants a vote FOR because: * The repurchase limit of up to 10 percent of issued share capital is respected. * The holding limit of up to 10 percent of share capital in treasury

A vote FOR this item is warranted because the company has disclosed the proposed board size, and no concerns have been noticed.

This item warrants a vote FOR as it is routine and non-contentious

Vote AGAINST this slate because: *Shareholders can support only one slate. *Slate 2 is better positioned to represent the long-term interests of minority shareholders and carry out an independent oversight of the management's action.

This resolution warrants a vote FOR because: *Shareholders can support only one slate. *This slate has been put forth by minority shareholders, and these nominees could therefore be the best positioned to represent the interests of minority shareholders and carry out an effective oversight on the management's behavior. *Candidates on this list have agreed to adhere to the chart of corporate governance principles adopted by Assogestioni

This item warrants a vote FOR because full disclosure on the proposed nominee to the board chair position has been provided, and no major concerns have been noticed.

This item warrants a vote FOR because the company has disclosed the proposed remuneration, and no major concerns have been noticed.

This item warrants a vote AGAINST because: *Shareholders can support only one slate, *Slate 2 is likely to better represent the interests of global institutional investors and minority shareholders.

This item warrants a vote FOR because: * Shareholders can support only one slate. * This slate has been proposed by institutional investors, and these nominees could therefore be the best positioned to represent the interests of minority shareholders and carryout effective oversight on the management's behavior. * Candidates on this slate have agreed to abide by the chart of cornorate governance principles adopted by Associationi

This item warrants a vote FOR because this is a non-contentious proposal.

This item warrants a vote FOR because the company has disclosed the proposed remuneration, and no concerns have been noticed.

A vote AGAINST the remuneration policy is recommended because: * The company continues not to disclose the performance targets of the outstanding monetary long-term incentive plan. * The derogation policy does not sufficiently limit the component of the fixed and variable remuneration from which is possible to derogate. * The company can pay This item warrants a vote AGAINST because the company keeps granting significant one-off payments.

This item warrants a vote AGAINST due to the lack of disclosure regarding the proposed deliberation.

These items warrant a vote FOR because the company's financial statements and the proposed income allocation do not raise concerns. Regarding Item 1, support is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting These items warrant a vote FOR because the company's financial statements and the proposed income allocation do not raise concerns. Regarding Item 1, support is however qualified

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This item warrants a vote AGAINST due to the lack of disclosure regarding the proposed deliberation.

Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns

Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns

A vote FOR this income allocation proposal is warranted because the proposed payout ratio is adequate without being excessive

A vote AGAINST is warranted as the Company failed to provide enough information with respect to the transaction with Agache, important shareholder, making it therefore impossible to ascertain that the continuation of this agreement is in shareholders' interests

LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Reelect Delphine Arnault as Director	Against
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Reelect Antonio Belloni as Director	Against
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Reelect Marie-Josee Kravis as Director	Against
LVMH Moet Hennessy Louit Annual/Special	20-Apr-23	Reelect Marie-Laure Sauty de Chalon as Director	For
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Reelect Natacha Valla as Director	For
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Elect Laurent Mignon as Director	For
LVMH Moet Hennessy Louis Annual/Special LVMH Moet Hennessy Louis Annual/Special LVMH Moet Hennessy Louis Annual/Special LVMH Moet Hennessy Louis Annual/Special	20-Apr-23 20-Apr-23 20-Apr-23 20-Apr-23	Renew Appointment of Lord Powell of Bayswater as Censor Appoint Diego Della Valle as Censor Approve Compensation Report of Corporate Officers Approve Compensation of Bernard Amault, Chairman and CEO	Against Against Against Against
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Approve Compensation of Antonio Belloni, Vice-CEO	Against
LVMH Moet Hennessy Louis Annual/Special LVMH Moet Hennessy Louis Annual/Special	20-Apr-23 20-Apr-23	Approve Remuneration Policy of Directors Approve Remuneration Policy of Chairman and CEO	For Against
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Approve Remuneration Policy of Vice-CEO	Against
LVMH Moet Hennessy Louis Annual/Special LVMH Moet Hennessy Louis Annual/Special LVMH Moet Hennessy Louis Annual/Special LVMH Moet Hennessy Louis Annual/Special	20-Apr-23 20-Apr-23 20-Apr-23	Authorize Repurchase of Up to 10 Percent of Issued Share Capital Authorize Decrease in Share Capital via Cancellation of Repurchased Shares Authorize Capitalization of Reserves of Up to EUR 20 Million for Bonus Issue or Increase in Par Value Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to	For For For
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Aggregate Nominal Amount of EUR 20 Million Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With	Against
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Binding Priority Right up to Aggregate Nominal Amount of EUR 20 Million Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to	Against
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Aggregate Nominal Amount of EUR 20 Million Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers	Against
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans Reserved for	Against
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Employees and Corporate Officers Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 20 Million	For
LVMH Moet Hennessy Louit Annual/Special LVMH Moet Hennessy Louit Annual/Special LVMH Moet Hennessy Louit Annual/Special	20-Apr-23 20-Apr-23 20-Apr-23	Approve Financial Statements and Statutory Reports Approve Consolidated Financial Statements and Statutory Reports Approve Allocation of Income and Dividends of EUR 12.00 per Share	For For

*Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (including all board members: 31.3 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee senethodize representatives (if any); 35.7 percent vs 50 percent recommended (items 57.1 Votes FORT the (re)elections of these independent nominees are warranted (items 6 and 7) but are not without concerns considering the recurring high dissents (>50% of the free float votes) on both the related party transactions for the member of audit committee to be reelected (item 8) and the executive remunerations for the member of the remuneration committee to be reelected (item 9). *The number of outside mandates held by Laurent Mignor is in excess of recommended guidelines for non-executive directors. However, given that the overboarded mandate comes from an investment company (Wendell) that has a significant stake in another one of his board commitments (Bureau Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (including all board members: 31.3 percent vs

*Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (including all board members :3.13 percent vs 3.13 percent recommended excluding government representatives, and employee sharted representatives (if any): 8.57 percent vs 50 percent recommended) (Items 5-7). *Votes FOR the (re)elections of these independent nominees are warranted (Items 6 and 7) but are not without concerns considering the recurring high dissents (>6.0% of the free float votes) on both the related party transactions for the member of audit committee to be recliected (Items 8) and the executive remunerations for the member of the remuneration committee to be received tell (Items 8). The number of outside mandates held by Laurent from it is excessed recommended quidelines for non-executive directors. However, given that the overboarded mandate comes from an investment company (Wendell) that has a significant stake in another one of his board commitments (Bureau Votes) and the state of the state of

"Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (including all board members 313 percent vs 333 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any.) 35.7 percent vs 50 percent recommended) (Items 6-7). "Votes FOR the (re)elections of these independent nominees are warranted (Items 6 and 7) but are not without concerns considering the recurring high dissents (FOG) of the free float votes) on both the related party transactions for the member of audit committee to be recleated (Item 8) and the executive renumerations for the member of the renumeration committee to be recleated (Item 8). "The number of outside mandates held by Laurent floors in is excess of recommended guidelines for non-executive directors. However, given that the overboarded mandate comes from an investment company (Wendel) that has a significant stake in another one of his board commitments (Bureau Votes) and the procedure of the p

*Votes AGAINST the (re)elections of these non-independent nominess are warranted given the lack of independence at the board level (including all board members: 3l.3 percent vs 3l.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 3l.7 percent vs 5l percent vs 6l percent recommended) (Items 5-7); Votes FOR the (re)elections of these independent nominees are warranted (Items 6 and 7) but are not without concerns considering the recurring high dissents (FOR) of the free float votes) on both the related party transactions for the member of audit committee to be reclicated (Item 8) and the executive renumerations for the member of the renumeration committee to be reclicated (Item 9l.). The number of outside mandates held by Laurent Mignon is in excess of recommended guidelines for non-executive directors. However, given that the overboarded mandate comes from an investment company (Wendel) that has a significant stake in another one of his board commitments (Bureau Verleta).

*Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (including all board members 3l.3 percent vs 3l.3) percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 3l.7 percent vs 50 percent recommended) (Items 5-7). *Votes FOR the (re)elections of these independent nominees are warranted (Items 6 and 7) but are not without concerns considering the recurring high dissents (>b0% of the fire float votes) on both the related party transactions for the member of audit committee to be reelected (Item 8) and the executive renunerations for the member of the renumeration committee to be recelected (Item 9l.) "The number of outside mandates held by Laurent Mignon is in excess of recommended guidelines for non-executive directors. However, given that the overboarded mandate comes from an investment company (Wendel) that has a significant stake in another one of his board commitments (Bureau Votes) and the contraction warrantee of COVINENTICI (\$FOR (from 10)).

"Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (including all board members 3l.3 percent vs 3l.3 percent commended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 35.7 percent vs 6l.3 percent recommended) (Items 5-7). "Votes FOR the (re)elections of these independent nominees are warranted (Items 6 and 7) but are not without concerns considering the recurring high dissents (>60% of the free float votes) on both the related party transactions for the member of audit committee to be reelected (Items 9), and the executive remunerations for the member of the remuneration committee to be reelected (Items 9). "The number of outside mandates held by Laurent Milgron is in excess of recommended guidelines for non-executive directors. However, given that the overboarded mandate comes from an investment company (Wendel) that has a significant stake in another one of his board commitments (Bureau Votefas) this decision summates of COVINETATIOLS (ESTO) (Items 10).

Votes AGAINST these items are warranted because the company has failed to provide an adequate rationale on the proposed nominations.

Votes AGAINST these items are warranted because the company has failed to provide an adequate rationale on the proposed nominations.

A vote AGAINST this remuneration report is warranted in regard of * the high level of dissent recorded at several previous AGMs and the lack of response from the company.*

A vote AGAINST this remuneration report is warranted because of the lack of disclosure on the level of achievement of the performance conditions of both the STI and the LTIP that vested this year. Furthermore, the performance criteria of the LTI granted do not seem particularly challenging

A vote AGAİNST this remuneration report is warranted because of the lack of disclosure on the level of achievement of the performance conditions of both the STI and the LTIP that vested this year. Furthermore, the performance criteria of the LTI granted do not seem particularly challenging

 $\label{eq:condition} A \ vote \ FOR \ this \ remuneration \ policy \ is \ warranted \ because \ it \ does \ not \ raise \ any \ significant \ concern.$

Votes AGAINST these remuneration policies are warranted because: • The Company does not disclose targets or payout scales for the annual bonus; • The nature of the LTIP criteria, the vesting scales and the performance period are not disclosed; • Post-mandate vesting of LTI grant is not explicitly excluded; • The derogation policy of the board is deemed too hereaft and • The payon the exceptional remuneration is not disclosed.

Votes AGAINST these remuneration policies are warranted because: • The Company does not disclose targets or payout scales for the annual bonus; • The nature of the LTIP criteria, the vesting scales and the performance period are not disclosed: • Post-mandate vesting of LTI grant is not explicitly excluded; • The derogation policy of the board is deemed too broad: and • The cap on the exceedional remuneration is not disclosed.

Such share buyback programs ment a vote FOR.

A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.

A vote FOR is warranted since this potential transfer of wealth is in shareholders' interests.

- * Votes FOR the authorizations under Items 22 and 27 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * Votes AGAINST the authorizations under Items 23-26 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * Avote FOR the total limit proposed under Item 30 is warranted as it limits shareholder dilution
 * Votes FOR the authorizations under Items 22 and 27 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive
- rights. * Votes ACAINST the authorizations under Items 22-36 are warranted because they do not respect the recommended (10-percent guidelines for issuances without premptive rights. * Votes ACAINST the authorizations under Items 23-26 are warranted because they do not respect the recommended (10-percent guidelines for issuances without preemptive rights. * A vote FOR the total limit processed under Item 30 is warranted as It imits shareholder dilution.

 * Votes PCH the authorizations under Items 23-26 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive.
- votes FOM the authorizations unter items 2.2 and 27 are warranted as their proposed votunies respect the recommended globelines for issuances with and window, preeinpaying fishs.* Votes AGAINST the authorizations under terms 25 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preeinpay repetition.* A vote FOR the total limit procosed under Item 30 is warranted as it limits shareholder dilution
- * Votes FOR the authorizations under Items 22 and 27 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * Votes AGAINST the authorizations under Items 23-26 are warranted because they do not respect the recommended 10-percent guidelines for issuances without orsemptive rights. * Avote FOR the total limit proposed under Item 30 is warranted as it limits shareholder dilution
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A vote AGAINST this resolution is warranted because: *No information is available on the criteria of performance conditions. *The vesting period is not disclosed. *The performance period is not disclosed.

A vote FOR the employee stock purchase plans is warranted as its proposed volume respects the 10-percent recommended guidelines.

* Votes FOR the authorizations under Items 22 and 27 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * Votes AGAINST the authorizations under Items 23-26 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * A vote FOR the total limit procosed under Items 30 is warranted as it limits shareholder dilution.

Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns

Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.

A vote FOR this income allocation proposal is warranted because the proposed payout ratio is adequate without being excessive.

LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Approve Auditors' Special Report on Related-Party Transactions	Against
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Reelect Delphine Arnault as Director	Against
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Reelect Antonio Belloni as Director	Against
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Reelect Marie-Josee Kravis as Director	Against
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Reelect Marie-Laure Sauty de Chalon as Director	For
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Reelect Natacha Valla as Director	For
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Elect Laurent Mignon as Director	For
	20-Apr-23		
LVMH Moet Hennessy Louis Annual/Special LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Renew Appointment of Lord Powell of Bayswater as Censor Appoint Diego Della Valle as Censor	Against Against
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23 20-Apr-23	Approve Compensation Report of Corporate Officers Approve Compensation of Bernard Arnault, Chairman and CEO	Against Against
LVMH Moet Hennessy Louis Annual/Special LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Approve Compensation of Antonio Belloni, Vice-CEO	Against
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Approve Remuneration Policy of Directors	For
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Approve Remuneration Policy of Chairman and CEO	Against
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Approve Remuneration Policy of Vice-CEO	Against
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For
LVMH Moet Hennessy Louis Annual/Special LVMH Moet Hennessy Louis Annual/Special	20-Apr-23 20-Apr-23	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares Authorize Capitalization of Reserves of Up to EUR 20 Million for Bonus Issue or Increase in	For For
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Par Value Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to	For
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Aggregate Nominal Amount of EUR 20 Million Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With	Against
		Binding Priority Right up to Aggregate Nominal Amount of EUR 20 Million	
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million	Against
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers	Against
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	$Authorize\ Capital\ Increase\ of\ up\ to\ 10\ Percent\ of\ Issued\ Capital\ for\ Contributions\ in\ Kind$	For
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers	Against
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 20 Million	For
LVMH Moet Hennessy Louis Annual/Special LVMH Moet Hennessy Louis Annual/Special	20-Apr-23 20-Apr-23	Approve Financial Statements and Statutory Reports Approve Consolidated Financial Statements and Statutory Reports	For For
2 + MI 1 MOSET IOTHIOSSY COUR PHILIDAL/OPECIAL	20 Apr 20	, pprove consolicated i mandal otatemente and otatutory neporte	. 01

A vote AGAINST is warranted as the Company failed to provide enough information with respect to the transaction with Agache, important shareholder, making it therefore impossible to ascertain that the continuation of this agreement is in shareholders' interests

*Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (including all board members 3l.3 percent vs 3l.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 3l.5 percent vs 5l.3 percent vs 5

*Votes AGAINST the (re)elections of these non-independent nominess are warranted given the lack of independence at the board level (including all board members 3l.3 percent vs 3l.3 percent commended; occuping powerment representatives, and employee shareholder representatives (if may) \$8.7 percent vs 6D perce

"Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (including all board members: 31.3 percent vs 33.3 percent recommended excluding government representatives, employee epresentatives, and employee shareholder representatives (if any); 35.7 percent vs 50 percent vs commended (litems 6-7); Votes FOR the (re)elections of these independent nominees are warranted (litems 6 and 7) but are not without concerns considering the recurring high dissents (FOR) of the free float votes) on both the related party transactions for the member of audit committee to be reelected (titem 8) and the executive remunerations for the member of the remuneration committee to be recelected (titem 9). The number of the sheld by Laurent Mignon is in excess of recommended guidelines for non-executive directors. However, given that the overboarded mandate comes from an investment company (Wendel) that has a significant stake in another one of his board commitments (Bureau

Votes AGAINST the freelections of these non-independent nominees are warranted given the lack of independence at the board level (including all board members: 3l.3 percent vs 3l.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any); 8l.7 percent vs 6l.0 percent recommended (items 6-1). Votes FOR the (replections of these independent nominees are warranted (items 6 and 7 b) tare not without concerns considering the recurring high dissents (>50% of the free float votes) on both the related party transactions for the member of audit committee to be reelected (item 8) and the executive remunerations for the member of the remuneration committee to be reelected (item 9). The number of outside mandates had by Laurent Migron is in excess of recommended guidelines for non-executive directors. However, given that the overboarded mandate comes from an investment company (Wendel) that has a significant stake in another one of his board commitments (Bureau).

"Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (including all board members 3l.3 percent vs 3l.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 35.7 percent vs 50 percent recommended) (Items 5-7): "Votes FOR the (re)elections of these independent nominees are warranted (Items 6 and 7) but are not without concerns considering the recurring high dissents (FOR) of the free float votes) on both the related party transactions for the member of audit committee to be reelected (Item 9l.) and the executive renunerations for the member of the renuneration committee to be recleated (Item 9l.). "The number of outside mandates held by Luarent Mignon is in excess of recommended guidelines for non-executive directors. However, given that the overboarded mandate comes from an investment company (Wendell) that has a significant stake in another one of his board commitments (Bureau Vesteral Nite) (Excess).

"Votes AGAINST the (re)elections of these non-independent nominess are warranted given the lack of independence at the board level (including all board members 3l.3 percent vs 3l.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 3l.7 percent vs 5l.3 percent vs 5

Votes AGAINST these items are warranted because the company has failed to provide an adequate rationale on the proposed nominations.

Votes AGAINST these items are warranted because the company has failed to provide an adequate rationale on the proposed nominations

A vote AGAINST this remuneration report is warranted in regard of * the high level of dissent recorded at several previous AGMs and the lack of response from the company.* the limited perimeter used for the pay ratio.

A vote AGAINST this remuneration report is warranted because of the lack of disclosure on the level of achievement of the performance conditions of both the STI and the LTIP that

vested this year. Furthermore, the performance criteria of the LTI granted do not seem particularly challenging.

A vote AGAINST this remuneration report is warranted because of the lack of disclosure on the level of achievement of the performance conditions of both the STI and the LTIP that

Avote FOR this remuneration policy is warranted because it in lease not raise any significant concern.

A vote FOR this remuneration policy is warranted because it close not raise any significant concern.

Votes AGAINST these remuneration policies are warranted because: • The Company does not disclose targets or payout scales for the annual bonus; • The nature of the LTIP criteria, the vesting scales and the performance period are not disclosed; • Post-mandate vesting of LTI grant is not explicitly excluded; • The derogation policy of the board is deemed too broad and • The cap on the exceptional remuneration is not disclosed.

Votes AGAINST these remuneration policies are warranted because: • The Company does not disclose targets or payout scales for the annual bonus; • The nature of the LTIP criteria, the vesting scales and the performance period are not disclosed. • Post-mandate vesting of LTI grant is not explicitly excluded; • The derogation policy of the board is deemed too broad and • The can on the exceptional remuneration is not disclosed.

Such share buyback programs merit a vote FOR.

A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.

vote FOR is warranted since this potential transfer of wealth is in shareholders' interests.

- * Votes FOR the authorizations under Items 22 and 27 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * Votes AGAINST the authorizations under Items 23-28 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * A vote FOR the total limit proposed under Item 30 is warranted as it limits shareholder dilution
- Votes FOR the authorizations under Items 22 and 27 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * Votes AGAINST the authorizations under Items 23 26 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * A vote FOR the total limit proposed under Item 30 is warranted as it limits shareholder dilution.
 * Votes FOR the authorizations under Items 23 and 73 are accessed as the first proposed under Item 30 is warranted as it limits shareholder dilution.
- Votes FOR the authorizations under Items 22 and 27 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.
 Votes AGAINST the authorizations under Items 23-28 are warranted as their proposed the recommended 10-percent guidelines for issuances without oreemotive rights.
 A vote FOR the total full into procosed under Item 30 is warranted as it limits shareholder diffusion
- Votes FOR the authorizations under Items 22 and 27 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * Votes AGAINST the authorizations under Items 23-26 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * Votes AGAINST the authorizations under Items 23-26 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * Votes AGAINST the authorizations under Items 23 are warranted as their introduced under Items 24 are variety of the company o
- * Votes FOR the authorizations under Items 22 and 27 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * Votes AGAINST the authorizations under Items 23-28 are warranted because they do not respect the recommended IO-percent guidelines for issuances without preemptive rights. * Avotes FOR the total limit proposed under Item 30 is warranted as it limits shareholder dilution
- * Votes FOR the authorizations under Items 22 and 27 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * Votes AGAINST the authorizations under Items 23-28 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * A vote FOR the total limit proposed under Items 30 is warranted as it limits shareholder dilution

A vote AGAINST this resolution is warranted because: *No information is available on the criteria of performance conditions. *The vesting period is not disclosed. *The performance period is not disclosed.

A vote FOR the employee stock purchase plans is warranted as its proposed volume respects the 10-percent recommended guidelines.

* Votes FOR the authorizations under Items 22 and 27 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * Votes AGAINST the authorizations under Items 23-26 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * A vote FOR the total limit processed under Item 30 is warranted as it limits shareholder dilution Votes FOR the approval of the annual accounts are warranted due to the unoualified auditors' donion and lack of concerns.

Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns

LVMH Moet Hennessy Louis Annual/Special LVMH Moet Hennessy Louis Annual/Special LVMH Moet Hennessy Louis Annual/Special	20-Apr-23 20-Apr-23 20-Apr-23	Approve Allocation of Income and Dividends of EUR 12.00 per Share Approve Auditors' Special Report on Related-Party Transactions Reelect Delphine Arnault as Director	For Against Against
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Reelect Antonio Belloni as Director	Against
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Reelect Marie-Josee Kravis as Director	Against
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Reelect Marie-Laure Sauty de Chalon as Director	For
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Reelect Natacha Valla as Director	For
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Elect Laurent Mignon as Director	For
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LVMH Moet Hennessy Louis Annual/Special LVMH Moet Hennessy Louis Annual/Special	20-Apr-23 20-Apr-23	Renew Appointment of Lord Powell of Bayswater as Censor Appoint Diego Della Valle as Censor	Against Against
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Approve Compensation Report of Corporate Officers	Against
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Approve Compensation of Bernard Arnault, Chairman and CEO	Against
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Approve Compensation of Antonio Belloni, Vice-CEO	Against
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Approve Remuneration Policy of Directors	For
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Approve Remuneration Policy of Chairman and CEO	Against
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Approve Remuneration Policy of Vice-CEO	Against
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Authorize Capitalization of Reserves of Up to EUR 20 Million for Bonus Issue or Increase in	For
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Par Value Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	For
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to Aggregate Nominal Amount of EUR 20 Million	Against
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million	Against
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers	Against
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers	Against
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 20 Million	For
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Approve Financial Statements and Statutory Reports	For

A vote FOR this income allocation proposal is warranted because the proposed payout ratio is adequate without being excessive.

A vote AGAINST is warranted as the Company failed to provide enough information with respect to the transaction with Agache, important shareholder, making it therefore impossible to ascertain that the continuation of this agreement is in shareholders' interests

*Votes AGAINST the (re)elections of these non-independent nominese are warranted given the lack of independence at the board level (including all board members 3l.3 percent vs 3l.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any); 35.7 percent vs 50 percent recommended) (Items 5-7). *Votes FOR the (re)elections of these independent nominees are warranted (Items 6 and 7) but are not without concerns considering the recurring high dissents (>60% of the free float votes) on both the related party transactions for the member of audit committee to be reelected (Item 8), and the executive renunerations for the member of the renuneration committee to be recleated (Item 9l.). *The number of outside mandates held by Luarent Mignon is in excess of recommended guidelines for non-executive directors. However, given that the overboarded mandate comes from an investment company (Wendel) that has a significant stake in another one of his board commitments (Bureau Vesteral his election successive CONTENTIOUS (ESC 10).

"Votes AGAINST the (re)elections of these non-independent nominess are warranted given the lack of independence at the board level (including all board members 3l.3 percent vs 3l.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 35.7 percent vs 50 percent recommended) (Items 5-7): Votes FOR the (re)elections of these independent nominees are warranted (Items 6 and 7) but are not without concerns considering the recurring high dissents (FOC) of the free float votes) on both the related party transactions for the member of audit committee to be reelected (Item 9l.) and the executive remunerations for the member of the remuneration committee to be recelected (Item 9l.). The number of outside mandates held by Luarent Mignon is in excess of recommended guidelines for non-executive directors. However, given that the overboarded mandate comes from an investment company (Wendel) that has a significant stake in another one of his board commitments (Bureau Netherla) this deletion superants of COMMENTICIES (FOC) (Item 9l.).

"Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (including all board members 3l3 percent vs 3l3) percent recommended, excluding government representatives, employee representatives, and employee shareholder representatives (if any): 35.7 percent vs 50 percent recommended) (Items 5-7): Votes FOR the (re)elections of these independent nominees are warranted (Items 6 and 7) but are not without concerns considering the recurring high dissents (FOG) of the free float votes) on both the related party transactions for the member of audit committee to be redeted (Item 8); and the executive renumerations for the member of the renumeration committee to be recelected (Item 9). The number of outside mandates held by Luarent Mignon is in excess of recommended guidelines for non-executive directors. However, given that the overboarded mandate comes from an investment company (Wendell) that has a significant stake in another one of his board commitments (Bureau Nextex) the description warrantes of CONTENTIOUS (EFOR (Item 8)).

*Votes AGAINST the (re)elections of these non-independent nominess are warranted given the lack of independence at the board level (including all board members 3l.3 percent vs 3l.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 3l.7 percent vs 6l.0 percent recommended) (items 5-7). *Votes FOR the (re)elections of these independent nominees are warranted (items 6 and 7) but are not without concerns considering the recurring high dissents (>BOX) of the free float votes) on both the related party transactions for the member of audit committee to be reelected (item 8); and the executive renumerations for the member of the renumeration committee to be received (item 6); and the executive renumerations for the member of the renumeration committee to be received (item 6); The number of outside mandates held by Laurent Mignon is in excess of recommended guidelines for non-executive directors. However, given that the overboarded mandate comes from an investment company (Wendel) that has a significant stake in another one of his board commitments (Bureau Varieta), this decision warrantes of COVINETATION (\$EVID (More 10)).

"Votes AGAINST the (re)elections of these non-independent nominese are warranted given the lack of independence at the board level (including all board members 3l.3 percent vs 3l.3) percent recommended excluding syeurnment representatives (if any): 35.7 percent vs 50 percent recommended (litems 5-7): Votes FOR the (no)elections of these independent nominees are warranted (litems 6 and 7) but are not without concerns considering the recurring high dissents (>60% of the free float votes) on both the related party transactions for the member of audit committee to be reelected (time 9l); The number of the remuneration committee to be received (guidelines for non-executive directors. However, given that the overboarded mandate comes from an investment company (Wendell) that has a significant stake in another one of his board commitments (Bureau Varieta), this decision was retained to CONTENTICIUS (ESTO) (free 700).

"Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (including all board members 31.3 percent vs 33.3 percent recommended excluding government representatives, employee representatives, and employee shareholder representatives (if any): 35.7 percent vs 50 percent recommended (limens 5-7). "Votes FOR the (re)elections of these independent nominees are warranted (litems 6 and 7) but are not without concerns considering the recurring high dissents (>60% of the free float votes) on both the related party transactions for the member of audit committee to be reelected (litem 8) and the executive renunerations for the member of the renuneration committee to be reelected (litem 9). "The number of outside mandates held by Laurent Mignon is in excess of recommended guidelines for non-executive directors. However, given that the overboarded mandate comes from an investment company (Wendel) that has a significant stake in another one of his board commitments (Bureau

Vortac) this planting warrants a CONTENTION IS FOR (from 10)
Votes AGAINST these items are warranted because the company has failed to provide an adequate rationale on the proposed nominations.

Votes AGAINST these items are warranted because the company has failed to provide an adequate rationale on the proposed nominations.

A vote AGAINST this remuneration report is warranted in regard of * the high level of dissent recorded at several previous AGMs and the lack of response from the company.* the limited perimeter used for the pay ratio.

A vote AGAINST this remuneration report is warranted because of the lack of disclosure on the level of achievement of the performance conditions of both the STI and the LTIP that vested this year. Furthermore, the performance criteria of the LTI granted do not seem particularly challenging

A vote AGAINST this remuneration report is warranted because of the lack of disclosure on the level of achievement of the performance conditions of both the STI and the LTIP that vested this year. Furthermore, the performance criteria of the LTI granted do not seem particularly challenging.
A vote FOR this remuneration policy is warranted because it does not raise any significant concern.

Votes AGAINST these remuneration policies are warranted because: • The Company does not disclose targets or payout scales for the annual bonus; • The nature of the LTIP criteria, the vesting scales and the performance period are not disclosed. • Post-mandate vesting of LTI grant is not explicitly excluded; • The derogation policy of the board is deemed too broad and • The can on the exceptional remuneration is not disclosed.

Votes AGAINST these remuneration policies are warranted because. • The Company does not disclose targets or payout scales for the annual bonus; • The nature of the LTIP criteria, the vesting scales and the performance period are not disclosed; • Post-mandate vesting of LTI grant is not explicitly excluded; • The derogation policy of the board is deemed too broad: and • The cap on the exceptional remuneration is not disclosed. Such share buyback programs merit a vote FCR.

A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.

A vote FOR is warranted since this potential transfer of wealth is in shareholders' interests

* Votes FOR the authorizations under Items 22 and 27 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * Votes AGAINST the authorizations under Items 23-26 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * A vote FOR the total limit procosed under Item 30 is warranted as it limits shareholder dilution

* Votes FOR the authorizations under Items 22 and 27 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * Votes AGAINST the authorizations under Items 23-26 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * A vote FOR the total limit processed under Item 30 is warranted as it limits shareholder dilution

* Votes FOR the authorizations under Items 22 and 27 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * Votes AGAINST the authorizations under Items 23-26 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * Votes AGAINST the authorizations under Items 23-26 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * Votes AGAINST the authorizations under Items 23 warranted as it limits have have a support to the commendation of the proposed under Items 25 warranted as it limits have have been supported by the proposed under Items 25 warranted as it limits have been supported by the proposed under Items 25 warranted as it limits a proposed under Items 25 warranted as it limits a proposed under Items 25 warranted as it limits a proposed under Items 25 warranted as it limits a proposed under Items 25 warranted as it limits a proposed under Items 25 warranted as it limits a proposed under Items 25 warranted as it limits a proposed under Items 25 warranted as it limits a proposed under Items 25 warranted as it limits a proposed under Items 25 warranted as it limits a proposed under Items 25 warranted as it limits a proposed under Items 25 warranted as it limits a proposed under Items 25 warranted as it limits a proposed under Items 25 warranted as it limits a proposed under Items 25 warranted as it limits a proposed under Items 25 warranted as it limits a proposed under Items 25 warranted as it limits a proposed under Items 25 warranted as it limits a proposed under Items 25 warranted as it limits a proposed under Items 25 warranted as it limits a proposed under Items 25 warranted as it limits a proposed under Items 25 warranted as it limits a proposed under Items 25 warranted as it limits a proposed under Items 25 warranted as it limits a proposed under Items 25 warranted as it limits a proposed under Items 2

oreemotive rights.* A vote FOR the total limit proposed under Item 30 is warranted as it limits shareholder dilution

Votes FOR the authorizations under Items 22 and 27 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * Votes AGAINST the authorizations under Items 23-26 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * A vote FOR the total limit proposed under Item 30-is warranted as it limits shareholder dilution

* Votes FOR the authorizations under Items 22 and 27 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * Vetes AGAINST the authorizations under Items 23 -26 are warranted because they do not respect the recommended 10-percent guidelines for issuances without orientation. A vote FOR the total limit processed under Items 30 is warranted as it limits shareholder dilution.

Votes FOR the authorizations under Items 22 and 27 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * Votes AGAINST the authorizations under Items 23-26 are warranted because they do not respect the recommended IO-percent guidelines for issuances without preemptive rights. * Votes AGAINST the authorizations under Items 23-26 are warranted because they do not respect the recommended IO-percent guidelines for issuances without preemptive rights. * Votes AGAINST the authorizations under Items 23-26 are warranted because they do not respect the recommended IO-percent guidelines for issuances without preemptive rights. * Votes AGAINST the authorizations under Items 23-26 are warranted because they do not respect the recommended IO-percent guidelines for issuances without preemptive rights. * Votes AGAINST the authorizations under Items 23-26 are warranted because they do not respect the recommended IO-percent guidelines for issuances without preemptive rights.

A vote AGAINST this resolution is warranted because: *No information is available on the criteria of performance conditions. *The vesting period is not disclosed. *The performance period is not disclosed.

A vote FOR the employee stook purchase plans is warranted as its proposed volume respects the 10-percent recommended guidelines

* Votes FOR the authorizations under Items 22 and 27 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * Votes AGAINST the authorizations under Items 23-26 are warranted because they do not respect the recommended 10-percent guidelines for issuances without oreemotive rights. * A vote FOR the total limit procosed under Item 30 is warranted as it limits shareholder dilution Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.

LVMH Moet Hennessy Louis Annual/Special LVMH Moet Hennessy Louis Annual/Special LVMH Moet Hennessy Louis Annual/Special	20-Apr-23 20-Apr-23 20-Apr-23	Approve Consolidated Financial Statements and Statutory Reports Approve Allocation of Income and Dividends of EUR 12.00 per Share Approve Auditors' Special Report on Related-Party Transactions	For For Against
LVMH Moet Hennessy Louix Annual/Special	20-Apr-23	Reelect Delphine Arnault as Director	Against
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Reelect Antonio Belloni as Director	Against
LVMH Moet Hennessy Louit Annual/Special	20-Apr-23	Reelect Marie-Josee Kravis as Director	Against
LVMH Moet Hennessy Louit Annual/Special	20-Apr-23	Reelect Marie-Laure Sauty de Chalon as Director	For
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Reelect Natacha Valla as Director	For
LVMH Moet Hennessy Louit Annual/Special	20-Apr-23	Elect Laurent Mignon as Director	For
LVMH Moet Hennessy Louis Annual/Special LVMH Moet Hennessy Louis Annual/Special	20-Apr-23 20-Apr-23	Renew Appointment of Lord Powell of Bayswater as Censor Appoint Diego Della Valle as Censor	Against Against
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Approve Compensation Report of Corporate Officers	Against
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Approve Compensation of Bernard Arnault, Chairman and CEO	Against
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Approve Compensation of Antonio Belloni, Vice-CEO	Against
LVMH Moet Hennessy Louis Annual/Special LVMH Moet Hennessy Louis Annual/Special	20-Apr-23 20-Apr-23	Approve Remuneration Policy of Directors Approve Remuneration Policy of Chairman and CEO	For Against
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Approve Remuneration Policy of Vice-CEO	Against
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For
LVMH Moet Hennessy Louis Annual/Special LVMH Moet Hennessy Louis Annual/Special	20-Apr-23 20-Apr-23	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Authorize Capitalization of Reserves of Up to EUR 20 Million for Bonus Issue or Increase in Par Value $Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million Aggregate Nominal Amount of EUR 20 Million \\$	For
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to Aggregate Nominal Amount of EUR 20 Million	Against
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million	Against
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers	Against
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	$Authorize\ Capital\ Increase\ of\ up\ to\ 10\ Percent\ of\ Issued\ Capital\ for\ Contributions\ in\ Kind$	For
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans Reserved for	Against
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Employees and Corporate Officers Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For
LVMH Moet Hennessy Louis Annual/Special	20-Apr-23	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 20 Million	For

Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.

A vote FOR this income allocation proposal is warranted because the proposed payout ratio is adequate without being excessive

A vote AGAINST is warranted as the Company failed to provide enough information with respect to the transaction with Agache, important shareholder, making it therefore impossible to ascertain that the continuation of this agreement is in shareholders' interests

*Votes AGAINST the (re)elections of these non-independent nominess are warranted given the lack of independence at the board level (including all board members: 3l.3 percent vs 3l.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 35.7 percent vs 50 percent recommended) (Items 5-7): *Votes FOR the (re)elections of these independent nominees are warranted (Items 6 and 7) but are not without concerns considering the recurring high dissents (>60% of the free float votes) on both the related party transactions for the member of audit committee to be reelected (Items 9). *The number of the renuneration committee to be received intellections have been described by a committee to be received intellections. *The number of the shell by Laurent Milgron is in excess of recommended guidelines for non-executive directors. However, given that the overboarded mandate comes from an investment company (Wendel) that has a significant stake in another one of his board commitments (Bureau

"Votes AGAINST floelections of these non-independent nominees are warranted given the lack of independence at the board level (including all board members: 31.3 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (flamy); 35.7 percent vs 50 percent recommended (Items 5-7); "Votes FOR the (re)elections of these independent nominees are warranted (Items 6 and 7) but are not without concerns considering the recurring high dissents (FOK) of the free float votes) on both the related party transactions for the member of audit committee to be reelected (Item 8); and the executive renumerations for the member of the renumeration committee to be received (guidelines for non-executive directors. However, given that the everboarded mandate comes from an investment company (Wendel) that has a significant stake in another one of his board commitments (Bureau

"Votes AGAINST the (re)elections of these non-independent nominess are warranted given the lack of independence at the board level (including all board members 3l.3 percent vs 3l.3) percent recommended, excluding syeurnment representatives, employee representatives, and employee shareholder representatives (if any): 35.7 percent vs 50 percent recommended) (Items 5-7). "Votes FOR the (re)elections of these independent nominees are warranted (Items 6 and 7) but are not without concerns considering the recurring high dissents (FOR) of the free float votes) on both the related party transactions for the member of audit committee to be redeted (Items 8) and the executive renunerations for the member of the renuneration committee to be recleated (Item 9l.). "The number of or outside mandates held by Lucarent Mignon is in excess of recommended guidelines for non-executive directors. However, given that the overboarded mandate comes from an investment company (Wendell) that has a significant stake in another one of his board commitments (Bureau Vessel) where the contractions are considered to the commitment of the commitments (Bureau).

"Votes AGAINST the (ro)elections of these non-independent nominees are warranted given the lack of independence at the board level (including all board members:313 percent vs 333 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any.):357 percent vs 50 percent recommended) (Items 6-7); Votes FOR the (ro)elections of these independent nominees are warranted (Items 6 and 7) but are not without concerns considering the recurring high dissents (FOG) of the free float votes) on both the related party transactions for the member of audit committee to be reelected (Item 9); The number of reduction of the member of the renunceration committee to be received (Item 9); The number of custic mandates held by Laurent Mignon is in excess of recommended guidelines for non-executive directors. However, given that the overboarded mandate comes from an investment company (Wendel) that has a significant stake in another one of his board commitments (Bureau Valesa) this decision superators of COVINENTICUS (ESTOR (Items 10)).

"Votes AGAINST the (re)elections of these non-independent nominess are warranted given the lack of independence at the board level (including all board members 3l.3 percent vs 3l.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 35.7 percent vs 50 percent recommended) (Items 5-7): Votes FOR the (re)elections of these independent nominees are warranted (Items 6 and 7) but are not without concerns considering the recurring high dissents (FOC) of the free float votes) on both the related party transactions for the member of audit committee to be reelected (Item 9l.) and the executive remunerations for the member of the remuneration committee to be recelected (Item 9l.). The number of outside mandates held by Luarent Mignon is in excess of recommended guidelines for non-executive directors. However, given that the overboarded mandate comes from an investment company (Wendel) that has a significant stake in another one of his board commitments (Bureau Netheral this election warrantes of CONTENTIOUS (EFOR (Item 8l.)).

*Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (including all board members 3l.3 percent vs 3l.3 percent recommended; excluding government representatives, and employee shareholder representatives (if any) \$8.7 percent vs ED p

Votes AGAINST these items are warranted because the company has failed to provide an adequate rationale on the proposed nominations.

Votes AGAINST these items are warranted because the company has failed to provide an adequate rationale on the proposed nominations.

A vote AGAINST this remuneration report is warranted in regard of * the high level of dissent recorded at several previous AGMs and the lack of response from the company.* the limited perimeter used for the pay ratio.

A vote AGAINST this remuneration report is warranted because of the lack of disclosure on the level of achievement of the performance conditions of both the STI and the LTIP that vested this year. Furthermore, the performance criteria of the LTI granted do not seem particularly challenging

A vote AGAINST this remuneration report is warranted because of the lack of disclosure on the level of achievement of the performance conditions of both the STI and the LTIP that vested this year. Furthermore, the performance criteria of the LTI granted do not seem particularly challenging

 $\label{eq:continuous} A \ vote \ FOR \ this \ remuneration \ policy \ is \ warranted \ because \ it \ does \ not \ raise \ any \ significant \ concern.$

Votes AGAINST these remuneration policies are warranted because: The Company does not disclose targets or payout scales for the annual bonus: The nature of the LTIP criteria, the vesting scales and the performance period are not disclosed; + Post-mandate vesting of LTI grant is not explicitly excluded; + The derogation policy of the board is deemed too broad and - The cap on the exceptional remuneration is not disclosed.

Votes AGAINST these remuneration policies are warranted because. • The Company does not disclose targets or payout scales for the annual bonus, • The nature of the LTIP criteria, the vesting scales and the performance period are not disclosed. • Post-mandate vesting of LTI grant is not explicitly excluded: • The derogation policy of the board is deemed too broad and • The cao on the exceptional remuneration is not disclosed.

Such share buyback programs merit a vote FOR.

A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.

A vote FOR is warranted since this potential transfer of wealth is in shareholders' interests.

- * Votes FOR the authorizations under Items 22 and 127 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * Votes AGA/NST the authorizations under Items 23-26 are warranted because they do not respect the recommended ID-percent guidelines for issuances without preemptive rights. * A vote FOR the total limit proposed under Item 30 is warranted as it limits shareholder dilution
- * Votes FOR the authorizations under Items 22 and 27 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * Votes AGAINST the authorizations under Items 23-26 are warranted because they do not respect the recommended IO-percent guidelines for issuances without preemptive rights. * A vote FOR the total limit proposed under Item 30 is warranted as it limits shareholder dilution
- * Votes FOR the authorizations under Items 22 and 27 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * Votes AGAINST the authorizations under Items 23-26 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * A vote FOR the total limit proposed under Items 30 is warranted as it limits shareholder dilution
- * Votes FOR the authorizations under Items 22 and 27 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * Votes AGAINST the authorizations under Items 23-28 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * A vote FOR the total limit proposed under Item 30 is warranted as it limits shareholder dilution
- * Votes FOR the authorizations under Items 22 and 27 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * Votes AGAINST the authorizations under Items 23-26 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * A vote FOR the total limit proposed under Items 30 is warranted as it limits shareholder dilution
- * Votes FOR the authorizations under Items 22 and 27 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * Votes AGAINST the authorizations under Items 23-26 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * A vote FOR the total limit proposed under Item 30 is warranted as it limits shareholder dilution

 A vote AGAINST this resolution is warranted because. * No information is available on the criteria of performance conditions. * The vesting period is not disclosed. * The performance

period is not disclosed.

A vote FOR the employee stock purchase plans is warranted as its proposed volume respects the 10-percent recommended guidelines.

* Votes FOR the authorizations under Items 22 and 27 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * Votes AGAINST the authorizations under Items 23-26 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * Avote FOR the total limit proposed under Items 30 is warranted as it limits haveholder dilution

Nestle SA	Annual	20-Apr-23	Accept Financial Statements and Statutory Reports	For
Nestle SA	Annual	20-Apr-23	Approve Remuneration Report	For
Nestie SA	Annuai	20-Apr-23	Approve Hemuneration Heport	For
Nestle SA	Annual	20-Apr-23	Approve Discharge of Board and Senior Management	For
Nestle SA	Annual	20-Apr-23	Approve Allocation of Income and Dividends of OHF 2.95 per Share	For
Nestle SA	Annual	20-Apr-23	Reelect Paul Bulcke as Director and Board Chair	For
Nestle SA	Annual	20-Apr-23	Reelect Ulf Schneider as Director	For
Nestle SA	Annual	20-Apr-23	Beelect Henri de Castries as Director	Against
Nestle SA	Annual	20-Apr-23	Reelect Benato Fassbind as Director	For
Nestle SA	Annual		Reelect Pahlo Isla as Director	For
1400000 071	7 0 11 1444	20-Apr-23	Tiodoct abiotolica ab Brootol	1 01
Nestle SA	Annual	20-Apr-23	Reelect Patrick Aebischer as Director	For
Nestle SA	Annual	20-Apr-23	Reelect Kimberly Ross as Director	For
Nestle SA	Annual	20-Apr-23	Reelect Dick Boer as Director	For
Nestle SA	Annual	20-Apr-23	Reelect Dinesh Paliwal as Director	For
Nestle SA	Annual	20-Apr-23	Reelect Hanne Jimenez de Mora as Director	For
Nestle SA	Annual	20-Apr-23	Reelect Lindiwe Sibanda as Director	For
Nestle SA	Annual	20-Apr-23	Reelect Ohris Leong as Director	For
Nestle SA	Annual	20-Apr-23	Reelect Luca Maestri as Director	For
Nestle SA	Annual	20-Apr-23	Elect Rainer Blair as Director	For
Nestle SA	Annual	20-Apr-23	Elect Marie-Gabrielle Ineichen-Fleisch as Director	For
Nestle SA	Annual	20-Apr-23	Reappoint Pablo Isla as Member of the Compensation Committee	For
Nestle SA	Annual	20-Apr-23	Reappoint Patrick Aebischer as Member of the Compensation Committee	For
Nestle SA	Annual	20-Apr-23	Reappoint Dick Boer as Member of the Compensation Committee	For
Nestle SA	Annual	20-Apr-23	Reappoint Dinesh Paliwal as Member of the Compensation Committee	For
Nestle SA	Annual	20-Apr-23	Ratify Ernst & Young AG as Auditors	For
Nestle SA	Annual	20-Apr-23	Designate Hartmann Dreyer as Independent Proxy	For
Nestle SA	Annual	20-Apr-23	Approve Remuneration of Directors in the Amount of CHF 10.5 Million	For
Nestle SA	Annual	20-Apr-23	Approve Remuneration of Executive Committee in the Amount of CHF 72 Million	For
Nestle SA	Annual	20-Apr-23	Approve OHF 8 Million Reduction in Share Capital as Part of the Share Buyback Program	For
Nestie SA	Annuai	20-Apr-23	via Cancellation of Repurchased Shares	FOF
Nestle SA	Annual	20-Apr-23	Amend Articles Re: General Meeting (Incl. Virtual-Only or Hybrid Shareholder Meetings)	For
Nestle SA	Annual	20-Apr-23	Amend Articles of Association	For
Nestle SA	Annual	20-Apr-23	Transact Other Business (Voting)	Against
				0
Nestle SA	Annual	20-Apr-23	Accept Financial Statements and Statutory Reports	For
Nestle SA	Annual	20-Apr-23	Approve Remuneration Report	For
				_
Nestle SA	Annual	20-Apr-23	Approve Discharge of Board and Senior Management	For
Nestle SA	Annual	20-Apr-23	Approve Allocation of Income and Dividends of CHF 2.95 per Share	For
Nestle SA	Annual	20-Apr-23	Reelect Paul Bulcke as Director and Board Chair	For
Nestle SA	Annual	20-Apr-23	Reelect Ulf Schneider as Director	For
Nestle SA	Annual	20-Apr-23	Reelect Henri de Castries as Director	Against
Nestle SA	Annual	20-Apr-23	Reelect Renato Fassbind as Director	For
Nestle SA	Annual	20-Apr-23	Reelect Pablo Isla as Director	For
Nestle SA	Annual	20-Apr-23	Reelect Patrick Aebischer as Director	For
Nestle SA	Annual	20-Apr-23	Beelect Kimberly Boss as Director	For
Nestle SA	Annual	20-Apr-23 20-Apr-23	Reelect Ninberry Ross as Director Reelect Dick Boer as Director	
				For
Nestle SA	Annual	20-Apr-23	Reelect Dinesh Paliwal as Director	For
Nestle SA	Annual	20-Apr-23	Reelect Hanne Jimenez de Mora as Director	For
Nestle SA	Annual	20-Apr-23	Reelect Lindiwe Sibanda as Director	For
Nestle SA	Annual	20-Apr-23	Reelect Ohris Leong as Director	For
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Nestle SA		20-Apr-23	Elect Rainer Blair as Director	1 01
	Annual			For
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Nestle SA	Annual	20-Apr-23	Approve Remuneration of Directors in the Amount of CHF 10.5 Million	For
Nestle SA	Annual	20-Apr-23	Approve Remuneration of Executive Committee in the Amount of CHF 72 Million	For
Nestle SA	Annual	20-Apr-23	Approve CHF 8 Million Reduction in Share Capital as Part of the Share Buyback Program	For
			via Cancellation of Repurchased Shares	
Nestle SA	Annual	20-Apr-23	Amend Articles Re: General Meeting (Incl. Virtual-Only or Hybrid Shareholder Meetings)	For
Nestle SA	Annual	20-Apr-23	Amend Articles of Association	For
INESUE SA	Annuai	2U-Apr-23	Americ Articles of Association	10.1

A vote FOR the annual accounts, annual report, and auditor's report for the fiscal year in review is warranted.

A vote FOR the renumeration report is warranted, though it is not without concerns: "The level of ex-post disclosure provided to explain the performance achievements underlying variable payouts is limited. "The report does not directly address shareholder dissent on last year's vote. The main reasons for support are." The company's renumeration practices are broadly in line with market practice and there are no significant concerns regarding outcomes for the past year." The company discloses its long-term incentive targets on an exante basis. "Pay and performance apoear reasonably aliened at this time
A vote FOR the formal dischares of the board of directors and senior management is warranted, as there is no evidence that the board and senior management have not fulfilled their

A vote FOH the formal discharge of the board of directors and senior management is warranted, as there is no evidence that the board and senior management have not fulfilled thei fiduciary duties.

A vote FOR this resolution is warranted.

A vote AGAINST incumbent nominating committee chair Henri de Castries is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this A vote AGAINST incumbent nominating committee chair Henri de Castries is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this A vote AGAINST incumbent nominating committee chair Henri de Castries is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this A vote AGAINST incumbent nominating committee chair Henri de Castries is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this A vote AGAINST incumbent nominating committee chair Henri de Castries is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this A vote AGAINST incumbent nominating committee chair Henri de Castries is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this A vote AGAINST incumbent nominating committee chair Henri de Castries is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this A vote AGAINST incumbent nominating committee chair Henri de Castries is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this A vote AGAINST incumbent nominating committee chair Henri de Castries is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this A vote AGAINST incumbent nominating committee chair Henri de Castries is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this A vote AGAINST incumbent nominating committee chair Henri de Castries is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this A vote AGAINST incumbent nominating committee chair Henri de Castries is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this A vote AGAINST incumbent nominating committee chair Henri de Castries is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this A vote AGAINST incumbent nominating committee chair Henri de Castries is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this A vote AGAINST incumbent nominating committee chair Henri de Castries is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this A vote AGAINST incumbent nominating committee chair Henri de Castries is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this A vote AGAINST incumbent nominating committee chair Henri de Castries is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this A vote AGAINST incumbent nominating committee chair Henri de Castries is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this A vote AGAINST incumbent nominating committee chair Henri de Castries is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this

A vote FOR is warranted because there are no concerns regarding this proposal.

A vote FOR this proposal is warranted due to a lack of concerns.

A vote FOR this resolution is warranted because the proposed amount is in line with market practice.

A vote FOR this item is warranted because the proposal appears to be in line with market practice and does not raise significant concerns.

A vote FOR the proposed share capital reduction is warranted.

A vote FOR the proposed article amendments is warranted because: *The company is seeking the necessary basis in its articles for hybrid and virtual-only general meetings, although confirms that it currently plans to continue holding in-person meetings going forward, and is also returning to an in-person format this year. *If a virtual-only general meeting would be held, shareholders' participation in instruction and would have a positive impact on shareholder A vote FOR the proposed article amendments is warranted because they are non-contentious in nature.

A vote AGAINST is warranted because.* This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to yote against this item on a recautionary basis.

 $A \ vote \ FOR \ the \ annual \ accounts, annual \ report, and \ auditor's \ report \ for \ the \ fiscal \ year \ in \ review \ is \ warranted.$

A vote FOR the remuneration report is warranted, though it is not without concerns: *The level of ex-post disclosure provided to explain the performance achievements underlying variable payouts is limited. *The report does not directly address shareholder dissent on last year's vote. The main reasons for support are: *The company's remuneration practices are broadly in line with market practice and there are no significant concerns regarding outcomes for the past year. *The company discloses its long-term incentive targets on an examte basis: *Pea and performance a power responsible values.*

A vote FOR the formal discharge of the board of directors and senior management is warranted, as there is no evidence that the board and senior management have not fulfilled their fiduriary duties.

A vote FOR this resolution is warranted.

A vote AGAINST incumbent nominating committee chair Henri de Castries is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this

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A vote AGAINST incumbent nominating committee chair Henri de Castries is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this

A vote FOR is warranted because there are no concerns regarding this proposal.

A vote FOR this proposal is warranted due to a lack of concerns.

A vote FOR this resolution is warranted because the proposed amount is in line with market practice.

A vote FOR this item is warranted because the proposal appears to be in line with market practice and does not raise significant concerns.

A vote FOR the proposed share capital reduction is warranted.

A vote FOR the proposed article amendments is warranted because: *The company is seeking the necessary basis in its articles for hybrid and virtual-only general meetings, although confirms that it currently plans to continue holding in-person meetings going forward, and is also returning to an in-person format this year. *If a virtual-only general meeting would be held, shareholders' participation rights would be protected (in line with Swiss law). *The additional amendments are non-contentious and would have a positive impact on shareholder A vote FOR the proposed article amendments is warranted because they are non-contentious in nature.

N	lestle SA	Annual	20-Apr-23	Transact Other Business (Voting)	Against
N	lestle SA	Annual	20-Apr-23	Accept Financial Statements and Statutory Reports	For
N	lestle SA	Annual	20-Apr-23	Approve Remuneration Report	For
N	lestle SA	Annual	20-Apr-23	Approve Discharge of Board and Senior Management	For
	lestle SA	Annual	20-Apr-23	Approve Allocation of Income and Dividends of CHF 2.95 per Share	For
	lestle SA	Annual	20-Apr-23	Reelect Paul Bulcke as Director and Board Chair	For
N	lestle SA	Annual	20-Apr-23	Reelect Ulf Schneider as Director	For
N	lestle SA	Annual	20-Apr-23	Reelect Henri de Castries as Director	Against
N	lestle SA	Annual	20-Apr-23	Reelect Renato Fassbind as Director	For
N	lestle SA	Annual	20-Apr-23	Reelect Pablo Isla as Director	For
N	lestle SA	Annual	20-Apr-23	Reelect Patrick Aebischer as Director	For
	lestle SA	Annual	20-Apr-23	Reelect Kimberly Ross as Director	For
	lestle SA	Annual	20-Apr-23	Reelect Dick Boer as Director	For
	lestle SA	Annual	20-Apr-23	Reelect Dinesh Paliyal as Director	For
	lestle SA	Annual	20-Apr-23	Reelect Hanne Jimenez de Mora as Director	For
	lestle SA	Annual	20-Apr-23	Reelect Lindiwe Sibanda as Director	For
	lestle SA	Annual	20-Apr-23	Reelect Chris Leong as Director	For
	lestle SA	Annual	20-Apr-23	Reelect Luca Maestri as Director	For
N	lestle SA	Annual	20-Apr-23	Elect Rainer Blair as Director	For
N	lestle SA	Annual	20-Apr-23	Elect Marie-Gabrielle Ineichen-Fleisch as Director	For
N	lestle SA	Annual	20-Apr-23	Reappoint Pablo Isla as Member of the Compensation Committee	For
N	lestle SA	Annual	20-Apr-23	Reappoint Patrick Aebischer as Member of the Compensation Committee	For
N	lestle SA	Annual	20-Apr-23	Reappoint Dick Boer as Member of the Compensation Committee	For
N	lestle SA	Annual	20-Apr-23	Reappoint Dinesh Paliwal as Member of the Compensation Committee	For
N	lestle SA	Annual	20-Apr-23	Ratify Ernst & Young AG as Auditors	For
N	lestle SA	Annual	20-Apr-23	Designate Hartmann Drever as Independent Proxy	For
N	lestle SA	Annual	20-Apr-23	Approve Remuneration of Directors in the Amount of CHF 10.5 Million	For
N	lestle SA	Annual	20-Apr-23	Approve Remuneration of Executive Committee in the Amount of CHF 72 Million	For
N	lestle SA	Annual	20-Apr-23	Approve CHF 8 Million Reduction in Share Capital as Part of the Share Buyback Program	For
				via Cancellation of Repurchased Shares	
N	lestle SA	Annual	20-Apr-23	Amend Articles Re: General Meeting (Incl. Virtual-Only or Hybrid Shareholder Meetings)	For
			00 4 00	Amend Articles of Association	_
IN.	lestle SA	Annual	20-Apr-23	Amend Articles of Association	For
	lestle SA	Annual	20-Apr-23 20-Apr-23	Transact Other Business (Voting)	For Against
N	lestle SA	Annual		Transact Other Business (Voting)	
N G	lestle SA irupo Aeroportuario del Ce	Annual	20-Apr-23 21-Apr-23	Transact Other Business (Voting) Present Board of Directors' Reports in Compliance with Article 28, Section IV (D and E) of Stock Market Law	Against
N G	lestle SA	Annual	20-Apr-23	Transact Other Business (Voting) Present Board of Directors' Reports in Compliance with Article 28, Section IV (D and E) of	Against
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A vote AGAINST is warranted because: *This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and *The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.

A vote FOR the annual accounts, annual report, and auditor's report for the fiscal year in review is warranted.

A vote FOR the remuneration report is warranted, though it is not without concerns. * The level of ex-post disclosure provided to explain the performance achievements underlying variable payouts is limited. * The report does not directly address shareholder dissent on last year's vote. The main reasons for support are. * The company's remuneration practices are broadly in line with market practice and there are no significant concerns regarding outcomes for the past year. * The company discloses its long-term incentive targets on an exante basis. * Pay and performance annear reasonably aligned at this time.

A vote FOR the formal discharge of the board of directors and senior management is warranted, as there is no evidence that the board and senior management have not fulfilled their fiduciary duties.

A vote FOR this resolution is warranted

A vote AGAINST incumbent nominating committee chair Henri de Castries is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this A vote AGAINST incumbent nominating committee chair Henri de Castries is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this A vote AGAINST incumbent nominating committee chair Henri de Castries is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this A vote AGAINST incumbent nominating committee chair Henri de Castries is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this A vote AGAINST incumbent nominating committee chair Henri de Castries is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this A vote AGAINST incumbent nominating committee chair Henri de Castries is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this A vote AGAINST incumbent pominating committee chair Henri de Castries is warranted for lack of diversity on the board. Votes FOR the remaining pominees are warranted at this A vote AGAINST incumbent nominating committee chair Henri de Castries is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this A vote AGAINST incumbent nominating committee chair Henri de Castries is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this A vote AGAINST incumbent nominating committee chair Henri de Castries is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this A vote AGAINST incumbent nominating committee chair Henri de Castries is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this A vote AGAINST incumbent nominating committee chair Henri de Castries is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this A vote AGAINST incumbent nominating committee chair Henri de Castries is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this A vote AGAINST incumbent pominating committee chair Henri de Castries is warranted for lack of diversity on the board. Votes FOR the remaining pominees are warranted at this A vote AGAINST incumbent nominating committee chair Henri de Castries is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this A vote AGAINST incumbent nominating committee chair Henri de Castries is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this A vote AGAINST incumbent nominating committee chair Henri de Castries is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this A vote AGAINST incumbent nominating committee chair Henri de Castries is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this A vote AGAINST incumbent nominating committee chair Henri de Castries is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this

A vote FOR this proposal is warranted due to a lack of concerns.

A vote FOR is warranted because there are no concerns regarding this proposal.

A vote FOR this resolution is warranted because the proposed amount is in line with market practice.

A vote FOR this item is warranted because the proposal appears to be in line with market practice and does not raise significant concerns.

A vote FOR the proposed share capital reduction is warranted.

A vote FOR the proposed article amendments is warranted because: *The company is seeking the necessary basis in its articles for hybrid and virtual-only general meetings, although confirms that it ourrently plans to continue holding in-person meetings going forward, and is also returning to an in-person format this year. *If a virtual-only general meeting would be held, shareholders' carticioation richts would be protected (in line with Swiss law). *The additional amendments are non-contentious and would have a cositive impact on shareholder A vote FOR the proposed article amendments is warranted because they are non-contentious in nature.

A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote assains this item on a precautionary basis.

A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2022, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.

A vote FOR these routine proposals is warranted because: *Audited financials are available for FY 2022, and there are no independent auditor qualifications; and *There are no known concerns regarding the company's financial statements or audit procedures.

A vote FOR these routine proposals is warranted because.* Audited financials are available for FY 2022, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.

A vote FOR this item is warranted because: * The company's proposed payout falls within a reasonable 30-100 percent range of net income; and * The proposed share repurchase reserves annears reasonable.

Item 5 is a non-voting item. A vote FOR the remaining items is warranted because: *The company has disclosed the names of the director nominees; and *The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders

Item 5 is a non-voting item. A vote FOR the remaining items is warranted because: *The company has disclosed the names of the director nominees; and *The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders

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least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders

A vote FOR this item is warranted because.* There are no known concerns over the compensation of the company's directors; *There is no evidence of unsatisfactory board performance; and *The company has disclosed the proposed remuneration amounts.

Item 5 is a non-voting item. A vote FOR the remaining items is warranted because: *The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders

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A vote FOR this closing formality is warranted because: *Approval of this item grants management authority to approve only items that have been approved by shareholders; and *

Opposing this item could impact management's ability to execute on bona fide items that have been approved by shareholders.

A vote FOR these routine proposals is warranted because: *Audited financials are available for FY 2022, and there are no independent auditor qualifications; and *There are no known

concerns regarding the company's financial statements or audit procedures.

Grupo Aeroportuario del	Ce Annual	21-Apr-23	Present CEO and External Auditor Report in Compliance with Article 28, Section IV (B) of	For
Grupo Aeroportuario del	Ce Annual	21-Apr-23	Stock Market Law Present Board of Directors' Reports in Accordance with Article 28, Section IV (A and C) of	For
Grupo Aeroportuario del	Ce Annual	21-Apr-23	Stock Market Law Including Tax Report Approve Allocation of Income, Reserve Increase, Set Aggregate Nominal Amount of Share	For
Grupo Aeroportuario del	Ce Annual	21-Apr-23	Repurchase and Dividends of MXN 2.3 Billion Information on Election or Ratification of Three Directors and Their Alternates of Series BB	
Grupo Aeroportuario del	Ce Annual	21-Apr-23	Shareholders Ratify and Elect Eric Delobel as Director of Series B Shareholders; Verify Independence	For
Grupo Aeroportuario del	Ce Annual	21-Apr-23	Classification of Director Ratify and Elect Pierre-Hugues Schmit as Director of Series B Shareholders; Verify	For
Grupo Aeroportuario del	Ce Annual	21-Apr-23	Independence Classification of Director Ratify and Elect Emmanuelle Huon as Director of Series B Shareholders; Verify	For
Grupo Aeroportuario del		21-Apr-23	Independence Classification of Director Ratify and Elect Ricardo Maldonado Yanez as Director of Series B Shareholders; Verify	For
Grupo Aeroportuario del		21-Apr-23	Independence Classification of Director Ratify and Elect Alejandro Ortega Aguayo as Director of Series B Shareholders; Verify	For
			Independence Classification of Director	
Grupo Aeroportuario del		21-Apr-23	Ratify and Elect Federico Patino Marquez as Director of Series B Shareholders; Verify Independence Classification of Director	For
Grupo Aeroportuario del	Ce Annual	21-Apr-23	Ratify and Elect Martin Werner Wainfeld as Director of Series B Shareholders; Verify Independence Classification of Director	For
Grupo Aeroportuario del	Ce Annual	21-Apr-23	Ratify and Elect Luis Ignacio Solorzano Aizpuru as Director of Series B Shareholders; Verify Independence Classification of Director	For
Grupo Aeroportuario del	Ce Annual	21-Apr-23	Ratify and/or Elect Nicolas NOTEBAERT as Board Chairman	For
Grupo Aeroportuario del	Ce Annual	21-Apr-23	Ratify and/or Elect Adriana Diaz Galindo as Secretary (Non-Member) of Board	For
Grupo Aeroportuario del	Ce Annual	21-Apr-23	Approve Remuneration of Directors	For
Grupo Aeroportuario del	Ce Annual	21-Apr-23	Ratify and/or Elect Alejandro Ortega Aguayo as Chairman of Audit Committee	For
Grupo Aeroportuario del	Ce Annual	21-Apr-23	Ratify and/or Elect Ricardo Maldonado as Chairman of Committee of Corporate Practices,	For
Grupo Aeroportuario del	Ce Annual	21-Apr-23	Finance, Planning and Sustainability Authorize Board to Ratify and Execute Approved Resolutions	For
L'Oreal SA	Annual/Special	21-Apr-23	Approve Financial Statements and Statutory Reports	For
L'Oreal SA	Annual/Special	21-Apr-23	Approve Consolidated Financial Statements and Statutory Reports	For
L'Oreal SA	Annual/Special	21-Apr-23	Approve Allocation of Income and Dividends of EUR 6 per Share and an Extra of EUR 0.60	For
L'Oreal SA	Annual/Special	21-Apr-23	per Share to Long Term Registered Shares Reelect Sophie Bellon as Director	For
L'Oreal SA	Annual/Special	21-Apr-23	Reelect Fabienne Dulac as Director	For
L'Oreal SA	Annual/Special	21-Apr-23	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.7 Million	For
				Against
L'Oreal SA	Annual/Special	21-Apr-23	Approve Compensation Report of Corporate Officers	
L'Oreal SA L'Oreal SA	Annual/Special Annual/Special	21-Apr-23 21-Apr-23	Approve Compensation report of Corporate Unicers Approve Compensation of Jean-Paul Agon, Chairman of the Board	For
L'Oreal SA	Annual/Special Annual/Special	21-Apr-23 21-Apr-23	Approve Compensation of Jean-Paul Agon, Chairman of the Board Approve Compensation of Nicolas Hieronimus, CEO	For
L'Oreal SA L'Oreal SA	Annual/Special Annual/Special	21-Apr-23 21-Apr-23	Approve Compensation of Jean-Paul Agon, Chairman of the Board Approve Compensation of Nicolas Hieronimus, CEO Approve Remuneration Policy of Directors	For For
L'Oreal SA	Annual/Special Annual/Special	21-Apr-23 21-Apr-23	Approve Compensation of Jean-Paul Agon, Chairman of the Board Approve Compensation of Nicolas Hieronimus, CEO	For
L'Oreal SA L'Oreal SA	Annual/Special Annual/Special	21-Apr-23 21-Apr-23	Approve Compensation of Jean-Paul Agon, Chairman of the Board Approve Compensation of Nicolas Hieronimus, CEO Approve Remuneration Policy of Directors	For For
L'Oreal SA L'Oreal SA L'Oreal SA L'Oreal SA	Annual/Special Annual/Special Annual/Special Annual/Special	21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23	Approve Compensation of Jean-Paul Agon, Chairman of the Board Approve Compensation of Nicolas Hieronimus, CEO Approve Remuneration Policy of Directors Approve Remuneration Policy of Chairman of the Board	For For For
L'Oreal SA L'Oreal SA L'Oreal SA L'Oreal SA	Annual/Special Annual/Special Annual/Special Annual/Special Annual/Special	21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23	Approve Compensation of Jean-Paul Agon, Chairman of the Board Approve Compensation of Nicolas Hieronimus, CEO Approve Remuneration Policy of Directors Approve Remuneration Policy of Chairman of the Board Approve Remuneration Policy of CEO	For For For
L'Oreal SA L'Oreal SA L'Oreal SA L'Oreal SA L'Oreal SA	Annual/Special Annual/Special Annual/Special Annual/Special Annual/Special	21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23	Approve Compensation of Jean-Paul Agon, Chairman of the Board Approve Compensation of Nicolas Hieronimus, CEO Approve Remuneration Policy of Directors Approve Remuneration Policy of Chairman of the Board Approve Remuneration Policy of CEO Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For For For For
L'Oreal SA L'Oreal SA L'Oreal SA L'Oreal SA	Annual/Special Annual/Special Annual/Special Annual/Special Annual/Special	21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23	Approve Compensation of Jean-Paul Agon, Chairman of the Board Approve Compensation of Nicolas Hieronimus, CEO Approve Remuneration Policy of Directors Approve Remuneration Policy of Chairman of the Board Approve Remuneration Policy of CEO Authorize Repurchase of Up to 10 Percent of Issued Share Capital Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to	For For For
L'Oreal SA L'Oreal SA L'Oreal SA L'Oreal SA L'Oreal SA	Annual/Special Annual/Special Annual/Special Annual/Special Annual/Special Annual/Special	21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23	Approve Compensation of Jean-Paul Agon, Chairman of the Board Approve Compensation of Nicolas Hieronimus, CEO Approve Remuneration Policy of Directors Approve Remuneration Policy of Chairman of the Board Approve Remuneration Policy of CEO Authorize Repurchase of Up to 10 Percent of Issued Share Capital Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR H149.8E2.237.36	For For For For
L'Oreal SA	Annual/Special Annual/Special Annual/Special Annual/Special Annual/Special Annual/Special Annual/Special Annual/Special	21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23	Approve Compensation of Jean-Paul Agon, Chairman of the Board Approve Compensation of Nicolas Hieronimus, CEO Approve Remuneration Policy of Directors Approve Remuneration Policy of Chairman of the Board Approve Remuneration Policy of CEO Authorize Repurchase of Up to 10 Percent of Issued Share Capital Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 149.8E2.237.36 Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	For For For For For For For
L'Oreal SA	Annual/Special Annual/Special Annual/Special Annual/Special Annual/Special Annual/Special Annual/Special Annual/Special Annual/Special	21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23	Approve Compensation of Jean-Paul Agon, Chairman of the Board Approve Compensation of Nicolas Hieronimus, CEO Approve Remuneration Policy of Directors Approve Remuneration Policy of Chairman of the Board Approve Remuneration Policy of CEO Authorize Repurchase of Up to 10 Percent of Issued Share Capital Authorize Issuance of Equity or Equity-Linkod Securities with Preemptive Rights up to Assressate Nominal Amount of EUR 149,852,237,38 Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value Authorize Capital Increase of up to 2 Percent of Issued Capital for Contributions in Kind	For For For For For For For For For
L'Oreal SA	Annual/Special	21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23	Approve Compensation of Jean-Paul Agon, Chairman of the Board Approve Compensation of Nicolas Hieronimus, CEO Approve Remuneration Policy of Directors Approve Remuneration Policy of Chairman of the Board Approve Remuneration Policy of CEO Authorize Repurchase of Up to 10 Percent of Issued Share Capital Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Agerseate Nominal Amount of EUR 149,852,237.36 Authorize Oapital Increase of up to 2 Percent of Issued Capital for Contributions in Kind Authorize Capital Increase of up to 2 Percent of Issued Capital for Contributions in Kind Authorize Capital Insuances for Use in Employee Stock Purchase Plans	For
L'Oreal SA	Annual/Special	21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23	Approve Compensation of Jean-Paul Agon, Chairman of the Board Approve Compensation of Nicolas Hieronimus, CEO Approve Remuneration Policy of Directors Approve Remuneration Policy of Chairman of the Board Approve Remuneration Policy of CEO Authorize Repurchase of Up to 10 Percent of Issued Share Capital Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 149,852,237.38 Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value Authorize Capitalization of Reserves for Sense Issued Capital for Contributions in Kind Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For
L'Oreal SA	Annual/Special	21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23	Approve Compensation of Jean-Paul Agon, Chairman of the Board Approve Compensation of Nicolas Hieronimus, CEO Approve Remuneration Policy of Directors Approve Remuneration Policy of Chairman of the Board Approve Remuneration Policy of CEO Authorize Repurchase of Up to 10 Percent of Issued Share Capital Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 149,852,237,36 Authorize Capitalization of Reserves for Bonus Issue on Increase in Par Value Authorize Capital Issuances for Use in Employee Stock Purchase Plans Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries Approve Contribution in Kind of 25,383,118 Shares from Affaires Marche France et Approve Contribution in Kind of 25,383,118 Shares from Affaires Marche France et Domaines of Excellence and Lutury of Retail, their Valuation and Remuneration	For
L'Oreal SA	Annual/Special	21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23	Approve Compensation of Jean-Paul Agon, Chairman of the Board Approve Compensation of Nicolas Hieronimus, CEO Approve Remuneration Policy of Directors Approve Remuneration Policy of Chairman of the Board Approve Remuneration Policy of CEO Authorize Repurchase of Up to 10 Percent of Issued Share Capital Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Assresate Nominal Amount of EUR 1409.852.237.36 Authorize Capital Issuance of Teo Securities Securities with Preemptive Rights up to Authorize Capital Issuances for Use in Employee Stock Purchase Plans Authorize Capital Issuances for Use in Employee Stock Purchase Plans Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries Approve Contribution in Kind of 25.358.318 Shares from Affaires Marche France et Domaines of Excellence and Lutury of Retait, their Valuation and Remuneration Approve Contribution in Kind of 1277.836 Shares from 1Oreal International Distribution, its	For
L'Oreal SA	Annual/Special	21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23	Approve Compensation of Jean-Paul Agon, Chairman of the Board Approve Compensation of Nicolas Hieronimus, CEO Approve Remuneration Policy of Directors Approve Remuneration Policy of Chairman of the Board Approve Remuneration Policy of CEO Authorize Repurchase of Up to 10 Percent of Issued Share Capital Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 149,852,237.36 Authorize Oapitalization of Reserves for Bonus Issue or Increase in Par Value Authorize Capitalisuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries Approve Contribution in Kind of 25,383.118 Shares from Affaires Marche France et Domaines of Excellence and Lutury of Retail, their Valuation and Remuneration Approve Contribution in Kind of 1277,836 Shares from Toreal International Distribution, its Valuation and Remuneration Authorize Ting of Required Documents/Other Formalities	For
L'Oreal SA	Annual/Special	21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23	Approve Compensation of Jean-Paul Agon, Chairman of the Board Approve Compensation of Nicolas Hieronimus, CEO Approve Remuneration Policy of Directors Approve Remuneration Policy of Chairman of the Board Approve Remuneration Policy of CEO Authorize Repurchase of Up to 10 Percent of Issued Share Capital Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Agreezate Nominal Amount of EUR 149,852,237.36 Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value Authorize Capital Issuances for Use in Employee Stock Purchase Plans Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries Approve Contribution in Kind Of 25,838,118 Shares from Affaires Marche France et Domaines of Excellence and Luxury of Retail, their Valuation and Remuneration Approve Contribution in Kind of 12,17,836 Shares from 10 real International Distribution, its Valuation and Remuneration Authorize Fling of Required Documents/Other Formalities Approve Financial Statements and Statusory Reports	For
L'Oreal SA	Annual/Special	21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23	Approve Compensation of Jean-Paul Agon, Chairman of the Board Approve Compensation of Nicolas Hieronimus, CEO Approve Remuneration Policy of Directors Approve Remuneration Policy of Chairman of the Board Approve Remuneration Policy of CEO Authorize Repurchase of Up to 10 Percent of Issued Share Capital Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Ageregate Nominal Amount of EUR 1409.852.237.36 Authorize Capital Issuance of Teo Percent of Issued Capital For Contributions in Kind Authorize Capital Issuances for Use in Employee Stock Purchase Plans Authorize Capital Issuances for Use in Employee Stock Purchase Plans Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries Approve Contribution in Kind of 25,383.118 Shares from Affaires Marche France et Domaines of Excellence and Lutury of Retait, their Valuation and Remuneration Approve Contribution in Kind of 1277.836 Shares from 10 real International Distribution, its Valuation and Remuneration Authorize Filing of Required Documents/Other Formalities Approve Financial Statements and Statutory Reports Approve Consolidated Financial Statements and Statutory Reports	For
L'Oreal SA	Annual/Special	21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23	Approve Compensation of Jean-Paul Agon, Chairman of the Board Approve Compensation of Nicolas Hieronimus, CEO Approve Remuneration Policy of Directors Approve Remuneration Policy of Chairman of the Board Approve Remuneration Policy of CEO Authorize Repurchase of Up to 10 Percent of Issued Share Capital Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Assressate Nominal Amount of FUR143,862,237,38 Authorize Capital Issuance of Teurity-Linked Securities with Preemptive Rights up to Assressate Nominal Amount of FUR143,862,237,38 Authorize Capital Issuances for Use in Employee Stock Purchase in Par Value Authorize Capital Issuances for Use in Employee Stock Purchase Plans Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries Approve Contribution in Kind of 126,383,118 Shares from Affaires Marche France et Domaines d'Excellence and Luxury of Retat, their Valuation and Remuneration Approve Contribution in Kind of 1,277,838 Shares from 10 real International Distribution, its Valuation and Remuneration Authorize Filing of Required Documents/Other Formalities Approve Consolidated Financial Statements and Statutory Reports Approve Consolidated Financial Statements and Statutory Reports Approve Closed Congrem Residence of EUR 6 per Share and an Extra of EUR 0.60 per Share to Long Term Residence	For
L'Oreal SA	Annual/Special	21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23	Approve Compensation of Jean-Paul Agon, Chairman of the Board Approve Compensation of Nicolas Hieronimus, CEO Approve Remuneration Policy of Directors Approve Remuneration Policy of Chairman of the Board Approve Remuneration Policy of CeO Authorize Repurchase of Up to 10 Percent of Issued Share Capital Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 149,852,237.38 Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value Authorize Capitalization of Reserves for Bonus Issue of Increase in Par Value Authorize Capital Issuances for Use in Employee Stock Purchase Plans Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries Approve Contribution in Kind of 25,383,118 Shares from Affaires Marche France et Domaines of Excellence and Lutury of Retait, their Valuation and Remuneration Approve Contribution in Kind of 1277,836 Shares from 10 real International Distribution, its Valuation and Remuneration Authorize Filing of Required Documents/Other Formalities Approve Consolidated Financial Statements and Statutory Reports Approve Consolidated Financial Statements and Atlantion Peports Approve Allocation of Income and Dividends of EUR 6 per Share and an Extra of EUR 0.60 per Share to Long Term Resistered Shares Reselect Sophie Bellon as Director	For
L'Oreal SA	Annual/Special	21-Apr-23	Approve Compensation of Jean-Paul Agon, Chairman of the Board Approve Compensation of Nicolas Hieronimus, CEO Approve Remuneration Policy of Directors Approve Remuneration Policy of Chairman of the Board Approve Remuneration Policy of CEO Authorize Repurchase of Up to 10 Percent of Issued Share Capital Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 149,852,237.36 Authorize Capital Increase of up to 2 Percent of Issued Capital for Contributions in Kind Authorize Capital Increase of up to 2 Percent of Issued Capital for Contributions in Kind Authorize Capital Issuances for Use in Employee Stock Purchase Plans Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries Approve Contribution in Kind of 1277,838 Shares from Affaires Marche France et Domaines of Excellence and Luxury of Retait, their Valuation and Remuneration Approve Contribution is Kind of 1277,839 Shares from Foreal International Distribution, its Valuation and Remuneration Authorize Filing of Required Documents/Other Formalities Approve Consolidated Financial Statements and Statutory Reports Approve Consolidated Financial Statements and Statutory Reports Approve Consolidated Financial Statements and Statutory Reports Reselect Sophie Bellon as Director	For
L'Oreal SA	Annual/Special	21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23	Approve Compensation of Jean-Paul Agon, Chairman of the Board Approve Compensation of Nicolas Hieronimus, CEO Approve Remuneration Policy of Directors Approve Remuneration Policy of Chairman of the Board Approve Remuneration Policy of CEO Authorize Repurchase of Up to 10 Percent of Issued Share Capital Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Agreegate Nominal Amount of EUR 149,862/337.38 Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value Authorize Capital Issuances for Use in Employee Stock Purchase Plans Authorize Capital Issuances for Use in Employee Stock Purchase Plans Authorize Ospital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries Approve Contribution in Kind of 25,838,118 Shares from Affaires Marche France et Domaines Grozellence and Luxury of Retath, their Valuation and Remuneration Approve Contribution in Kind of 127,7836 Shares from 10 real International Distribution, its Valuation and Remuneration Authorize Filing of Required Documents/Other Formalities Approve Financial Statements and Statutory Reports Approve Consolidated Financial Statements and Statutory Reports Approve Consolidated Financial Statements and Statutory Reports Approve Allocation of Income and Dividends of EUR 6 per Share and an Extra of EUR 0.60 per Share to Long Term Registered Shares Reelect Fabienne Dullac as Director Approve Remuneration of Directors in the Aggregate Amount of EUR 1.7 Million	For
L'Oreal SA	Annual/Special	21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23	Approve Compensation of Jean-Paul Agon, Chairman of the Board Approve Compensation of Nicolas Hieronimus, CEO Approve Remuneration Policy of Directors Approve Remuneration Policy of Chairman of the Board Approve Remuneration Policy of CEO Authorize Repurchase of Up to 10 Percent of Issued Share Capital Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Ageregate Nominal Amount of EUR 149,852,237.36 Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value Authorize Capitalizance for Use in Employee Stock Purchase Plans Reserved for Employee Stock Purchase Plans Reserved for Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries Approve Contribution in Kind of 25,858,118 Shares from Affaires Marche France et Domaines of Excellence and Lutury of Retalt, their Valuation and Remuneration Approve Contribution in Kind of 127,7536 Shares from 10 real International Distribution, its Valuation and Remuneration Authorize Fling of Required Documents/Other Formalities Approve Financial Statements and Statutory Reports Approve Financial Statements and Statutory Reports Approve Allocation of Income and Dividends of EUR 6 per Share and an Extra of EUR 0.60 per Share to Long Term Registered Shares Realect Sophile Belion as Director Reelect Fabienne Dulia oa so Director Approve Remuneration of Directors in the Aggregate Amount of EUR 1.7 Million Approve Compensation Report of Corporate Officers	For
L'Oreal SA	Annual/Special	21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23	Approve Compensation of Jean-Paul Agon, Chairman of the Board Approve Compensation of Nicolas Hieronimus, CEO Approve Remuneration Policy of Directors Approve Remuneration Policy of Chairman of the Board Approve Remuneration Policy of CEO Authorize Repurchase of Up to 10 Percent of Issued Share Capital Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Agreegate Nominal Amount of EUR 149,862/337.38 Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value Authorize Capital Issuances for Use in Employee Stock Purchase Plans Authorize Capital Issuances for Use in Employee Stock Purchase Plans Authorize Ospital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries Approve Contribution in Kind of 25,838,118 Shares from Affaires Marche France et Domaines Grozellence and Luxury of Retath, their Valuation and Remuneration Approve Contribution in Kind of 127,7836 Shares from 10 real International Distribution, its Valuation and Remuneration Authorize Filing of Required Documents/Other Formalities Approve Financial Statements and Statutory Reports Approve Consolidated Financial Statements and Statutory Reports Approve Consolidated Financial Statements and Statutory Reports Approve Allocation of Income and Dividends of EUR 6 per Share and an Extra of EUR 0.60 per Share to Long Term Registered Shares Reelect Fabienne Dullac as Director Approve Remuneration of Directors in the Aggregate Amount of EUR 1.7 Million	For

A vote FOR these routine proposals is warranted because: *Audited financials are available for FY 2022, and there are no independent auditor qualifications; and *There are no known concerns regarding the company's financial statements or audit procedures.

A vote FOR these routine proposals is warranted because: *Audited financials are available for FY 2022, and there are no independent auditor qualifications; and *There are no known concerns regarding the company's financial statements or audit procedures.

A vote FOR this item is warranted because: * The company's proposed payout falls within a reasonable 30-100 percent range of net income; and * The proposed share repurchase reserve appears reasonable.

Item 5 is a non-voting item. A vote FOR the remaining items is warranted because * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders

Item 5 is a non-voting item. A vote FOR the remaining items is warranted because: *The company has disclosed the names of the director nominees; and *The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.

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A vote FOR this item is warranted because; * There are no known concerns over the compensation of the company's directors; * There is no evidence of unsatisfactory board performance; and * The company has disclosed the proposed remuneration amounts.

Item 5 is a non-voting item. A vote FOR the remaining items is warranted because: *The company has disclosed the names of the director nominees; and *The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders

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A vote FOR this closing formality is warranted because: *Approval of this item grants management authority to approve only items that have been approved by shareholders; and *

Opposing this item could impact management's ability to execute on bona fide items that have been approved by shareholders.

Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.

Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.

A vote FOR this income allocation proposal is warranted because the proposed payout ratio is adequate without being excessive

Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 4 and 5).

Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 4 and 5).

A vote FOR is warranted since the proposed amount remains in line with French market practices.

A vote AGAINST this remuneration report is warranted given the significant persisting free float dissent concerning the compensation report of the former Chairman/OEO (current

A vote FOR is warranted but is not without concerns as the former Chairman/CEO (current Chairman) received the full vesting of LTIPs despite not being CEO anymore during a large part of the performance period. Support is nonetheless warranted given that this situation was already approved at previous AGMs, the rejection of this item would not impact the issue and the absence of any other concerns.

A vote FOR this remuneration report is warranted but is not without concerns as the company does not disclose sufficient information to ascertain that performance condition attached to LTI plans are sufficiently stringent. The main reasons for support are:

The company improved its disclosure on the other performance condition of the LTIP • The

A vote FOR this remuneration policy is warranted because it does not raise any significant concern.

A vote FOR this remuneration policy is warranted but is not without concern as the proposed remuneration is deemed high and exceeds market practice with no compelling rationale to support us however warranted given the fact that this policy has already been approved at the 2021 and 2022 seneral assembly, which therefore limits any impact on a vote assinst this resolution

A vote FOR this remuneration policy is warranted, although the following concerns are raised: * The company does not disclose any threshold/target/maximum metrics concerning its annual variable remuneration; * In case of an executive departure, unvested long-term instrument might not be pro-rated for time; * The cap on exceptional LTIPs wards is deemed very high; * The termination package benefiting Nicolas Hieronimus as set by his (suspended) employment contract is not without any concerns regarding its cap and absence of performance conditions; The main reason for support are: *The information on the level of achievement of bonus criteria has been closely monitored in the remuneration report submitted to vote in 2023, and the improvement of the information concerning the level of achievements warrants a CONTENTIOUS FOR. *A nearly identical policy has already been annovated at the 2022 cannot be considered to the content of the content

Votes FOR Items 14 and 16 are warranted given the absence of any concerns.

A vote FOR is warranted since this potential transfer of wealth is in shareholders' interests.

Votes FOR Items 14 and 16 are warranted given the absence of any concerns.

 $Votes\,FOR\,the\,employee\,stock\,purchase\,plans\,are\,warranted\,as\,the\,proposed\,volume\,respects\,the\,10-percent\,recommended\,guidelines.$

Votes FOR the employee stock purchase plans are warranted as the proposed volume respects the 10-percent recommended guidelines.

Votes FOR are warranted given the absence of any concerns.

 $\label{prop:concerns} Votes\, FOR\, are\, warranted\, given\, the\, absence\, of\, any\, concerns.$

A vote FOR this routine item is warranted.

Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.

Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.

 $A \, vote \, FOR \, this \, income \, allocation \, proposal \, is \, warranted \, because \, the \, proposed \, payout \, ratio \, is \, adequate \, without \, being \, excessive \, proposed \, payout \, ratio \, is \, adequate \, without \, being \, excessive \, proposed \, payout \, ratio \, is \, adequate \, without \, being \, excessive \, proposed \, payout \, ratio \, is \, adequate \, without \, being \, excessive \, proposed \, payout \, ratio \, is \, adequate \, without \, being \, excessive \, proposed \, payout \, ratio \, is \, adequate \, without \, being \, excessive \, proposed \, payout \, ratio \, is \, adequate \, without \, being \, excessive \, proposed \, payout \, ratio \, proposed \, payout \, proposed \, payout \, proposed \, payout \, proposed \, payout \, proposed \, p$

Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 4 and 5).

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A vote FOR is warranted since the proposed amount remains in line with French market practices.

A vote AGAINST this remuneration report is warranted given the significant persisting free float dissent concerning the compensation report of the former Chairman/CEO (current A vote FOR is warranted but is not without concerns as the former Chairman/CEO (current Chairman) received the full vesting of LTIPs despite not being CEO anymore during a large part of the performance period. Support is nonetheless warranted given that this situation was already approved at previous AGMs, the rejection of this item would not impact the issue and the absence of any other concerns.

L'Oreal SA	Annual/Special	21-Apr-23	Approve Compensation of Nicolas Hieronimus, CEO	For
				_
L'Oreal SA	Annual/Special	21-Apr-23	Approve Remuneration Policy of Directors	For
L'Oreal SA	Annual/Special	21-Apr-23	Approve Remuneration Policy of Chairman of the Board	For
L'Oreal SA	Annual/Special	21-Apr-23	Approve Remuneration Policy of OEO	For
L'Oreal SA	Annual/Special	21-Apr-23	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For
L'Oreal SA	Annual/Special	21-Apr-23	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to	For
L'Oreal SA	Annual/Special	21-Apr-23	Aggregate Nominal Amount of EUR 149,852,237.36 Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	For
L'Oreal SA	Annual/Special	21-Apr-23	Authorize Capital Increase of up to 2 Percent of Issued Capital for Contributions in Kind	For
L'Oreal SA	Annual/Special	21-Apr-23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For
L'Oreal SA	Annual/Special	21-Apr-23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for	For
L'Oreal SA	Annual/Special	21-Apr-23	Employees of International Subsidiaries Approve Contribution in Kind of 25,383,118 Shares from Affaires Marche France et	For
L'Oreal SA	Annual/Special	21-Apr-23	Domaines d'Excellence and Luxury of Retail, their Valuation and Remuneration Approve Contribution in Kind of 1,277,836 Shares from l'Oreal International Distribution, its Valuation and Remuneration	For
L'Oreal SA	Annual/Special	21-Apr-23	Authorize Filing of Required Documents/Other Formalities	For
Grupo Financiero Banorte S	Annual	21-Apr-23	Approve OEO's Report on Financial Statements and Statutory Reports	For
Grupo Financiero Banorte S	3 Annual	21-Apr-23	Approve Board's Report on Policies and Accounting Information and Criteria Followed in Preparation of Financial Information	For
Grupo Financiero Banorte S	Annual	21-Apr-23	Approve Board's Report on Operations and Activities Undertaken by Board	For
Grupo Financiero Banorte S	S Annual	21-Apr-23	Approve Report on Activities of Audit and Corporate Practices Committee	For
Grupo Financiero Banorte S		21-Apr-23	Approve All Operations Carried out by Company and Ratify Actions Carried out by Board, CEO and Audit and Corporate Practices Committee	For
Grupo Financiero Banorte S		21-Apr-23	Approve Allocation of Income	For
Grupo Financiero Banorte S Grupo Financiero Banorte S		21-Apr-23 21-Apr-23	Receive Auditor's Report on Tax Position of Company Elect Carlos Hank Gonzalez as Board Chairman	For
Grupo Financiero Banorte S		21-Apr-23	Elect Juan Antonio Gonzalez Moreno as Director	For
Grupo Financiero Banorte S		21-Apr-23	Elect David Juan Villarreal Montemayor as Director	For
Grupo Financiero Banorte S	S Annual	21-Apr-23	Elect Jose Marcos Ramirez Miguel as Director	For
Grupo Financiero Banorte S	S Annual	21-Apr-23	Elect Carlos de la Isla Corry as Director	For
Grupo Financiero Banorte S	S Annual	21-Apr-23	Elect Everardo Elizondo Almaguer as Director	For
Grupo Financiero Banorte S	S Annual	21-Apr-23	Elect Alicia Alejandra Lebrija Hirschfeld as Director	For
Grupo Financiero Banorte S	S Annual	21-Apr-23	Elect Clemente Ismael Reyes Retana Valdes as Director	For
Grupo Financiero Banorte S	3 Annual	21-Apr-23	Elect Mariana Banos Reynaud as Director	For
Grupo Financiero Banorte S	3 Annual	21-Apr-23	Elect Federico Carlos Fernandez Senderos as Director	For
Grupo Financiero Banorte S	S Annual	21-Apr-23	Elect David Penaloza Alanis as Director	For
Grupo Financiero Banorte S	S Annual	21-Apr-23	Elect Jose Antonio Chedraui Eguia as Director	For
Grupo Financiero Banorte S	S Annual	21-Apr-23	Elect Alfonso de Angoitia Noriega as Director	For
Grupo Financiero Banorte S	S Annual	21-Apr-23	Elect Thomas Stanley Heather Rodriguez as Director	For
Grupo Financiero Banorte S	Annual	21-Apr-23	Elect Graciela Gonzalez Moreno as Alternate Director	For
Grupo Financiero Banorte S	Annual	21-Apr-23	Elect Juan Antonio Gonzalez Marcos as Alternate Director	For
Grupo Financiero Banorte S	S Annual	21-Apr-23	Elect Alberto Halabe Hamui as Alternate Director	For
Grupo Financiero Banorte S	S Annual	21-Apr-23	Elect Gerardo Salazar Viezca as Alternate Director	For
Grupo Financiero Banorte S	S Annual	21-Apr-23	Elect Alberto Perez-Jacome Friscione as Alternate Director	For
Grupo Financiero Banorte S	S Annual	21-Apr-23	Elect Diego Martinez Rueda-Chapital as Alternate Director	For
Grupo Financiero Banorte S	S Annual	21-Apr-23	Elect Roberto Kelleher Vales as Alternate Director	For
Grupo Financiero Banorte S	Annual	21-Apr-23	Elect Cecilia Goya de Riviello Meade as Alternate Director	For
Grupo Financiero Banorte S	Annual	21-Apr-23	Elect Jose Maria Garza Trevino as Alternate Director	For
Grupo Financiero Banorte S	Annual	21-Apr-23	Elect Manuel Francisco Ruiz Camero as Alternate Director	For
Grupo Financiero Banorte S	3 Annual	21-Apr-23	Elect Carlos Cesarman Kolteniuk as Alternate Director	For

A vote FOR this remuneration report is warranted but is not without concerns as the company does not disclose sufficient information to ascertain that performance condition attached to LTI plans are sufficiently stringent. The main reasons for support are:

The company improved its disclosure on the other performance condition of the LTIP • The

A vote FOR this remuneration policy is warranted because it does not raise any significant concern.

A vote FOR this remuneration policy is warranted but is not without concern as the proposed remuneration is deemed high and exceeds market practice with no compelling rationals to support such a level of compensation for a non-executive board chairman. Support is however warranted given the fact that this policy has already been approved at the 2021 and 2022 eneral assembly, which therefore limits any image to a not access that this resolution.

Avote FOR this remuneration policy is warranted, although the following concerns are raised: * The company does not disclose any threshold/target/maximum metrics concerning its annual variable remuneration; * In case of an executive departure, unvested long-term instrument might not be pro-rated for time; * The cap on exceptional LTIPs wards is deemed vary high; * The termination package benefiting Nicolas Hieronimus as set by his (suspended) employment contract is not without any concerns regarding its cap and absence of performance conditions; The main reason for support are: *The information on the level of achievement of bonus criteria has been closely monitored in the remuneration report submitted to vote in 2023, and the improvement of the information concerning the level of achievements warrants a CONTENTIOUS FOR, *A nearly identical policy has already been annovated at the 070? concert assembly, which therefore limits any impact on a vote availest this resolution.

Votes FOR Items 14 and 16 are warranted given the absence of any concerns.

A vote FOR is warranted since this potential transfer of wealth is in shareholders' interests.

Votes FOR Items 14 and 16 are warranted given the absence of any concerns.

Votes FOR the employee stock purchase plans are warranted as the proposed volume respects the 10-percent recommended guidelines.

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Votes FOR are warranted given the absence of any concerns.

Votes FOR are warranted given the absence of any concerns.

A vote FOR this routine item is warranted.

A vote FOR Items 1a-1d is warranted because.* Audited financials are available for FY 2022, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures. Item 3 is a non-voting item

A vote FOR Items 1a-1d is warranted because.* Audited financials are available for FY 2022 and there are no independent auditor qualifications; and * There are no known concerns

regarding the company's financial statements or audit procedures. Item 3 is a non-voting item

A vote FOR Items 1a-1 dis warranted because * Audited financials are available for FY 2022, and there are no independent auditor qualifications; and * There are no known concerns

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A vote FORterns Is -1d is warranted because." Audited financials are available for FY 2022, and there are no independent auditor qualifications; and * There are no known concerns researding the company's financial statements or audit procedures, them 5 is a non-voting item.

A vote FOR this item is warranted because: * This is a routine procedure in Mexico; and * There is no concrete evidence of negligence or abuse on part of the board or management.

A vote FOR this item is warranted because the company's proposed payout falls within a reasonable 30-100 percent range of net income.

A vote FOR Items 1a-1d is warranted because: * Audited financials are available for FY 2022, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures. Item 3 is a non-voting item

A vote FOR these items is warranted because: *The company has disclosed the names of the director nominees; and *The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders

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Grupo Financiero Banorte S. Annual	21-Apr-23	Elect Humberto Tafolla Nunez as Alternate Director	F
Grupo Financiero Banorte S. Annual	21-Apr-23	Elect Carlos Phillips Margain as Alternate Director	F
Grupo Financiero Banorte S. Annual	21-Apr-23	Elect Ricardo Maldonado Yanez as Alternate Director	F
Grupo Financiero Banorte S Annual	21-Apr-23	Elect Hector Avila Flores (Non-Member) as Board Secretary	F
Grupo Financiero Banorte S. Annual	21-Apr-23	Approve Directors Liability and Indemnification	F
Grupo Financiero Banorte S. Annual	21-Apr-23	Approve Remuneration of Directors	F
Grupo Financiero Banorte S. Annual	21-Apr-23	Elect Thomas Stanley Heather Rodriguez as Chairman of Audit and Corporate Practices	F
Grupo Financiero Banorte S Annual	21-Apr-23	Approve Report on Share Repurchase	F
Grupo Financiero Banorte S Annual	21-Apr-23	Set Aggregate Nominal Amount of Share Repurchase Reserve	F
Grupo Financiero Banorte S. Annual	21-Apr-23	Approve Certification of Company's Bylaws	F
Grupo Financiero Banorte S. Annual	21-Apr-23	Authorize Board to Ratify and Execute Approved Resolutions	F
Grupo Financiero Banorte S Annual	21-Apr-23	Approve CEO's Report on Financial Statements and Statutory Reports	F
Grupo Financiero Banorte S Annual	21-Apr-23	Approve Board's Report on Policies and Accounting Information and Criteria Followed in Preparation of Financial Information	F
Grupo Financiero Banorte S Annual	21-Apr-23	Approve Board's Report on Operations and Activities Undertaken by Board	F
Grupo Financiero Banorte S Annual	21-Apr-23	Approve Report on Activities of Audit and Corporate Practices Committee	F
Grupo Financiero Banorte S. Annual	21-Apr-23	Approve All Operations Carried out by Company and Ratify Actions Carried out by Board, CEO and Audit and Corporate Practices Committee	F
Grupo Financiero Banorte S. Annual Grupo Financiero Banorte S. Annual	21-Apr-23 21-Apr-23	Approve Allocation of Income Receive Auditor's Report on Tax Position of Company	F
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Grupo Financiero Banorte S. Annual	21-Apr-23	Elect Carlos Hank Gonzalez as Board Chairman	F
Grupo Financiero Banorte S. Annual	21-Apr-23	Elect Juan Antonio Gonzalez Moreno as Director	
Grupo Financiero Banorte S Annual	21-Apr-23	Elect David Juan Villarreal Montemayor as Director	F
Grupo Financiero Banorte S. Annual	21-Apr-23	Elect Jose Marcos Ramirez Miguel as Director	F
Grupo Financiero Banorte S. Annual	21-Apr-23	Elect Carlos de la Isla Corry as Director	F
Grupo Financiero Banorte S. Annual	21-Apr-23	Elect Everardo Elizondo Almaguer as Director	F
Grupo Financiero Banorte S. Annual	21-Apr-23	Elect Alicia Alejandra Lebrija Hirschfeld as Director	F
Grupo Financiero Banorte S. Annual	21-Apr-23	Elect Clemente Ismael Reyes Retana Valdes as Director	F
Grupo Financiero Banorte S. Annual	21-Apr-23	Elect Mariana Banos Reynaud as Director	F
Grupo Financiero Banorte S. Annual	21-Apr-23	Elect Federico Carlos Fernandez Senderos as Director	F
Grupo Financiero Banorte S Annual	21-Apr-23	Elect David Penaloza Alanis as Director	F
Grupo Financiero Banorte S. Annual	21-Apr-23	Elect Jose Antonio Chedraui Eguia as Director	F
Grupo Financiero Banorte S. Annual	21-Apr-23	Elect Alfonso de Angoitia Noriega as Director	F
Grupo Financiero Banorte S Annual	21-Apr-23	Elect Thomas Stanley Heather Rodriguez as Director	F
Grupo Financiero Banorte S Annual	21-Apr-23	Elect Graciela Gonzalez Moreno as Alternate Director	F
Grupo Financiero Banorte S. Annual	21-Apr-23	Elect Juan Antonio Gonzalez Marcos as Alternate Director	F
Grupo Financiero Banorte S. Annual	21-Apr-23	Elect Alberto Halabe Hamui as Alternate Director	F
Grupo Financiero Banorte S. Annual	21-Apr-23	Elect Gerardo Salazar Viezca as Alternate Director	F
Grupo Financiero Banorte S Annual	21-Apr-23	Elect Alberto Perez-Jacome Friscione as Alternate Director	F
Grupo Financiero Banorte S. Annual	21-Apr-23	Elect Diego Martinez Rueda-Chapital as Alternate Director	F
Grupo Financiero Banorte S. Annual	21-Apr-23	Elect Roberto Kelleher Vales as Alternate Director	F
Grupo Financiero Banorte S Annual	21-Apr-23	Elect Cecilia Goya de Riviello Meade as Alternate Director	F
Grupo Financiero Banorte S. Annual	21-Apr-23	Elect Jose Maria Garza Trevino as Alternate Director	F
Grupo Financiero Banorte S. Annual	21-Apr-23	Elect Manuel Francisco Ruiz Camero as Alternate Director	F
Grupo Financiero Banorte S. Annual	21-Apr-23	Elect Carlos Cesarman Kolteniuk as Alternate Director	F
Grupo Financiero Banorte S. Annual	21-Apr-23	Elect Humberto Tafolla Nunez as Alternate Director	F
Grupo Financiero Banorte S. Annual	21-Apr-23	Elect Carlos Phillips Margain as Alternate Director	F
Grupo Financiero Banorte S. Annual	21-Apr-23	Elect Ricardo Maldonado Yanez as Alternate Director	F

A vote FOR these items is warranted because: *The company has disclosed the names of the director nominees; and *The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders
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A vote FOR this item is warranted because: *There are no known concerns over the compensation of the company's directors; and *The company has disclosed the proposed

remuneration amounts.

A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and

contains at least two independent members, meeting the growing expectations of institutional shareholders

A vote FOR these items is warranted because: *The company's proposed share repurchase reserve appears reasonable; and *There are no known concerns over previous use of the

share repurchase authority.
A vote FOR these items is warranted because: *The company's proposed share repurchase reserve appears reasonable; and *There are no known concerns over previous use of the share repurchase authority.

A vote FOR this item is warranted because the certification of a copy of the company's bylaws is an administrative formality and regulatory requirement.

A vote FOR this closing formality is warranted because: *Approval of this item grants management authority to approve only items that have been approved by shareholders; and *Opposing this item could impact management's ability to execute on bona fide items that have been approved by shareholders.

A vote FOR Items Ia-Id is warranted because: *Audited financials are available for FY 2022, and there are no independent auditor qualifications; and *There are no known concerns regarding the company's financial statements or audit procedures. Item 3 is a non-voting item

A vote FOR Items 1a-1d is warranted because. * Audited financials are available for FY 2022, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures. Item 3 is a non-voting item

A vote FOR Items Ia-1d is warranted because: * Audited financials are available for FY 2022, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures. Item 3 is a non-voting item

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A vote FOR this item is warranted because: *This is a routine procedure in Mexico; and *There is no concrete evidence of negligence or abuse on part of the board or management

A vote FOR this item is warranted because the company's proposed payout falls within a reasonable 30-100 percent range of net income.

A vote FOR Items 1a-1d is warranted because: *Audited financials are available for FY 2022, and there are no independent auditor qualifications; and *There are no known concerns regarding the company's financial statements or audit procedures. Item 3 is a non-voting item.

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Grupo Financiero Banorti	e S. Annual	21-Apr-23	Approve Directors Liability and Indemnification	For
Grupo Financiero Banorti	e S. Annual	21-Apr-23	Approve Remuneration of Directors	For
Grupo Financiero Banorti	e S. Annual	21-Apr-23	Elect Thomas Stanley Heather Rodriguez as Chairman of Audit and Corporate Practices	For
Grupo Financiero Banorti	e S. Annual	21-Apr-23	Committee Approve Report on Share Repurchase	For
Grupo Financiero Banort	e S Annual	21-Apr-23	Set Aggregate Nominal Amount of Share Repurchase Reserve	For
Grupo Financiero Banorti		21-Apr-23	Approve Certification of Company's Bylaws	For
Grupo Financiero Banorti		21-Apr-23	Authorize Board to Ratify and Execute Approved Resolutions	For
Tinexta SpA	Annual	21-Apr-23	Accept Financial Statements and Statutory Reports	For
Tinexta SpA	Annual	21-Apr-23	Approve Allocation of Income and Dividend Distribution	For
Tinexta SpA	Annual	21-Apr-23	Approve Remuneration Policy	Against
Tinexta SpA	Annual	21-Apr-23	Approve Second Section of the Remuneration Report	Against
Tinexta SpA	Annual	21-Apr-23	Appoint Umberto Bocchino as Alternate Internal Statutory Auditor	For
Tinexta SpA	Annual	21-Apr-23	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Tinexta SpA	Annual	21-Apr-23	Approve 2023-2025 Performance Shares Plan	Against
Tinexta SpA	Annual	21-Apr-23	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
Tinexta SpA Tinexta SpA	Annual	21-Apr-23 21-Apr-23	Accept Financial Statements and Statutory Reports	For
Tinexta SpA	Annuai	21-Apr-23	Accept Financial Statements and Statutory Reports	FOF
Tinexta SpA	Annual	21-Apr-23	Approve Allocation of Income and Dividend Distribution	For
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Tinexta SpA	Annual	21-Apr-23	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
Amplifon SpA	Annual	21-Apr-23	Accept Financial Statements and Statutory Reports	For
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Amplifon SpA	Annual	21-Apr-23	Approve Allocation of Income	For
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Amplifon SpA	Annual	21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23	Approve Remuneration of Directors Approve Stock Grant Plan 2023-2028 Approve Remuneration Policy Approve Second Section of the Remuneration Report Amend Co-Investment Plan Authorize Share Repurchase Program and Reissuance of Repurchased Shares Accept Financial Statements and Statutory Reports Approve Allocation of Income Approve Remuneration of Directors Approve Stock Grant Plan 2023-2028 Approve Remuneration Policy Approve Remuneration Policy Approve Remuneration of the Remuneration Report	Against Against Against For Against For For For Against Against For
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Amplifon SpA	Annual	21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23	Approve Remuneration of Directors Approve Stock Grant Plan 2023-2028 Approve Stock Grant Plan 2023-2028 Approve Second Section of the Remuneration Report Amend Co-Investment Plan Authorize Share Repurchase Program and Reissuance of Repurchased Shares Accept Financial Statements and Statutory Reports Approve Allocation of Income Approve Remuneration of Directors Approve Stock Grant Plan 2023-2028 Approve Remuneration Policy Approve Second Section of the Remuneration Report Amend Co-Investment Plan Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against Against Against For Against For For For Against For Against Against Against Against Against Against
Amplifon SpA	Annual	21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23	Approve Remuneration of Directors Approve Stock Grant Plan 2023-2028 Approve Stock Grant Plan 2023-2028 Approve Remuneration Policy Approve Second Section of the Remuneration Report Amend Co-Investment Plan Authorize Share Repurchase Program and Reissuance of Repurchased Shares Accept Financial Statements and Statutory Reports Approve Allocation of Income Approve Remuneration of Directors Approve Remuneration Plan 2023-2028 Approve Remuneration Policy Approve Stock Grant Plan 2023-2028 Approve Remuneration of the Remuneration Report Amend Co-Investment Plan Authorize Share Repurchase Program and Reissuance of Repurchased Shares Amend Articles Consolidate Bylaws In the Event of a Second Call, the Voting Instructions Contained in this Remote Voting Card	Against Against Against Against For Against For For For Against Against Against Against For For Against For Against For Against For Against For
Amplifon SpA Localiza Rent A Car SA	Annual	21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23	Approve Remuneration of Directors Approve Stock Grant Plan 2023-2028 Approve Second Section of the Remuneration Report Amend Co-Investment Plan Authorize Share Repurchase Program and Reissuance of Repurchased Shares Accept Financial Statements and Statutory Reports Approve Allocation of Income Approve Remuneration of Directors Approve Stock Grant Plan 2023-2028 Approve Second Section of the Remuneration Report Amend Co-Investment Plan Authorize Share Repurchase Program and Reissuance of Repurchased Shares Amend Articles Consolidate Bylaws	Against Against Against Against For Against For For For Against Against Against Against For For Against For Against For Against For Against For
Amplifon SpA Localiza Rent A Car SA Localiza Rent A Car SA	Annual Extraordinary Sha	21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23	Approve Remuneration of Directors Approve Stock Grant Plan 2023-2028 Approve Permuneration Policy Approve Second Section of the Remuneration Report Amend Co-Investment Plan Authorize Share Repurchase Program and Reissuance of Repurchased Shares Accept Financial Statements and Statutory Reports Approve Allocation of Income Approve Allocation of Income Approve Remuneration of Directors Approve Stock Grant Plan 2023-2028 Approve Remuneration Policy Approve Second Section of the Remuneration Report Amend Co-Investment Plan Authorize Share Repurchase Program and Reissuance of Repurchased Shares Amend Articles Consolidate Bylaws In the Event of a Second Call, the Voting Instructions Contained in this Remote Voting Card May Also be Considered for the Second Call?	Against Against Against Against For Against For For Against Against Against Against Against For Against For Against For Against For For For
Amplifon SpA Localiza Rent A Car SA Localiza Rent A Car SA	Annual Extraordinary Sha	21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23	Approve Remuneration of Directors Approve Stock Grant Plan 2023-2028 Approve Permuneration Policy Approve Second Section of the Remuneration Report Amend Co-Investment Plan Authorize Share Repurchase Program and Reissuance of Repurchased Shares Accept Financial Statements and Statutory Reports Approve Allocation of Income Approve Allocation of Income Approve Remuneration of Directors Approve Stock Grant Plan 2023-2028 Approve Remuneration Policy Approve Second Section of the Remuneration Report Amend Co-Investment Plan Authorize Share Repurchase Program and Reissuance of Repurchased Shares Amend Articles Consolidate Bylaws In the Event of a Second Call, the Voting Instructions Contained in this Remote Voting Card May Also be Considered for the Second Call?	Against Against Against Against For Against For For Against Against Against Against Against For Against For Against For Against For For For
Amplifon SpA Localiza Rent A Car SA Localiza Rent A Car SA Localiza Rent A Car SA	Annual Extraordinary Sha Extraordinary Sha Extraordinary Sha	21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23	Approve Remuneration of Directors Approve Stock Grant Plan 2023-2028 Approve Remuneration Policy Approve Second Section of the Remuneration Report Amend Co-Investment Plan Authorize Share Repurchase Program and Reissuance of Repurchased Shares Accept Financial Statements and Statutory Reports Approve Allocation of Income Approve Remuneration of Directors Approve Stock Grant Plan 2023-2028 Approve Remuneration Policy Approve Second Section of the Remuneration Report Amend Co-Investment Plan Authorize Share Repurchase Program and Reissuance of Repurchased Shares Amend Articles Consolidate Bylaws In the Event of a Second Call, the Voting Instructions Contained in this Remote Voting Card May Also be Considered for the Second Call? Amend Articles Consolidate Bylaws	Against Against Against For For Against Against For For For Against For For For For For Against For
Amplifon SpA Localiza Rent A Car SA Localiza Rent A Car SA Localiza Rent A Car SA	Annual Extraordinary Sha Extraordinary Sha	21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23	Approve Remuneration of Directors Approve Stock Grant Plan 2023-2028 Approve Stock Grant Plan 2023-2028 Approve Second Section of the Remuneration Report Amend Co-Investment Plan Authorize Share Repurchase Program and Reissuance of Repurchased Shares Accept Financial Statements and Statutory Reports Approve Allocation of Income Approve Allocation of Directors Approve Remuneration of Directors Approve Stock Grant Plan 2023-2028 Approve Remuneration Plan Approve Second Section of the Remuneration Report Amend Co-Investment Plan Authorize Share Repurchase Program and Reissuance of Repurchased Shares Amend Articles Consolidate Bylaws In the Event of a Second Call, the Voting Instructions Contained in this Remote Voting Card May Also be Considered for the Second Call? Amend Articles Consolidate Bylaws In the Event of a Second Call, the Voting Instructions Contained in this Remote Voting Card May Also be Second Call, the Voting Instructions Contained in this Remote Voting Card May Also be Second Call, the Voting Instructions Contained in this Remote Voting Card	Against Against Against For For Against Against For For For Against For For For For For Against For
Amplifon SpA Localiza Rent A Car SA Localiza Rent A Car SA Localiza Rent A Car SA	Annual Extraordinary Sha Extraordinary Sha Extraordinary Sha	21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23 21-Apr-23	Approve Remuneration of Directors Approve Stock Grant Plan 2023-2028 Approve Remuneration Policy Approve Second Section of the Remuneration Report Amend Co-Investment Plan Authorize Share Repurchase Program and Reissuance of Repurchased Shares Accept Financial Statements and Statutory Reports Approve Allocation of Income Approve Remuneration of Directors Approve Stock Grant Plan 2023-2028 Approve Remuneration Policy Approve Second Section of the Remuneration Report Amend Co-Investment Plan Authorize Share Repurchase Program and Reissuance of Repurchased Shares Amend Articles Consolidate Bylaws In the Event of a Second Call, the Voting Instructions Contained in this Remote Voting Card May Also be Considered for the Second Call? Amend Articles Consolidate Bylaws	Against Against Against For For Against Against For For For Against For For For For For Against For

A vote FOR these items is warranted because: *The company has disclosed the names of the director nominees; and *The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders

A vote FOR these items is warranted because: *The company has disclosed the names of the director nominees; and *The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders

A vote FOR this item is warranted because: * There are no known concerns over the compensation of the company's directors; and * The company has disclosed the proposed remuneration amounts.

A vote FOR these items is warranted because: *The company has disclosed the names of the director nominees; and *The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders

A vote FOR these items is warranted because: *The company's proposed share repurchase reserve appears reasonable; and *There are no known concerns over previous use of the share repurchase authority.

state in equiculate authority.

A vote FOR these items is warranted because: *The company's proposed share repurchase reserve appears reasonable; and *There are no known concerns over previous use of the

A vote FOR this item is warranted because the certification of a copy of the company's bylaws is an administrative formality and regulatory requirement.

A vote FOR this closing formality is warranted because: *Approval of this item grants management authority to approve only items that have been approved by shareholders; and *Opposing this item could impact management's ability to execute on bona fide items that have been approved by shareholders.

Opposing instituted outside the design of the company's financial statements and the proposed income allocation do not raise concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the These items warrant a voter FOR because the company's financial statements and the proposed income allocation do not raise concerns. Support for the approval of the financial statements and the proposed income allocation do not raise concerns.

These tens to wait at a cute PCA because the Company's maintain statements and use py objects including activation to the statement of the provision of the statement of the provision of the provision of the statement of the provision of the pro

 $This item warrants a vote AGAINST because: {\tt *The company provides insufficient ex-post information on targets and their level of achievement under the variable incentive schemes. {\tt *The company provides insufficient ex-post information on targets and their level of achievement under the variable incentive schemes. {\tt *The company provides insufficient ex-post information on targets and their level of achievement under the variable incentive schemes. {\tt *The company provides insufficient ex-post information on targets and their level of achievement under the variable incentive schemes. {\tt *The company provides insufficient ex-post information on targets and their level of achievement under the variable incentive schemes. {\tt *The company provides insufficient ex-post information on targets and their level of achievement under the variable incentive schemes. {\tt *The company provides insufficient ex-post information on targets and their level of achievement under the variable incentive schemes. {\tt *The company provides insufficient ex-post information on targets and their level of achievement under the variable incentive schemes. {\tt *The company provides insufficient ex-post information on targets and {\tt *The company provides insufficient ex-post information on targets and {\tt *The company provides insufficient ex-post information on targets and {\tt *The company provides insufficient ex-post information on targets and {\tt *The company provides insufficient ex-post information on targets and {\tt *The company provides insufficient ex-post information on targets and {\tt *The company provides insufficient ex-post information on targets and {\tt *The company provides insufficient ex-post information on targets and {\tt *The company provides insufficient ex-post information on targets and {\tt *The company provides insufficient ex-post information on targets and {\tt *The company provides insufficient ex-post information ex-post information on targets and {\tt *The company provides insufficient ex-post information ex-post informat$

The company corresponded EUR 70,000 as "other compensation" form of payment to managers with strategic responsibilities without providing sufficient explanations

This item warrants a vote FOR because details about the candidate have been disclosed and no concerns have been identified.

This item warrants a vote AGAINST because the maximum volume of the share repurchase program exceeds 10 percent of issued share capital.

A vote AGAINST this resolution is warranted because: *Total potential dilution exceeds 5 percent. *Part of the performance targets, corresponding to 60 percent of the payout, are not disclosed.

This item warrants a vote AGAINST due to the lack of disclosure regarding the proposed deliberation.

These items warrant a vote FOR because the company's financial statements and the proposed income allocation do not raise concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the These items warrant a vote FOR because the company's financial statements and the proposed income allocation do not raise concerns. Support for the approval of the financial

This item warrants a vote AGNIST because termination payments can be in excess of 24 months pay, when including non-compete agreement. It should also be noted that the

company can pay discretionary bonuses. As a mitigating factor, the company disclosed the maximum amount that can be awarded as discretionary bonus
This item warrants a vote AGAINST because.* The company provides insufficient ex-post information on targets and their level of a chievement unter the variable incentive schemes.*

The company of the provided in the pro

The company corresponded EUR 70,000 as "other compensation" form of payment to managers with strategic responsibilities without providing sufficient explanations.

This item warrants a vote FOR because details about the candidate have been disclosed and no concerns have been identified.

This item warrants a vote AGAINST because the maximum volume of the share repurchase program exceeds 10 percent of issued share capital.

A vote AGAINST this resolution is warranted because: *Total potential dilution exceeds 5 percent. *Part of the performance targets, corresponding to 60 percent of the payout, are not

This item warrants a vote AGAINST due to the lack of disclosure regarding the proposed deliberation.

Vote FOR Item I given the lack of concern regarding the accounts presented or audit procedures used. However, support is qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting, Item 2 ments a vote FOR because the proposed income allocation and the resultine pavout ratio are acceptable.

Vote FOR Item I given the lack of concern regarding the accounts presented or audit procedures used. However, support is qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting. Item 2 ments a vote FOR because the proposed income allocation and the resulting pavout ratio are acceptable.

This item warrants a vote FOR because the company has disclosed the proposed remuneration, and no concerns have been noticed.

A vote AGAINST this resolution is warranted because the performance targets are not disclosed.

This item warrants a vote AGAINST because termination payments can be in excess of 24 months' pay.

This item warrants a vote AGAINST because the company provides insufficient retrospective disclosure on its variable incentive scheme

A vote FOR this proposal is warranted because the proposed amendments to the co-investment plan do not raise major concerns. This is not without highlighting that, as per the original plan approved by shareholders at 2022 AGM.* Performance targets are only partially disclosed.* Contrary to market practice, the plan does not include any lock-up obligation for plan narricinarts

This item warrants a vote AGAINST because the maximum volume of the share repurchase program exceeds 10 percent of outstanding issued share capital.

Vote FOR Item 1 given the lack of concern regarding the accounts presented or audit procedures used. However, support is qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting, Item 2 ments a vote FOR because the proposed income allocation and the resultine avoid ratio are acceptable.

Vote FOR Item 1 given the lack of concern regarding the accounts presented or audit procedures used. However, support is qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting. Item 2 merits a vote FOR because the proposed income allocation and the resulting owout ratio are accordable.

This item warrants a vote FOR because the company has disclosed the proposed remuneration, and no concerns have been noticed.

A vote AGAINST this resolution is warranted because the performance targets are not disclosed.

This item warrants a vote AGAINST because termination payments can be in excess of 24 months' pay

This item warrants a vote AGAINST because the company provides insufficient retrospective disclosure on its variable incentive schemes.

A vote FOR this proposal is warranted because the proposed amendments to the co-investment plan do not raise major concerns. This is not without highlighting that, as per the original plan approved by shareholders at 2022 AGM: *Performance targets are only partially disclosed. *Contrary to market practice, the plan does not include any lock-up obligation for plan narricinants.

 $This item \ warrants \ a \ vote \ AGAINST \ because \ the \ maximum \ volume \ of the \ share \ repurchase \ program \ exceeds \ 10 \ percent \ of \ outstanding \ issued \ share \ capital.$

A vote FOR these requests is warranted because: *The company has provided the full text of the proposed amendments; *The share capital and authorized capital increases are mostly related to the shareholder-approved business combination with Companhia de Locacao das Americas (Unidas); and *The remaining changes are administrative in nature and do not imacat shareholder value.

A vote FOR these requests is warranted because: * The company has provided the full text of the proposed amendments: * The share capital and authorized capital increases are mostly related to the shareholder-approved business combination with Companhia de Locacao das Americas (Unidas); and * The remaining changes are administrative in nature and do not innoat shareholder value.

A vote FOR this administrative request is warranted.

A vote FOR these requests is warranted because: * The company has provided the full text of the proposed amendments; * The share capital and authorized capital increases are mostly related to the shareholder-approved business combination with Companhia de Locacao das Americas (Unidas); and * The remaining charges are administrative in nature and do not impact hareholder value.

A vote FOR these requests is warranted because.* The company has provided the full text of the proposed amendments; * The share capital and authorized capital increases are mostly related to the shareholder-approved business combination with Companhia de Locacao das Americas (Unidas); and * The remaining changes are administrative in nature and do not impact shareholder value.

A vote FOR this administrative request is warranted.

A vote FOR these requests is warranted because: *The company has provided the full text of the proposed amendments: *The proposed changes are administrative in nature and neutral-to-positive to shareholders.

WEG SA	Extraordinary Sha	re 25-Apr-23	Consolidate Bylaws	For	A vote FOR these requests is warranted because: *The company has provided the full text of the proposed amendments; *The proposed changes are administrative in nature and
WEG SA	Extraordinary Sha	re 25-Apr-23	Amend Articles 17 and 36	For	neutral-to-positive to shareholders. A vote FOR these requests is warranted because: * The company has provided the full text of the proposed amendments; * The proposed changes are administrative in nature and
WEG SA	Extraordinary Sha	re 25-Apr-23	Consolidate Bylaws	For	neutral-to-positive to shareholders. A vote FOR these requests is warranted because: * The company has provided the full text of the proposed amendments; * The proposed changes are administrative in nature and
Federal Signal Corporation	n Annual	25-Apr-23	Elect Director Eugene J. Lowe, III	For	neutral-to-positive to shareholders. A vote FOR the director nominees is warranted.
Federal Signal Corporation		25-Apr-23	Elect Director Dennis J. Martin	For	A vote FOR the director nominees is warranted.
Federal Signal Corporation	n Annual	25-Apr-23	Elect Director Bill Owens	For	A vote FOR the director nominees is warranted.
Federal Signal Corporation		25-Apr-23	Elect Director Shashank Patel	For	A vote FOR the director nominees is warranted.
Federal Signal Corporation	n Annual	25-Apr-23	Elect Director Brenda L. Reichelderfer	For	A vote FOR the director nominees is warranted.
Federal Signal Corporation	n Annual	25-Apr-23	Elect Director Jennifer L. Sherman	For	A vote FOR the director nominees is warranted.
Federal Signal Corporation	n Annual	25-Apr-23	Elect Director John L. Workman	For	A vote FOR the director nominees is warranted.
Federal Signal Corporation	n Annual	25-Apr-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
Federal Signal Corporation	n Annual	25-Apr-23	Advisory Vote on Say on Pay Frequency	One Year	A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to onine on executive pay.
Federal Signal Corporation	n Annual	25-Apr-23	Ratify Deloitte & Touche LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Canadian National Railwa	y C Annual	25-Apr-23	Elect Director Shauneen Bruder	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Canadian National Railwa	,	25-Apr-23	Elect Director Jo-ann dePass Olsovsky	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Canadian National Railwa	y C Annual	25-Apr-23	Elect Director David Freeman	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Canadian National Railwa	y C Annual	25-Apr-23	Elect Director Denise Gray	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Canadian National Railwa	y C Annual	25-Apr-23	Elect Director Justin M. Howell	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Canadian National Railwa	y C Annual	25-Apr-23	Elect Director Susan C. Jones	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Canadian National Railwa	y C Annual	25-Apr-23	Elect Director Robert Knight	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Canadian National Railwa	y C Annual	25-Apr-23	Elect Director Michel Letellier	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Canadian National Railwa	y C Annual	25-Apr-23	Elect Director Margaret A. McKenzie	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Canadian National Railwa	y C Annual	25-Apr-23	Elect Director Al Monaco	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Canadian National Railwa		25-Apr-23	Elect Director Tracy Robinson	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Canadian National Railwa	y C Annual	25-Apr-23	Ratify KPMG LLP as Auditors	For	Vote FOR the ratification of KPMG LLP as auditor as non-audit fees (0 percent) were reasonable relative to total fees paid to the auditor.
Canadian National Railwa	y C Annual	25-Apr-23	Advisory Vote on Executive Compensation Approach	For	Vote FOR this non-binding advisory vote as there are no significant issues at this time.
Canadian National Railwa	y C Annual	25-Apr-23	Management Advisory Vote on Climate Change	For	Vote FOR the management say on climate proposal. CN's climate disclosures meet market standards, and the company has a credible climate transition plan, including clear and
Canadian National Railwa		25-Apr-23	Elect Director Shauneen Bruder	For	approved science-based targets, specific actions, and governance framework.
Canadian National Railwa		25-Apr-23	Elect Director Snauneen Bruder Elect Director Jo-ann dePass Olsovsky	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Canadian National Railwa	,	25-Apr-23	Elect Director David Freeman	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time. Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Canadian National Railwa		25-Apr-23	Elect Director David Freeman Elect Director Denise Gray	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Canadian National Railwa		25-Apr-23	Elect Director Justin M. Howell	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time. Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Canadian National Railwa		25-Apr-23	Elect Director Susan C. Jones	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Canadian National Railwa	,	25-Apr-23	Elect Director Robert Knight	For	Vote FOR all proposed not lineas as it is significant concerns have been identified at this time. Vote FOR all proposed not mineas as no significant concerns have been identified at this time.
Canadian National Railwa		25-Apr-23	Elect Director Michel Letellier	For	Vote FOR all proposed nomineses as no significant concerns have been identified at this time.
Canadian National Railwa		25-Apr-23	Elect Director Margaret A. McKenzie	For	Vote FOR all proposed not mileses as no significant concerns have been identified at this time. Vote FOR all proposed nominese as no significant concerns have been identified at this time.
Canadian National Railwa		25-Apr-23	Elect Director Al Monaco	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Canadian National Railwa	,	25-Apr-23	Elect Director Tracy Robinson	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Canadian National Railwa		25-Apr-23	Ratify KPMG LLP as Auditors	For	Vote FOR the ratification of KPMG LLP as auditor as non-audit fees (0 percent) were reasonable relative to total fees paid to the auditor.
Canadian National Railwa	,	25-Apr-23	Advisory Vote on Executive Compensation Approach	For	Vote FOR this non-binding advisory vote as there are no significant issues at this time.
Canadian National Railwa	,	25-Apr-23	Management Advisory Vote on Climate Change	For	Vote FOR this iron binding acrossly vote as the read as in a significant, issued as this unite. Vote FOR the management say on climate proposal, CN's climate disclosures meet market standards, and the company has a credible climate transition plan, including clear and
Odi ladidi i National Haliwa	ly C Pullidai	20 Apr 20	wanagement Advisory vote on onnate onange	101	approved science-based targets, specific actions, and governance framework.
Canadian National Railwa	y C Annual	25-Apr-23	Elect Director Shauneen Bruder	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Canadian National Railwa	y C Annual	25-Apr-23	Elect Director Jo-ann dePass Olsovsky	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Canadian National Railwa	y C Annual	25-Apr-23	Elect Director David Freeman	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Canadian National Railwa	y C Annual	25-Apr-23	Elect Director Denise Gray	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Canadian National Railwa	y C Annual	25-Apr-23	Elect Director Justin M. Howell	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Canadian National Railwa	y C Annual	25-Apr-23	Elect Director Susan C. Jones	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Canadian National Railwa	y C Annual	25-Apr-23	Elect Director Robert Knight	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Canadian National Railwa	y C Annual	25-Apr-23	Elect Director Michel Letellier	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Canadian National Railwa	,	25-Apr-23	Elect Director Margaret A. McKenzie	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Canadian National Railwa	y C Annual	25-Apr-23	Elect Director Al Monaco	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Canadian National Railwa	y C Annual	25-Apr-23	Elect Director Tracy Robinson	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Canadian National Railwa	y C Annual	25-Apr-23	Ratify KPMG LLP as Auditors	For	Vote FOR the ratification of KPMG LLP as auditor as non-audit fees (0 percent) were reasonable relative to total fees paid to the auditor.
Canadian National Railwa	y C Annual	25-Apr-23	Advisory Vote on Executive Compensation Approach	For	Vote FOR this non-binding advisory vote as there are no significant issues at this time.
Canadian National Railwa	y C Annual	25-Apr-23	Management Advisory Vote on Climate Change	For	Vote FOR the management say on climate proposal. CN's climate disclosures meet market standards, and the company has a credible climate transition plan, including clear and
First Financial Bankshares	e li Annual	25-Apr-23	Elect Director April K. Anthony	For	approved science-based targets, specific actions, and governance framework. A vote FOR the director nomines is warranted.
First Financial Bankshares		25-Apr-23	Flect Director Vianei Lopez Braun	For	A vote FOR the director nominee is warranted.
First Financial Bankshares	.,	25-Apr-23	Elect Director David L. Copeland	For	A vote FOR the director nominee is warranted.
First Financial Bankshares	.,	25-Apr-23	Elect Director Mike B. Denny	For	A vote FOR the director nominee is warranted.
First Financial Bankshares		25-Apr-23	Elect Director F. Scott Dueser	For	A vote FOR the director nomine is warranted. A vote FOR the director nomine is warranted.
First Financial Bankshares		25-Apr-23	Elect Director Murray H. Edwards	For	A vote FOR the director nominee is warranted.
First Financial Bankshares		25-Apr-23	Elect Director Eli Jones	For	A vote FOR the director nominee is warranted. A vote FOR the director nominee is warranted.
First Financial Bankshares		25-Apr-23	Elect Director I. Tim Lancaster	For	A vote POR the director nomine is warranted. A vote POR the director nomine is warranted.
First Financial Bankshares		25-Apr-23	Elect Director I. Tim Landaster Elect Director Kade L. Matthews	For	A VOOR POR the director normines is warranted. A Vote FOR the director normines is warranted.
First Financial Bankshares		25-Apr-23	Elect Director Rade E. Matthews Elect Director Robert C. Nickles, Jr.	For	A vote FOR the director nomine is warranted. A vote FOR the director nomine is warranted.
First Financial Bankshares		25-Apr-23	Elect Director Johnny E. Trotter	For	A vote POR the director nomine is warranted. A vote POR the director nomine is warranted.
First Financial Bankshares		25-Apr-23	Ratify Ernst & Young LLP as Auditors	For	A VOOR POR the insector informate is warranteed. A VOOR POR this proposal to ratify the auditor is warranteed.
First Financial Bankshares		25-Apr-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
I marour barronal de		_3 / ipi 20	,	. 01	

First Financial Bankshares	, Ir Annual	25-Apr-23	Advisory Vote on Say on Pay Frequency	One Year	A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to
First Financial Bankshares	Is Appared	25-Apr-23	Elect Director April K. Anthony	For	opine on executive pay. A vote FOR the director nominee is warranted.
First Financial Bankshares				For	
		25-Apr-23	Elect Director Vianei Lopez Braun		A vote FOR the director nominee is warranted.
First Financial Bankshares		25-Apr-23	Elect Director David L. Copeland	For	A vote FOR the director nominee is warranted.
First Financial Bankshares		25-Apr-23	Elect Director Mike B. Denny	For	A vote FOR the director nominee is warranted.
First Financial Bankshares		25-Apr-23	Elect Director F. Scott Dueser	For	A vote FOR the director nominee is warranted.
First Financial Bankshares		25-Apr-23	Elect Director Murray H. Edwards	For	A vote FOR the director nominee is warranted.
First Financial Bankshares		25-Apr-23	Elect Director Eli Jones	For	A vote FOR the director nominee is warranted.
First Financial Bankshares		25-Apr-23	Elect Director I. Tim Lancaster	For	A vote FOR the director nominee is warranted.
First Financial Bankshares		25-Apr-23	Elect Director Kade L. Matthews	For	A vote FOR the director nominee is warranted.
First Financial Bankshares		25-Apr-23	Elect Director Robert C. Nickles, Jr.	For	A vote FOR the director nominee is warranted.
First Financial Bankshares		25-Apr-23	Elect Director Johnny E. Trotter	For	A vote FOR the director nominee is warranted.
First Financial Bankshares		25-Apr-23	Ratify Ernst & Young LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
First Financial Bankshares		25-Apr-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
First Financial Bankshares	, Ir Annual	25-Apr-23	Advisory Vote on Say on Pay Frequency	One Year	A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to
Glodon Co. Ltd	Annual	25-Apr-23	Approve Report of the Board of Directors	For	opine on executive pay. A vota FOR is meritad for these routine resolutions because no concerns have been identified.
	Annual		The state of the s	For	A YOLE FURL IS merited for these routine resolutions because no concerns have been dentilled. A YOLE FURL IS merited for these routine resolutions because no concerns have been identified. A YOLE FURL IS merited for these routine resolutions because no concerns have been identified.
Glodon Co., Ltd. Glodon Co. Ltd.		25-Apr-23 25-Apr-23	Approve Report of the Board of Supervisors	For	
	Annual		Approve Annual Report and Summary		A vote FOR is merited for these routine resolutions because no concerns have been identified.
Glodon Co., Ltd.	Annual	25-Apr-23	Approve Financial Statements	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Glodon Co., Ltd.	Annual	25-Apr-23	Approve Profit Distribution	For	A vote FOR is warranted because the proposed dividend payout is considered reasonable.
Glodon Co., Ltd.	Annual	25-Apr-23	Approve Amendments to Articles of Association	For	A vote FOR is merited because no concerns have been identified.
Glodon Co., Ltd.	Annual	25-Apr-23	Approve to Appoint Auditor	For	A vote FOR is merited because no concerns have been identified.
Glodon Co., Ltd.	Annual	25-Apr-23	Approve Repurchase and Cancellation of 2020 Performance Shares in the Stock Options	For	A vote FOR is warranted because no concerns have been identified.
Glodon Co., Ltd.	Annual	25-Apr-23	and Performance Shares Plan Approve Repurchase and Cancellation of 2021 Performance Shares	For	A vote FOR is warranted because no concerns have been identified.
Glodon Co., Ltd.	Annual	25-Apr-23	Approve Repurchase and Cancellation of 2022 Performance Shares	For	A vote FOR is warranted because no concerns have been identified.
Glodon Co., Ltd.	Annual	25-Apr-23 25-Apr-23	Approve Repurchase and Cancellation of 2022 Performance Shares Approve Adjustment of Allowance of Directors	For	A Yote PUR is warranied because no concerns have been identified. A yote PUR is warranied because no concerns have been identified.
Glodon Co., Ltd.	Annual			For	A Vote FOR is merited because in concerns have been identified. A vote FOR is merited because no concerns have been identified.
Glodon Co., Ltd. Glodon Co., Ltd.	Annual	25-Apr-23 25-Apr-23	Approve Adjustment of Allowance of Supervisors	For	
			Elect Yuan Zhenggang as Director		A vote AGAINST incumbent nominating committee member Mingang Chai is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Glodon Co., Ltd.	Annual	25-Apr-23	Elect Liu Qian as Director	For	A vote AGAINST incumbent nominating committee member Mingang Chai is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Glodon Co., Ltd.	Annual	25-Apr-23	Elect Yun Langsheng as Director	For	A vote AGAINST incumbent nominating committee member Mingang Chai is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Glodon Co., Ltd.	Annual	25-Apr-23	Elect Wang Aihua as Director	For	A vote AGAINST incumbent nominating committee member Mingang Chai is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Glodon Co., Ltd.	Annual	25-Apr-23	Elect Wu Zuomin as Director	For	A vote AGAINST incumbent nominating committee member Mingang Chai is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Glodon Co., Ltd.	Annual	25-Apr-23	Elect Li Wei as Director	For	A vote AGAINST incumbent nominating committee member Mingang Chai is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Glodon Co., Ltd.	Annual	25-Apr-23	Elect Ma Yongyi as Director	For	A vote AGAINST incumbent nominating committee member Mingang Chai is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Glodon Co., Ltd.	Annual	25-Apr-23	Elect Ohai Mingang as Director	Against	A vote AGAINST incumbent nominating committee member Mingang Chai is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Glodon Co., Ltd.	Annual	25-Apr-23	Elect Oheng Lin as Director	For	A vote AGAINST incumbent nominating committee member Mingang Chai is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Glodon Co., Ltd.	Annual	25-Apr-23	Elect Wang Jinhong as Supervisor	For	A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.
Glodon Co., Ltd.	Annual	25-Apr-23	Elect He Ping as Supervisor	For	A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.
Glodon Co., Ltd.	Annual	25-Apr-23	Approve Report of the Board of Directors	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Glodon Co., Ltd.	Annual	25-Apr-23	Approve Report of the Board of Supervisors	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Glodon Co., Ltd.	Annual	25-Apr-23	Approve Annual Report and Summary	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Glodon Co., Ltd.	Annual	25-Apr-23	Approve Financial Statements	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Glodon Co., Ltd.	Annual	25-Apr-23	Approve Profit Distribution	For	A vote FOR is warranted because the proposed dividend payout is considered reasonable.
Glodon Co., Ltd.	Annual	25-Apr-23	Approve Amendments to Articles of Association	For	A vote FOR is merited because no concerns have been identified.
Glodon Co., Ltd.	Annual	25-Apr-23	Approve to Appoint Auditor	For	A vote FOR is merited because no concerns have been identified.
Glodon Co., Ltd.	Annual	25-Apr-23	Approve Repurchase and Cancellation of 2020 Performance Shares in the Stock Options	For	A vote FOR is warranted because no concerns have been identified.
			and Performance Shares Plan		
Glodon Co., Ltd.	Annual	25-Apr-23	Approve Repurchase and Cancellation of 2021 Performance Shares	For	A vote FOR is warranted because no concerns have been identified.
Glodon Co., Ltd.	Annual	25-Apr-23	Approve Repurchase and Cancellation of 2022 Performance Shares	For	A vote FOR is warranted because no concerns have been identified.
Glodon Co., Ltd.	Annual	25-Apr-23	Approve Adjustment of Allowance of Directors	For	A vote FOR is merited because no concerns have been identified.
Glodon Co., Ltd.	Annual	25-Apr-23	Approve Adjustment of Allowance of Supervisors	For	A vote FOR is merited because no concerns have been identified.
Glodon Co., Ltd.	Annual	25-Apr-23	Elect Yuan Zhenggang as Director	For	A vote AGAINST incumbent nominating committee member Mingang Chai is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Glodon Co., Ltd.	Annual	25-Apr-23	Elect Liu Qian as Director	For	A vote AGAINST incumbent nominating committee member Mingang Chai is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Glodon Co., Ltd.	Annual	25-Apr-23	Elect Yun Langsheng as Director	For	A vote AGAINST incumbent nominating committee member Mingang Chai is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Glodon Co., Ltd.	Annual	25-Apr-23	Elect Wang Aihua as Director	For	A vote AGAINST incumbent nominating committee member Mingang Chai is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Glodon Co., Ltd.	Annual	25-Apr-23	Elect Wu Zuomin as Director	For	A vote AGAINST incumbent nominating committee member Mingang Chai is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Glodon Co., Ltd.	Annual	25-Apr-23	Elect Li Wei as Director	For	A vote AGAINST incumbent nominating committee member Mingang Chai is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Glodon Co., Ltd.	Annual	25-Apr-23	Elect Ma Yongyi as Director	For	A vote AGAINST incumbent nominating committee member Mingang Chai is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Glodon Co., Ltd.	Annual	25-Apr-23	Elect Chai Mingang as Director	Against	A vote AGAINST incumbent nominating committee member Mingang Chai is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Glodon Co., Ltd.	Annual	25-Apr-23	Elect Cheng Lin as Director	For	A vote AGAINST incumbent nominating committee member Mingang Chai is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Glodon Co., Ltd.	Annual	25-Apr-23	Elect Wang Jinhong as Supervisor	For	A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.
Glodon Co. Ltd.	Annual	25-Apr-23	Flect He Ping as Supervisor	For	A vote FOR both nominees is warranted given the absence of any known issues concerning to nominees. A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.
Localiza Rent A Car SA	Annual	25-Apr-23	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2022	For	A vote FOR this routine proposal is warranted because: * Audited financials are available and there are no independent auditor qualifications; and * There are no known concerns
Localiza Hellit A Odi SA	/ SI II IGGII	20-Apt-20	, resoper maneral orationnesse and orationly neports for riseal field Effect Dec. 31, 2022	. 51	A Youe PUR this routine proposals is warraneed to educate: "Additional infancials are available and there are no independent auditor qualifications; and "There are no known concerns regarding the company's financial statements or audit procedures."
Localiza Rent A Car SA	Annual	25-Apr-23	Approve Allocation of Income and Dividends	For	A vote FOR this item is warranted because the company's proposed payout falls within a reasonable 30-100 percent range of net income.
Localiza Rent A Car SA	Annual	25-Apr-23	Elect Carla Trematore as Fiscal Council Member and Juliano Lima Pinheiro as Alternate	For	The company disclosed four candidates (and alternates) competing for three fiscal council seats, including three management nominees (and alternates) and one candidate (and
					alternate) nominated by shareholders. In light of the greater number of nominees than fiscal council seats, vote recommendations are as follows: *Items 4.1, 4.2 and 4.4: votes FOR,
					given that there are no known concerns regarding the two incumbent fiscal council nominees, including the proposed fiscal council chair (Item 4.2), and the nominee presented by
Localiza Rent A Car SA	Annual	25-Apr-23	Elect Antonio de Padua Soares Policarpo as Fiscal Council Member and Guilherme Bottrel	For	shareholders * Item 43° ARSTAIN vote in light of the three-member fiscal council size proposed by the company The company disclosed four candidates (and alternates) competing for three fiscal council seats, including three management nominees (and alternates) and one candidate (and
_oounza i ont A out oA		20 / 101-20	Pereira Tostes as Alternate		The company orientated by shareholders. In light of the greater number of nominees than fiscal countinees ask, not least, yote recommendations are as follows: "Items 41, 42, and 44: votes FOR,
					given that there are no known concerns regarding the two incumbent fiscal council nominees, including the proposed fiscal council chair (Item 4.2), and the nominee presented by
					shareholders * Item 43: ABSTAIN vote in light of the three-member fiscal council size proposed by the company

Localiza Rent A Car SA	Annual	25-Apr-23	Elect Pierre Carvalho Magalhaes as Fiscal Council Member and Antonio Lopes Matoso as Alternate	Abstai
Localiza Rent A Car SA	Annual	25-Apr-23	Elect Marcia Fragoso Soares as Fiscal Council Member and Roberto Frota Decourt as Alternate Appointed by PREVI - Caixa de Previdencia dos Funcionarios do Banco do Brasil	For
Localiza Rent A Car SA	Annual	25-Apr-23	Approve Remuneration of Fiscal Council Members	For
Localiza Rent A Car SA	Annual	25-Apr-23	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of	Abstai
Essenta voltavi sur sav	7 11 11 11 11 11 11 11 11 11 11 11 11 11	20 / () 20	Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	7 100101
Localiza Rent A Car SA	Annual	25-Apr-23	Fix Number of Directors at Eight	For
Localiza Rent A Car SA				
Localiza Hent A Car SA	Annual	25-Apr-23	Approve Classification of Independent Directors	Agains
Localiza Rent A Car SA	Annual	25-Apr-23	Elect Eugenio Pacelli Mattar as Board Chairman	For
Localiza Rent A Oar SA	Annual	25-Apr-23	Elect Luis Fernando Memoria Porto as Vice-Chairman	For
Localiza Rent A Car SA	Annual	25-Apr-23	Elect Adriana Waltrick Santos as Independent Director	For
Localiza Rent A Car SA	Annual	25-Apr-23	Elect Artur Noemio Crynbaum as Independent Director	For
Localiza Rent A Car SA	Annual	25-Apr-23	Elect Maria Leticia de Freitas Costa as Independent Director	For
Localiza Rent A Oar SA	Annual	25-Apr-23	Elect Paulo Antunes Veras as Independent Director	For
Localiza Rent A Car SA	Annual	25-Apr-23	Elect Pedro de Godoy Bueno as Independent Director	For
Localiza Rent A Car SA	Annual	25-Apr-23	Elect Sergio Augusto Guerra de Resende as Director	For
Localiza Rent A Car SA	Annual	25-Apr-23	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	Abstai
Localiza Rent A Car SA	Annual	25-Apr-23	Percentage of Votes to Be Assigned - Elect Eugenio Pacelli Mattar as Board Chairman	Abstai
Localiza Rent A Car SA	Annual	25-Apr-23	Percentage of Votes to Be Assigned - Elect Luis Fernando Memoria Porto as Vice-Chairman	Abstai
Localiza Rent A Car SA	Annual	25-Apr-23	Percentage of Votes to Be Assigned - Elect Adriana Waltrick Santos as Independent Director	Abstai
Localiza Rent A Car SA	Annual	25-Apr-23	Percentage of Votes to Be Assigned - Elect Artur Noemio Crynbaum as Independent Director	Abstai
Localiza Rent A Car SA	Annual	25-Apr-23	Percentage of Votes to Be Assigned - Elect Maria Leticia de Freitas Costa as Independent Director	Abstai
Localiza Rent A Car SA	Annual	25-Apr-23	Percentage of Votes to Be Assigned - Elect Paulo Antunes Veras as Independent Director	Abstai
Localiza Rent A Car SA	Annual	25-Apr-23	Percentage of Votes to Be Assigned - Elect Pedro de Godoy Bueno as Independent Director	Abstai
Localiza Rent A Car SA	Annual	25-Apr-23	Percentage of Votes to Be Assigned - Elect Sergio Augusto Guerra de Resende as Director	Abstai
Localiza Rent A Car SA	Annual	25-Apr-23	In the Event of a Second Call, the Voting Instructions Contained in this Remote Voting Card	For
Localiza Rent A Car SA	Annual	25-Apr-23	May Also be Considered for the Second Call? Approve Remuneration of Company's Management	For
Localiza Rent A Car SA	Annual	25-Apr-23	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2022	For
Localiza Rent A Car SA	Annual	25-Apr-23	Approve Allocation of Income and Dividends	For
Localiza Rent A Car SA	Annual	25-Apr-23	Elect Carla Trematore as Fiscal Council Member and Juliano Lima Pinheiro as Alternate	For
Localiza Rent A Car SA	Annual	25-Apr-23	Elect Antonio de Padua Soares Policarpo as Fiscal Council Member and Guilherme Bottrel Pereira Tostes as Alternate	For
Localiza Rent A Car SA	Annual	25-Apr-23	Elect Pierre Carvalho Magalhaes as Fiscal Council Member and Antonio Lopes Matoso as Alternate	Abstai
Localiza Rent A Car SA	Annual	25-Apr-23	Elect Marcia Fragoso Soares as Fiscal Council Member and Roberto Frota Decourt as Alternate Appointed by PREVI - Caixa de Previdencia dos Funcionarios do Banco do Brasil	For
Localiza Rent A Car SA	Annual	25-Apr-23	Approve Remuneration of Fiscal Council Members	For

The company disclosed four candidates (and alternates) competing for three fiscal council seats, including three management nominees (and alternates) and one candidate (and alternate) nominated by shareholders. In light of the greater number of nominees than fiscal council seats, vote recommendations are as follows: *Items 4.1, 4.2. and 4.4: votes FOR, given that there are no known concerns regarding the two incumbent fiscal council nominees, including the proposed fiscal council chair (Item 4.2), and the nominee presented by shareholders * Item 43: ARSTAIN vote in light of the three-member fiscal council size proposed by the company

The company disclosed four candidates (and alternates) competing for three fiscal council seats, including three management nominees (and alternates) and one candidate (and alternate) nominated by shareholders. In light of the greater number of nominees than fiscal council seats, vote recommendations are as follows: *Items 4.1, 4.2 and 4.4: votes FOR, given that there are no known concerns regarding the two incumbent fiscal council nominees, including the proposed fiscal council chair (Item 4.2), and the nominee presented by shareholders * Item 43: ABSTAIN vote in light of the three-member fiscal council size proposed by the company

A vote FOR this item is warranted because. *There are no known concerns regarding the company's fiscal council; and *The company has disclosed the proposed remuneration.

Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian oc vote recommendations are warranted for Items 6, 10, and 11.1-11.8 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders

A vote AGAINST this item is warranted because: *The company-classified independent nominee Maria Leticia de Freitas Costa is considered non-independent under Sustainability Advisory Services policy guidelines, due to a tenure equal to or exceeding 12 years; and *The company has presented a bundled resolution, preventing shareholders from voting on

A vote FOR these directors is warranted given that the proposed board contains a reasonable number of independent members.

A vote FOR these directors is warranted given that the proposed board contains a reasonable number of independent members.

A vote FOR these directors is warranted given that the proposed board contains a reasonable number of independent members.

A vote FOR these directors is warranted given that the proposed board contains a reasonable number of independent members. A vote FOR these directors is warranted given that the proposed board contains a reasonable number of independent members.

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A vote FOR these directors is warranted given that the proposed board contains a reasonable number of independent members. A vote FOR these directors is warranted given that the proposed board contains a reasonable number of independent members.

Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies, ABSTAIN vote recommendations are warranted for Items 6, 10, and 11.1-11.8 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request

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presented by snareholders
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Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate and the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate and the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate and the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate and the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate and the company presents shareholders with the option to request the company presents and the company presents are company presents and company presents are company presents and company presents are cLaw, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies, ABSTAIN vote recommendations are warranted for Items 6.10, and 11.1-11.8 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request

Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM) and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 6, 10, and 11.1-11.8 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request

Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 6,10, and 11.1-11.8 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request econtod by charoholders

Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 6, 10, and 11.1-11.8 in the absence of publicity-available information, disclosed in a timely manner, regarding a cumulative voting request ented by shareholders

Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies, ABSTAIN vote recommendations are warranted for Items 6.10, and 11.1-11.8 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders

A vote FOR this administrative request is warranted

A vote FOR this item is warranted because the company has provided reasonable disclosure of its remuneration practices, in accordance with the requirements of the Brazilian Securities Regulator, including the total compensation of its highest-paid executive

A vote FOR this routine proposal is warranted because: * Audited financials are available and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.

A vote FOR this item is warranted because the company's proposed payout falls within a reasonable 30-100 percent range of net income.

The company disclosed four candidates (and alternates) competing for three fiscal council seats, including three management nominees (and alternates) and one candidate (and alternate) nominated by shareholders. In light of the greater number of nominees than fiscal council seats, vote recommendations are as follows: * Items 4.1, 4.2. and 4.4: votes FOR, given that there are no known concerns regarding the two incumbent fiscal council nominees, including the proposed fiscal council chair (Item 4.2), and the nominee presented by shareholders * Item 4.3: ARSTAIN vote in light of the three-member fiscal council size proposed by the company

The company disclosed four candidates (and alternates) competing for three fiscal council seats, including three management nominees (and alternates) and one candidate (and alternate) nominated by shareholders. In light of the greater number of nominees than fiscal council seats, yote recommendations are as follows: * Items 4.1.4.2 and 4.4; yotes FOR. given that there are no known concerns regarding the two incumbent fiscal council nominees, including the proposed fiscal council chair (Item 4.2), and the nominee presented by shareholders * Item 4.3: ABSTAIN vote in light of the three-member fiscal council size proposed by the company

The company disclosed four candidates (and alternates) competing for three fiscal council seats, including three management nominees (and alternates) and one candidate (and alternate) nominated by shareholders. In light of the greater number of nominees than fiscal council seats, vote recommendations are as follows: * Items 4.1, 4.2, and 4.4; votes FOR. given that there are no known concerns regarding the two incumbent fiscal council nominees, including the proposed fiscal council chair (Item 4.2), and the nominee presented by shareholders * Item 43: ABSTAIN vote in light of the three-member fiscal council size proposed by the company

The company disclosed four candidates (and alternates) competing for three fiscal council seats, including three management nominees (and alternates) and one candidate (and alternate) nominated by shareholders. In light of the greater number of nominees than fiscal council seats, vote recommendations are as follows: * Items 4.1, 4.2. and 4.4: votes FOR, given that there are no known concerns regarding the two incumbent fiscal council nominees, including the proposed fiscal council chair (Item 4.2), and the nominee presented by shareholders.* Item 4.9: ARSTAIN vote in light of the three-member fiscal council size proposed by the company.

A vote FOR this item is warranted because: *There are no known concerns regarding the company's fiscal council; and *The company has disclosed the proposed remuneration.

Localiza Rent A Car SA	Annual	25-Apr-23	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Abstain
Localiza Rent A Car SA	Annual	25-Apr-23	Fix Number of Directors at Eight	For
Localiza Rent A Car SA	Annual	25-Apr-23	Approve Classification of Independent Directors	Against
Localiza Rent A Car SA	Annual	25-Apr-23	Elect Eugenio Pacelli Mattar as Board Chairman	For
Localiza Rent A Car SA	Annual	25-Apr-23	Elect Luis Fernando Memoria Porto as Vice-Chairman	For
Localiza Rent A Car SA	Annual	25-Apr-23	Elect Adriana Waltrick Santos as Independent Director	For
Localiza Rent A Car SA	Annual	25-Apr-23	Elect Artur Noemio Crynbaum as Independent Director	For
Localiza Rent A Car SA	Annual	25-Apr-23	Elect Maria Leticia de Freitas Costa as Independent Director	For
Localiza Rent A Car SA	Annual	25-Apr-23	Elect Paulo Antunes Veras as Independent Director	For
Localiza Rent A Car SA	Annual	25-Apr-23	Elect Pedro de Godoy Bueno as Independent Director	For
Localiza Rent A Car SA	Annual	25-Apr-23	Elect Sergio Augusto Guerra de Resende as Director	For
Localiza Rent A Car SA	Annual	25-Apr-23	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	Abstain
Localiza Rent A Car SA	Annual	25-Apr-23	Percentage of Votes to Be Assigned - Elect Eugenio Pacelli Mattar as Board Chairman	Abstain
Localiza Rent A Car SA	Annual	25-Apr-23	Percentage of Votes to Be Assigned - Elect Luis Fernando Memoria Porto as Vice-Chairman	Abstain
Localiza Rent A Car SA	Annual	25-Apr-23	Percentage of Votes to Be Assigned - Elect Adriana Waltrick Santos as Independent Director	Abstain
Localiza Rent A Car SA	Annual	25-Apr-23	Percentage of Votes to Be Assigned - Elect Artur Noemio Crynbaum as Independent Director	Abstain
Localiza Rent A Car SA	Annual	25-Apr-23	Percentage of Votes to Be Assigned - Elect Maria Leticia de Freitas Costa as Independent Director	Abstain
Localiza Rent A Car SA	Annual	25-Apr-23	Percentage of Votes to Be Assigned - Elect Paulo Antunes Veras as Independent Director	Abstain
Localiza Rent A Car SA	Annual	25-Apr-23	Percentage of Votes to Be Assigned - Elect Pedro de Godoy Bueno as Independent Director	Abstain
Localiza Rent A Car SA	Annual	25-Apr-23	Percentage of Votes to Be Assigned - Elect Sergio Augusto Guerra de Resende as Director	Abstain
Localiza Rent A Car SA	Annual	25-Apr-23	In the Event of a Second Call, the Voting Instructions Contained in this Remote Voting Card	For
Localiza Bent A Car SA	Annual	25-Apr-23	May Also be Considered for the Second Call? Approve Remuneration of Company's Management	For
DIDi-	Annual			For
Beazley Plc Beazley Plc	Annual	25-Apr-23 25-Apr-23	Accept Financial Statements and Statutory Reports Approve Remuneration Report	For
Beazley Plc	Annual	25-Apr-23	Approve Remuneration Policy	For
Beazley Plc	Annual	25-Apr-23	Approve Interim Dividends	For
Beazley Plc	Annual	25-Apr-23	Re-elect Rajesh Agrawal as Director	For
Beazley Plc	Annual	25-Apr-23	Re-elect Adrian Cox as Director	For
Beazley Plc	Annual	25-Apr-23	Re-elect Pierre-Olivier Desaulle as Director	For
Beazley Plc	Annual	25-Apr-23	Re-elect Nicola Hodson as Director	For
Beazley Plc	Annual	25-Apr-23	Re-elect Sally Lake as Director	For
Beazley Plc	Annual	25-Apr-23	Re-elect Christine LaSala as Director	For
Beazley Plc	Annual	25-Apr-23	Re-elect John Reizenstein as Director	For
Beazley Plc	Annual	25-Apr-23	Re-elect Robert Stuchbery as Director	For
Beazley Plc	Annual	25-Apr-23	Elect Clive Bannister as Director	For
Beazley Plc	Annual	25-Apr-23	Elect Fiona Muldoon as Director	For
Beazley Plc	Annual	25-Apr-23	Elect Cecilia Reyes Leuzinger as Director	For
Beazley Plo	Annual	25-Apr-23	Reappoint EY as Auditors	For
Beazley Plo	Annual	25-Apr-23	Authorise the Audit Committee to Fix Remuneration of Auditors	For
Beazley Plo	Annual	25-Apr-23	Approve UK Share Incentive Plan	For
Beazley Plc	Annual	25-Apr-23	Approve International Share Incentive Plan	For
Beazley Plc	Annual	25-Apr-23	Amend Long Term Incentive Plan	For
Beazley Plc	Annual	25-Apr-23	Authorise Issue of Equity	For

Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 6, 10, and 1t.1-1t.8 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.

A vote FOR this administrative request is warranted.

A vote AGAINST this item is warranted because: *The company-classified independent nominee Maria Leticia de Freitas Costa is considered non-independent under Sustainability Advisory Services policy guidelines, due to a tenure equal to or exceeding 12 years; and *The company has presented a bundled resolution, preventing shareholders from voting on each candidate individually.

A vote FOR these directors is warranted given that the proposed board contains a reasonable number of independent members.

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Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 6, 10, and 111-118 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.

Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and matchy for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 6, 10, and 11.1-11.8 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented the shareholders.

Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 6, 10, and 11.1-11.8 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders

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Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazīlian Corporate Law, in accordance with the rules of the remote voting oard issued by the Brazīlian Securities Regulator (CVM), and mandatory for all publicly-traded Brazīlian companies. ABSTAIN vote recommendations are warranted for Items 6, 10, and 111-11.8 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders

Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 6, 10, and 111-11.8 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.

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Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 6, 10, and 1t.1-11.8 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.

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Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN
vote recommendations are warranted for Items 6, 10, and 11.1-11.8 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request

A vote FOR this administrative request is warranted.

A vote FOR this item is warranted because the company has provided reasonable disclosure of its remuneration practices, in accordance with the requirements of the Brazilian Securities Regulator, including the total compensation of its highest-paid executive.

A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified

A vote FOR this item is considered warranted, although it is not without concern: "The CEO is to receive a c.19 salary increase at a time when companies are urged to exercise restraint due to the current inflationary and cost of living crisis environment in the UK, acknowledging the broader stakeholder experience. The main reasons for support are: "We note the Company's explanation that it has grown over the past several eyers. Since 20Tf, market capitalisation has grown more than 300%. Gross written premiums have more than doubled from USD 2.1bn to USD 5.3bn and the number of Company employees has increased two-fold to c.1,900. "The previous salary was in the lower range both when considering FTSE250 and FTSE100 peers and the increased salary remains at lower quartile against most comparators." The reweighing of incentives from the shorter term to the longer term is viewed as a nostitive change. The previous plan prepreseder value of ITPs is lower for nationations considering the procedural plants.

A vote FOR the proposed remuneration policy is considered warranted as no significant concerns have been identified. It is noted that the Company is proposing a reweighting between the bonus and LTIP opportunities towards the loneer term.

A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.

A vote FOR these Directors is warranted as no significant concerns have been identified.

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A vote FOR this item is warranted as no significant concerns have been identified.

A vote FOR this item is warranted because there are no concerns regarding this proposal.

A vote FOR this item is warranted as no significant concerns have been identified.

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A vote FOR this item is warranted as no significant concerns have been identified.

Item 21 A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits. Items 22 and 23 A vote AGAINST these resolutions is warranted because of the cash box placing of November 2022 which circumvented pre-emption authorities.

Beazley Plc	Annual	25-Apr-23	Authorise Issue of Equity without Pre-emptive Rights	Against
Beazley Plo	Annual	25-Apr-23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Against
Beazley Plo	Annual	25-Apr-23	Authorise Market Purchase of Ordinary Shares	For
Beazley Plc	Annual	25-Apr-23	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
MSCUnc	Annual	25-Apr-23	Elect Director Henry A. Fernandez	For
MSCI Inc.	Annual	25-Apr-23	Elect Director Robert G. Ashe	For
MSCI Inc.	Annual			For
		25-Apr-23	Elect Director Wayne Edmunds	
MSCI Inc.	Annual	25-Apr-23	Elect Director Catherine R. Kinney	For
MSCI Inc.	Annual	25-Apr-23	Elect Director Robin L. Matlock	For
MSCI Inc.	Annual	25-Apr-23	Elect Director Jacques P. Perold	For
MSCI Inc.	Annual	25-Apr-23	Elect Director C.D. Baer Pettit	For
MSCI Inc.	Annual	25-Apr-23	Elect Director Sandy C. Rattray	For
MSCI Inc.	Annual	25-Apr-23	Elect Director Linda H. Riefler	For
MSCI Inc.	Annual	25-Apr-23	Elect Director Marcus L. Smith	For
MSCI Inc.	Annual	25-Apr-23	Elect Director Rajat Taneja	For
MSCI Inc.	Annual	25-Apr-23	Elect Director Paula Volent	For
MSCI Inc.	Annual	25-Apr-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For
MSCI Inc.	Annual	25-Apr-23	Advisory Vote on Say on Pay Frequency	One Ye
MSCI Inc.	Annual	25-Apr-23	Ratify PricewaterhouseCoopers LLP as Auditors	For
			,	
WEG SA	Annual	25-Apr-23	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2022	For
WEG SA	Annual	25-Apr-23	Approve Capital Budget, Allocation of Income and Dividends	For
WEG SA	Annual	25-Apr-23	Approve Remuneration of Company's Management	For
WEG SA	Annual	25-Apr-23	Elect Fiscal Council Members	Abstair
WEG SA	Annual	25-Apr-23	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	Against
WEG SA	Annual	25-Apr-23	Elect Lucia Maria Martins Casasanta as Fiscal Council Member and Silvia Maura Rodrigues Pereira as Alternate Appointed by Minority Shareholder	For
WFG SA	Annual	25-Apr-23	Approve Remuneration of Fiscal Council Members	For
WEG SA	Annual	25-Apr-23	Approve Newspapers to Publish Company's Legal Announcements	For
WEG SA	Annual	25-Apr-23	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2022	For
WEGSA	Annuai	20-Apr-23	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2022	FOF
WEG SA	Annual	25-Apr-23	Approve Capital Budget, Allocation of Income and Dividends	For
WEG SA	Annual	25-Apr-23	Approve Remuneration of Company's Management	For
WEG SA	Annual	25-Apr-23	Elect Fiscal Council Members	Abstair
WEGSA	Annual	25-Apr-23	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your	Against
WEGSA	Annual	25-Apr-23	Votes Still Be Counted for the Proposed Slate? Elect Lucia Maria Martins Casasanta as Fiscal Council Member and Silvia Maura Rodrigues Pereira as Alternate Appointed by Minority Shareholder	For
WEG SA	Annual	25-Apr-23	Approve Remuneration of Fiscal Council Members	For
WFG SA	Annual	25-Apr-23	Approve Newspapers to Publish Company's Legal Announcements	For
Grupo Aeroportuario del Sur		26-Apr-23	Approve Newspapers to Publish Company's Legal Almouncements Approve OEO's and Auditor's Reports on Operations and Results of Company, and Board's	
Grupo Aeroportuario del Su	Annual	26-Apr-23	Opinion on Reports Approve Board's Report on Accounting Policies and Criteria for Preparation of Financial	For
Grupo Aeroportuario del Su	Annual	26-Apr-23	Statements Approve Report on Activities and Operations Undertaken by Board	For
Grupo Aeroportuario del Su	Annual	26-Apr-23	Approve Individual and Consolidated Financial Statements	For
Grupo Aeroportuario del Su	Annual	26-Apr-23	Approve Report of Audit Committee's Activities and Report on Company's Subsidiaries	For
Grupo Aeroportuario del Su	Annual	26-Apr-23	Approve Report on Adherence to Fiscal Obligations	For
Grupo Aeroportuario del Sui	Annual	26-Apr-23	Approve Increase in Legal Reserve by MXN 256.83 Million	For
Grupo Aeroportuario del Sui		26-Apr-23	Approve Cash Ordinary Dividends of MXN 9.93 Per Share and Cash Extraordinary	For
po , to oportuano del otil			Dividends of MXN 10 Per Share	. 01
Grupo Aeroportuario del Su	Annual	26-Apr-23	Set Maximum Amount of MXN 3.75 Billion for Share Repurchase; Approve Policy Related to Acquisition of Own Shares	For
Grupo Aeroportuario del Sur	Annual	26-Apr-23	Approve Discharge of Board of Directors and CEO	For
Grupo Aeroportuario del Sur	Annual	26-Apr-23	Elect/Ratify Fernando Chico Pardo as Director	Against

Item 21 A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits. Items 22 and 23 A vote AGAINST these resolutions is warranted because of the cash box placing of November 2022 which circumvented pre-emption authorities.

Item 21 A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits. Items 22 and 23 A vote AGAINST these resolutions is warranted because of the cash box placing of November 2022 which circumvented pre-emption authorities.

A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.

A vote FOR this resolution is warranted. No issues of concern have been identified.

A vote FOR the director nominees is warranted.

A vote FOR the director nominees is warranted.

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A vote FOR the director nominees is warranted.

After a review of the company's compensation program and practices, a vote FOR this proposal is warranted, as pay and performance are reasonably aligned for the year in review Annual incentives are primarily linked to pre-set financial metrics and the CEO's equity awards are entirely performance-conditioned, linked to multi-year performance periods. That being said, concerns are raised regarding the structure of the PSUs that provide for an outsized maximum payout at 300 percent of target, and the lack of disclosure of forward-looking

A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.

A vote FOR this proposal to ratify the auditor is warranted.

A vote FOR this routine proposal is warranted because: * Audited financials are available and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.

A vote FOR this item is warranted because the company's proposed payout falls within a reasonable 30-100 percent range of net income.

A vote FOR this item is warranted because the company has provided reasonable disclosure of its remuneration practices, in accordance with the requirements of the Brazilian Securities Regulator, including the total compensation of its highest-paid executive.

An ABSTAIN vote recommendation is warranted for management's fiscal council nominees to allow minority shareholders to concentrate their votes on the election of a minority fiscal council candidate as further discussed under Item 6 of this meeting agenda

A vote AGAINST this request is warranted because lack of timely disclosure prevents international institutional investors from making an informed voting decision

A vote FOR this item is warranted because: *The names of the fiscal council nominee and alternate appointed by minority shareholders have been disclosed; *There is no indication of $competing \textit{minority ordinary nominees}; and \verb|^+There| \textit{are no known concerns regarding the proposed minority nominees}. Institutional shareholders should provide explicit voting and \verb|^+There| are no known concerns regarding the proposed minority nominees. Institutional shareholders should provide explicit voting and \verb|^+There| are no known concerns regarding the proposed minority nominees. Institutional shareholders should provide explicit voting and \verb|^+There| are no known concerns regarding the proposed minority nominees. Institutional shareholders should provide explicit voting and \verb|^+There| are no known concerns regarding the proposed minority nominees. Institutional shareholders should provide explicit voting and \verb|^+There| are no known concerns regarding the proposed minority nominees. Institutional shareholders should provide explicit voting and \verb|^+There| are no known concerns regarding the proposed minority nominees. Institutional shareholders should be a simple of the proposed minority nominees and \verb|^+There| are no known concerns regarding the proposed minority nominees are not also as a simple of the proposed minority nominees. The proposed minority nominees are not also as a simple of the proposed minority nominees are not also as a simple of the proposed minority nominees are not also as a simple of the proposed minority nominees are not also as a simple of the proposed minority nominees are not also as a simple of the proposed minority nominees are not also as a simple of the proposed minority nominees are not also as a simple of the proposed minority nominees are not also as a simple of the proposed minority nominees are not also as a simple of the proposed minority nominees are not also as a simple of the proposed minority nominees are not also as a simple of the proposed minority nominees are not also as a simple of the proposed minority nominees are not also as a simple of the proposed minority nominees are not also as a simple of the proposed minority nominees are not also as a simple$ instructions if they seek to elect a specific candidate.

A vote FOR this item is warranted because: *There are no known problems regarding the company's fiscal council; and *The company has disclosed the proposed remuneration. A vote FOR this non-contentious administrative request is warranted.

A vote FOR this routine proposal is warranted because: * Audited financials are available and there are no independent auditor qualifications; and * There are no known concerns

regarding the company's financial statements or audit procedures.

A vote FOR this item is warranted because the company's proposed payout falls within a reasonable 30-100 percent range of net income.

A vote FOR this item is warranted because the company has provided reasonable disclosure of its remuneration practices, in accordance with the requirements of the Brazilian Securities Regulator, including the total compensation of its highest-paid executive.

An ABSTAIN vote recommendation is warranted for management's fiscal council nominees, to allow minority shareholders to concentrate their votes on the election of a minority fiscal uncil candidate as further discussed under Item 6 of this meeting agenda.

A vote AGAINST this request is warranted because lack of timely disclosure prevents international institutional investors from making an informed voting decision.

A vote FOR this item is warranted because: * The names of the fiscal council nominee and alternate appointed by minority shareholders have been disclosed; * There is no indication of competing minority ordinary nominees; and * There are no known concerns regarding the proposed minority nominees. Institutional shareholders should provide explicit voting

A vote FOR this item is warranted because: * There are no known problems regarding the company's fiscal council; and * The company has disclosed the proposed remuneration. A vote FOR this non-contentious administrative request is warranted.

A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2022, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.

A vote FOR these routine proposals is warranted because: *Audited financials are available for FY 2022, and there are no independent auditor qualifications; and *There are no known concerns regarding the company's financial statements or audit procedures.

A vote FOR these routine proposals is warranted because: *Audited financials are available for FY 2022, and there are no independent auditor qualifications; and *There are no known concerns regarding the company's financial statements or audit procedures.

A vote FOR these routine proposals is warranted because: *Audited financials are available for FY 2022, and there are no independent auditor qualifications; and *There are no known concerns regarding the company's financial statements or audit procedures. A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2022, and there are no independent auditor qualifications; and * There are no known

concerns regarding the company's financial statements or audit procedures A vote FOR these routine proposals is warranted because: *Audited financials are available for FY 2022, and there are no independent auditor qualifications; and *There are no known

concerns regarding the company's financial statements or audit procedures

A vote FOR these items is warranted because the company's proposed payout falls within a reasonable 30-100 percent range of net income

A vote FOR these items is warranted because the company's proposed payout falls within a reasonable 30-100 percent range of net income.

A vote FOR this request is warranted because: * The company's proposed share repurchase reserve appears reasonable: and * There are no known concerns over previous use of the share repurchase authority.

A vote FOR this item is warranted because: *This is a routine procedure in Mexico; and *There is no concrete evidence of negligence or abuse on part of the board or management. A vote FOR the proposed independent directors under Sustainability Advisory Services Policy, key committee members, and secretaries, presented under Items 3b.9-3d.3 is warranted because: *The company has provided timely disclosure of the proposed nominees and presented the election under unbundled items, allowing shareholders to vote

individually on the proposed nominees; * It would be counterproductive to vote against directors classified as independent under Sustainability Advisory Services voting guidelines; and *There are no known concerns regarding the committee members, or secretaries. A vote AGAINST Guillermo Ortiz Martinez (Item 3b.8) is warranted because the director serves on more than five (5) public company boards and is therefore considered overboarded under Sustainability Advisory Services policy. A vote AGAINST the remaining non-independent nominees presented under Items 3b.1-3b.7 is warranted because although the company has disclosed the names of its director nominees, the proposed board's overall level of

Grupo Aeroportuario del Sul Annual	26-Apr-23	Elect/Ratify Jose Antonio Perez Anton as Director	Against
Grupo Aeroportuario del Sur Annual	26-Apr-23	Elect/Ratify Pablo Chico Hernandez as Director	Against
Grupo Aeroportuario del Sur Annual	26-Apr-23	Elect/Ratify Aurelio Perez Alonso as Director	Against
Grupo Aeroportuario del Sui Annual	26-Apr-23	Elect/Ratify Rasmus Christiansen as Director	Against
Grupo Aeroportuario del Sui Annual	26-Apr-23	Elect/Ratify Francisco Garza Zambrano as Director	Against
Grupo Aeroportuario del Sui Annual	26-Apr-23	Elect/Ratify Ricardo Guajardo Touche as Director	Against
Grupo Aeroportuario del Sui Annual	26-Apr-23	Elect/Ratify Guillermo Ortiz Martinez as Director	Against
Grupo Aeroportuario del Sui Annual	26-Apr-23	Elect/Ratify Barbara Garza Laguera Gonda as Director	For
Grupo Aeroportuario del Sui Annual	26-Apr-23	Elect/Ratify Heliane Steden as Director	For
Grupo Aeroportuario del Sui Annual	26-Apr-23	Elect/Ratify Diana M. Chavez as Director	For
Grupo Aeroportuario del Sui Annual	26-Apr-23	Elect/Ratify Rafael Robles Miaja as Secretary (Non-Member) of Board	For
Grupo Aeroportuario del Sui Annual	26-Apr-23	Elect/Ratify Ana Maria Poblanno Chanona as Alternate Secretary (Non-Member) of Board	For
Grupo Aeroportuario del Sui Annual	26-Apr-23	Elect/Ratify Ricardo Guajardo Touche as Chairman of Audit Committee	For

A vote FOR the proposed independent directors under Sustainability Advisory Services Policy, key committee members, and secretaries, presented under Items 3b.9-3d.3 is warranted because: "The company has provided timely disclosure of the proposed nominese and presented the election under unbundled items, allowing shareholders to vote individually on the proposed nominese." It would be counterproductive to vote against directors classified as independent under Sustainability Advisory Services voting guidelines; and "There are no known concerns regarding the committee members, or secretaries. A vote AGAINST Guillermo Ortiz Martinez (Item 3b.8) is warranted because the director serves on more than five (5) public company boards and is therefore considered overboarded under Sustainability Advisory Services policy. A vote AGAINST the remaining non-independent nominese presented under Items 3b.19-3b.1 is warranted because at although the company has disclosed the names of its director nominese, the proposed board's overall level of

A vote FOR the proposed independent directors under Sustainability Advisory Services Policy, key committee members, and secretaries, presented under Items 3b.9-3d.3 is warranted because: "The company has provided timely disclosure of the proposed nominess and presented the election under unbundled Items, allowing shareholders to vote individually on the proposed nominese; "It would be counterproductive to vote against directors classified as independent under Sustainability Advisory Services voting guidelines; and "There are no known concerns regarding the committee members, or secretaries. A vote AGAINST Guillermo Ortiz Martinez (Item 3b.8) is warranted because the director serves on more than five (6) public company boards and is therefore considered overboarded under Sustainability Advisory Services policy. A vote AGAINST to remaining non-independent nominess presented under Items 3b.1-3b.7 is warranted because although the company has disclosed the names of its director nominees, the proposed board's overall level of

Avoire FOR the proposed independent directors under Sustainability Advisory Services Policy, key committee members, and secretaries, presented under Items 3b.9-3d.3 is warranted because: "The company has provided timely disclosure of the proposed nomineses and presented the election under unbundled litems, allowing shareholders to vote individually on the proposed nomineses." It would be counterproductive to vote against directors classified as independent under Sustainability. Advisory Services voting guidelines; and "There are no known concerns regarding the committee members, or secretaries. A vote AGAINST Guillermo Ortiz Martinez (time 108) is warranted because the director serves on more than five (6) public company boards and is therefore considered overboarded under Sustainability Advisory Secologic, A vote AGAINST the remaining non-independent nominees presented under Items 3b.1-3b.7 is warranted because although the company has disclosed the names of its director nominees, the proposed board's overall level of

A vote FOR the proposed independent directors under Sustainability Advisory Services Policy, key committee members, and secretaries, presented under Items 8b-3-3d.3 is warranted because: *The company has provided timely disclosure of the proposed nominees and presented the election under unbundled items, allowing shareholders to vote individually on the proposed nominees. *It would be counterproductive to vote against directors classified as independent under Sustainability, Advisory Services voting guidelines; and *There are no known concerns regarding the committee members, or secretaries. A vote AGAINST Guillermo Ortiz Martinez (Item 3b.8) is warranted because the director serves on more than five (5) public company boards and is therefore considered overboarded under Sustainability Advisory Secologies, A vote AGAINST the remaining non-independent nominees presented under Items 3b.1-3b.7 is warranted because although the company has disclosed the names of its director nominees, the proposed board's overall level of

A vote FOR the proposed independent directors under Sustainability Advisory Services Policy, key committee members, and secretaries, presented under Items 3b.9-3d.3 is warranted because: *The company has provided timely disclosure of the proposed nominees: *It would be counterproductive to vote against directors classified as independent under Sustainability Advisory Services voting guidelines; and
*There are no known concerns regarding the committee members, or secretaries. A vote AGAINST Guillermo Ortiz Martinez (time 7b.8) is warranted because the director serves on more than five (6) public company boards and is therefore considered overboarded under Sustainability Advisory Services policy. A vote AGAINST the memaining non-independent nominees presented under Items 3b.1-3b.7 is warranted because although the company has disclosed the names of its director nominees, the proposed board's overall level of

A vote FOR the proposed independent directors under Sustainability Advisory Services Policy, key committee members, and secretaries, presented under Items 81b-343 is warranted because: *The company has provided timely disclosure of the proposed nominees and presented the election under unbundled items, allowing shareholders to vote individually on the proposed nominees. *It would be counterproductive to vote against directors classified as independent under Sustainability Advisory Services voting guidelines; and *There are no known concerns regarding the committee members, or secretaries. A vote AGAINST Guillermo Ortiz Martinez (Item 3b.8) is warranted because the director serves on more than five (6) public company boards and is therefore considered overboarded under Sustainability Advisory Seption (Avote AGAINST the remaining non-independent nominees presented under Items 3b.1-3b.7 is warranted because although the company has disclosed the names of its director nominees, the proposed board's overall level of

independence Falls to most the available available available for the fall to the proposed independent directors under Sustainability. Advisor Services Policy, key committee members, and secretaries, presented under Items 3b.9-3d.3 is warranted because.* The company has provided timely disclosure of the proposed nominees and presented the election under unbundled items, allowing shareholders to vote individually on the proposed nominees. *It would be counterproductive to vote against directors classified as independent under Sustainability Advisory Services voting guidelines; and *There are no known concerns regarding the committee members, or secretaries. A vote AGAINST Guillermo Ortiz Martinez (Item 3b.8) is warranted because the director serves on more than five (6) public company boards and is therefore considered overboarded under Sustainability Advisory Services policy. A vote AGAINST the remaining non-independent nominees presented under Items 3b.1-3b.7 is warranted because although the company has disclosed the names of its director nominees, the proposed board's overall level of

A vote FOR the proposed independent directors under Sustainability Advisory Services Policy, key committee members, and secretaries, presented under Items 3b.9-3d.3 is warranted because: "The company has provided timely disclosure of the proposed nomines and presented the election under unbundled items, allowing shareholders to vote individually on the proposed nominese," It would be counterproductive to vote against directors classified as independent under Sustainability Advisory Services voting guidelines; and "There are no known concerns regarding the committee members, or secretaries. A vote AGAINST Guillermo Ortiz Martinez (Item 3b.8) is warranted because the director serves on more than five (5) public company boards and is therefore considered overboarded under Sustainability Advisory Services policy. A vote AGAINST the remaining non-independent nomines presented under Items 3b.1-3b.7 is warranted because although the company has disclosed the names of its director nominees, the proposed board's overall level of

A vote FOR the proposed independent directors under Sustainability Advisory Services Policy, key committee members, and secretaries, presented under Items 3b.9-3d.3 is warranted because: "The company has provided timely disclosure of the proposed nomines and presented the election under unbundled items, allowing shareholders to vote individually on the proposed nominese," it would be counterproductive to vote against directors classified as independent under Sustainability Advisory Services voting guidelines; and "There are no known concerns regarding the committee members, or secretaries. A vote AGAINST Guillermo Ortiz Martinez (Item 3b.8) is warranted because the director serves on more than five (5) public company boards and is therefore considered overhoarded under Sustainability Advisory Services policy. A vote AGAINST the remaining non-independent nomines presented under Items 3b.1-3b.7 is warranted because although the company has disclosed the names of its director nominees, the proposed board's overall level of

A vote FOR the proposed independent directors under Sustainability Advisory Services Policy, key committee members, and secretaries, presented under Items 3b.9-3d.3 is warranted because.* The company has provided timely disclosure of the proposed nominese and presented the election under unbundled items, allowing shareholders to vote individually on the proposed nominese.* It would be counterproductive to vote against directors classified as independent under Sustainability Advisory Services voting guidelines; and *There are no known concerns regarding the committee members, or secretaries. A vote AGAINST Guillermo Ortiz Martinez (Item 3b.8) is warranted because the director serves on more than five (5) public company boards and is therefore considered overboarded under Sustainability Advisory Services policy. A vote AGAINST the remaining non-independent nomines presented under Items 3b.1-3b.7 is warranted because although the company has disclosed the names of its director nomines, the proposed board's overall level of

A vote FOR the proposed independent directors under Sustainability Advisory Services Policy, key committee members, and secretaries, presented under Items 3b.9-3d.3 is warranted because.* The company has provided timely disclosure of the proposed nomineses and presented the election under under litems allowing shareholders to vote individually on the proposed nomineses.* It would be counterproductive to vote against directors classified as independent under Sustainability Advisory Services voting guidelines; and *There are no known concerns regarding the committee members, or secretaries. A vote AGAINST Guillermo Ortiz Martinez (Item 3b.8) is warranted because the director serves on more than five (6) public company boards and is therefore considered overhoarded under Sustainability Advisory Services policy. A vote AGAINST the remaining non-independent nominese presented under Items 3b.1-3b.7 is warranted because although the company has disclosed the names of ite director nominees, the proposed board's overall level of

A vote FOR the proposed independent directors under Sustainability Advisory Services Policy, key committee members, and secretaries, presented under Items 8b-9:3d.3 is warranted because: *The company has provided timely disclosure of the proposed nominees and presented the election under unbundled items, allowing shareholders to vote individually on the proposed nominees. *I twould be counterproductive to vote against directors classified as independent under Sustainability, Advisory Services voting guidelines; and *There are no known concerns regarding the committee members, or secretaries. A vote AGAINST Guillermo Ortiz Martinez (Item 9b.8) is warranted because the director serves on more than five (6) public company boards and is therefore considered overboarded under Sustainability Advisory Septices policy. A vote AGAINST the remaining non-independent nominees presented under Items 3b.1-3b.7 is warranted because although the company has disclosed the names of its director nominees, the proposed board's overall level of

A vote FOR the proposed independent directors under Sustainability Advisory Services Policy, key committee members, and secretaries, presented under thems 8.Ds-3d.3 is warranted because: *The company has provided timely disclosure of the proposed nominees and presented the election under unbundled items, allowing shareholders to vote individually on the proposed nominees: *I twould be counterproductive to vote against directors classified as independent under Sustainability, Advisory Services voting guidelines; and *There are no known concerns regarding the committee members, or secretaries. A vote AGAINST Guillermo Ortiz Martinez (Item 3b.8) is warranted because the director serves on more than five (6) public company boards and is therefore considered overboarded under Sustainability Advisory Seption, A vote AGAINST the remaining non-independent nominees presented under Items 3b.1-3b.7 is warranted because although the company has disclosed the names of its director nominees, the proposed board's overall level of

	Sui Annual	26-Apr-23	Elect/Ratify Barbara Garza Laguera Gonda as Member of Nominations and Compensations Committee	s For	A vote FOR the proposed independent directors under Sustainability Advisory Services Policy, key committee members, and secretaries, presented under Items 3b.9-3d.3 is warranted because: "The company has provided timely disclosure of the proposed nominees and presented the election under unbundled items, allowing shareholders to vote individually not the proposed nominees; "It would be counterproductive to vote against directors classified as independent under Sustainability Advisory Services voting guidelines; and "There are no known concerns regarding the committee members, or secretaries. A vote AGAINST Guilliermo Ortiz Martinez (Item 3b.8) is warranted because the director serves on more than five (6) public company boards and is therefore considered overboarded under Sustainability Advisory Services policy. A vote AGAINST the remaining non-independent nominees presented under Items 3b.1-3b.7 is warranted because although the company has disclosed the names of its director nominees, the proposed board's overall level of
Grupo Aeroportuario del S	Sui Annual	26-Apr-23	Elect/Ratify Fernando Chico Pardo as Member of Nominations and Compensations Committee	For	indonon-losses fails to most the moutine executations of institutional charabeteless. A vote POR the proposed independent directors under Sustainability Advisory Services Policy, key committee members, and secretaries, presented under Items 8b.9-3d.3 is warranted because. *The company has provided timely disclosure of the proposed nominees and presented the election under unbundled items, allowing shareholders to vote individually on the proposed nominees, *It would be counterproductive to vote against directors classified as independent under Sustainability Advisory Services voting guidelines; and *There are no known concerns regarding the committee members, or secretaries. A vote AGAINST Guillermo Ortiz Martinez (Item 3b.8) is warranted because the director serves on more than five (6) public company boards and is therefore considered overboardshability Advisory Steps policy. A vote AGAINST the remaining non-independent nominees presented under Items 3b.1-3b.7 is warranted because although the company has disclosed the names of its director nominees, the proposed board's overall level of
Grupo Aeroportuario del S	Sui Annual	26-Apr-23	Elect/Ratify Jose Antonio Perez Anton of Nominations and Compensations Committee	For	A vote FOR the proposed independent directors under Sustainability Advisory Services Policy, key committee members, and secretaries, presented under Items 80-9-3d is warranted because.* The company has provided timely disclosure of the proposed nominees and presented the election under unbundled items, allowing shareholders to vote individually on the proposed nominees, "It would be counterproductive to vote against directors classified as independent under Sustainability Advisory Services voting guidelines; and "There are no known concerns regarding the committee members, or secretaries. A vote AGAINST Guillermo Orizi Martinez (Item 3b.8) is warranted because the director serves on more than five (6) public company boards and is therefore considered overboarded under Sustainability Advisory close policy. A vote AGAINST the remaining non-independent nominees presented under Items 3b.1-3b.7 is warranted because although the company has disclosed the names of its director nominees, the proposed board's overall level of independent of the proposed board of the proposed or the proposed of the proposed board's overall level of independent or the proposed board in the proposed or the proposed board's overall level of independent or the proposed board in the proposed board's overall level of independent or the proposed board's overall level o
Grupo Aeroportuario del S	Sui Annual	26-Apr-23	Approve Remuneration of Directors in the Amount of MXN 85,000	For	and appropriate that the most than around a state of the
Grupo Aeroportuario del S	Sui Annual	26-Apr-23	Approve Remuneration of Operations Committee in the Amount of MXN 85,000	For	A vote FOR these items is warranted because: *There are no known concerns over the compensation of the company's directors; and *The company disclosed the director
Grupo Aeroportuario del S	Sui Annual	26-Apr-23	Approve Remuneration of Nominations and Compensations Committee in the Amount of	For	remuneration proposals. A vote FOR these items is warranted because: * There are no known concerns over the compensation of the company's directors; and * The company disclosed the director
Grupo Aeroportuario del S	Sui Annual	26-Apr-23	MXN 85,000 Approve Remuneration of Audit Committee in the Amount of MXN 120,000	For	remuneration proposals. A vote FOR these items is warranted because: *There are no known concerns over the compensation of the company's directors; and *The company disclosed the director
Grupo Aeroportuario del S				For	remuneration proposals.
		26-Apr-23	Approve Remuneration of Acquisitions and Contracts Committee in the Amount of MXN 28,000		A vote FOR these items is warranted because: * There are no known concerns over the compensation of the company's directors; and * The company disclosed the director remuneration proposals.
Grupo Aeroportuario del S	Sui Annual	26-Apr-23	Authorize Claudio R. Gongora Morales to Ratify and Execute Approved Resolutions	For	A vote FOR these closing formalities is warranted because: * Approval of this item grants management authority to approve only items that have been approved by shareholders; and * Opposing this item could impact management's ability to execute on bona fide items that have been approved by shareholders.
Grupo Aeroportuario del S	Bui Annual	26-Apr-23	Authorize Rafael Robles Miaja to Ratify and Execute Approved Resolutions	For	A vote FOR these closing formalities is warranted because: *Approval of this item grants management authority to approve only items that have been approved by shareholders; and * Opposing this item could impact management's ability to execute on bona fide items that have been approved by shareholders.
Grupo Aeroportuario del S	Sui Annual	26-Apr-23	Authorize Ana Maria Poblanno Chanona to Ratify and Execute Approved Resolutions	For	A vote FOR these closing formalities is warranted because: * Approval of this item grants management authority to approve only items that have been approved by shareholders; and *
Ameriprise Financial, Inc.	Annual	26-Apr-23	Elect Director James M. Cracchiolo	For	Opposing this item could impact management's ability to execute on bona fide items that have been approved by shareholders. A vote FOR the director nominees is warranted.
Ameriprise Financial, Inc.		26-Apr-23	Elect Director Robert F. Sharpe, Jr.	For	A vote FOR the director nominees is warranted.
Ameriprise Financial, Inc.		26-Apr-23	Elect Director Dianne Neal Blixt	For	A vote FOR the director nominees is warranted.
Ameriprise Financial, Inc.		26-Apr-23	Elect Director Amy DiGeso	For	A vote FOR the director nominees is warranted.
Ameriprise Financial, Inc.		26-Apr-23	Elect Director Christopher J. Williams	For	A vote FOR the director nominees is warranted.
Ameriprise Financial, Inc.		26-Apr-23	Elect Director Armando Pimentel, Jr. Flect Director Brian T. Shea	For	A vote FOR the director nominees is warranted.
Ameriprise Financial, Inc.		26-Apr-23		For	A vote FOR the director nominees is warranted.
Ameriprise Financial, Inc. Ameriprise Financial, Inc.		26-Apr-23	Elect Director W. Edward Walter, III		A vote FOR the director nominees is warranted.
		26-Apr-23	Advisory Vote to Ratify Named Executive Officers' Compensation	One Year	A vote FOR this proposal is warranted, with caution. Concerns remain over the lack of certain key disclosures for the annual incentive program, which limits transparency, in addition, certain target goals were lowered amid an increase in target award opportunity for the annual cash incentive. However, these issues have not resulted in a quantitative pay-for-performance misalignment for the year in review. Moreover, the annual cash incentive is largely based on pre-set financial goals with disclosed targets and half of equity awards were subject to multi-wear nerformance snals. Shareholders should nontinue to monitor these disclosure concerns and a maintriative misalignment enine forward may be met with increased. A wate for the appearance of the program of the
Ameriprise Financial, Inc.	Annual	26-Apr-23	Advisory Vote on Say on Pay Frequency	One Year	certain target goals were lowered amid an increase in target award opportunity for the annual cash incentive. However, these issues have not resulted in a quantitative pay-for- performance misalignment for the year in review. Moreover, the annual cash incentive is largely based on pre-set financial goals with disclosed targets and half of equity awards were subject to multi-wear nerformance enals. Shareholders should nontinue to monitor these disclosure concerns and an unantitative misalienment engine froward may be met with increased A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.
Ameriprise Financial, Inc. Ameriprise Financial, Inc.	Annual Annual	26-Apr-23 26-Apr-23	Advisory Vote on Say on Pay Frequency Amend Omnibus Stock Plan	One Year For	certain target goals were lowered amid an increase in target award opportunity for the annual cash incentive. However, these issues have not resulted in a quantitative pay-for- performance misalignment for the year in review. Moreover, the annual cash incentive is largely based on pre-set financial goals with disclosed targets and half of equity awards were subject to multi-wear nerformance snals. Shareholders should nontinue to monitor these disclosure noncerns and an unantitative misalienment proins froward may be mat with increased A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay. Based on the Equity Plan Scorecard evaluation (EPSO), a vote FOR this proposal is warranted.
Ameriprise Financial, Inc. Ameriprise Financial, Inc. Ameriprise Financial, Inc.	Annual Annual Annual	26-Apr-23 26-Apr-23 26-Apr-23	Advisory Vote on Say on Pay Frequency Amend Omnibus Stock Plan Ratify PricewaterhouseCoopers LLP as Auditors	One Year For	certain target goals were lowered amid an increase in target award opportunity for the annual cash incentive. However, these issues have not resulted in a quantitative pay-for-performance imaliagrement for the year in review. Moreover, the image named and subsect on pre-set financial goals with disclosed targets and half of equity awards were subject to multi-user performance enals. Shareholders should nontinue to monitor these disclosure concerns and a quantitative misallement enine forward may be met with increased A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opin on executive pay. Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted. A vote FOR this proposal to ratify the auditor is warranted.
Ameriprise Financial, Inc. Ameriprise Financial, Inc. Ameriprise Financial, Inc. Anglo American Plo	Annual Annual Annual Annual	26-Apr-23 26-Apr-23 26-Apr-23 26-Apr-23	Advisory Vote on Say on Pay Frequency Amend Omnibus Stock Plan Ratify PricewaterhouseCoopers LLP as Auditors Accept Financial Statements and Statutory Reports	One Year For For	certain target goals were lowered amid an increase in target award opportunity for the annual cash incentive. However, these issues have not resulted in a quantitative pay-for-performance installagment for the year in review. Moreover, the increased is a nanual cash incentive is largely based on pre-set financial goals with disclosed targets and half of equity wards were subject to multi-vesar nerformance excls. Shareholders should continue to monitor these disclosure concerns and a quantitative misclienment enter forward may be met with increased A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay. Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted. A vote FOR this proposal to ratify the auditor is warranted. A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Ameriprise Financial, Inc. Ameriprise Financial, Inc. Ameriprise Financial, Inc. Anglo American Plo Anglo American Plo	Annual Annual Annual Annual Annual	26-Apr-23 26-Apr-23 26-Apr-23 26-Apr-23 26-Apr-23	Advisory Vote on Say on Pay Frequency Amend Omnibus Stock Plan Ratify PricewaterhouseCoopers LLP as Auditors Accept Financial Statements and Statutory Reports Approve Final Dividend	One Year For For For	certain target goals were lowered amid an increase in target award opportunity for the annual cash incentive. However, these issues have not resulted in a quantitative pay-for- performance misalignment for the year in review. Moreover, the annual cash incentive is largely based on pre-set final goals with disclosed targets and half of equity awards were subject to multi-wear neufromance avails. Shareholders should nonlinus to monitor these disclosure noncems and a manificative misalement enter origin froward may be met with increased. A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay. Based on the Equity Plan Scorecard evaluation (EPSO), a vote FOR this proposal is warranted. A vote FOR this proposal to ratify the auditor is warranted. A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified. A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Ameriprise Financial, Inc. Ameriprise Financial, Inc. Ameriprise Financial, Inc. Anglo American Plo	Annual Annual Annual Annual	26-Apr-23 26-Apr-23 26-Apr-23 26-Apr-23	Advisory Vote on Say on Pay Frequency Amend Omnibus Stock Plan Ratify PricewaterhouseCoopers LLP as Auditors Accept Financial Statements and Statutory Reports	One Year For For	certain target goals were lowered amid an increase in target award opportunity for the annual cash incentive. However, these issues have not resulted in a quantitative pay-for- performance misalignment for the year in review. Moreover, the annual cash incentive. Is largely based on pre-set financial goals with disclosed targets and half of equity awards were subject to multi-user and formance enals. Shareholders should nontinue to monitor these disclosure concerns and a quantitative misaliemment enale forward may be met with increased A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay. Based on the Equity Plan Scorceard evaluation (EPSO), a vote FOR this proposal is warranted. A vote FOR this proposal to ratify the auditor is warranted. A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified. A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified. A vote AGNIST the incumbent chair of the committee responsible for climate risk oversight, lan Ashby, is warranted because the company is not aligned with investor expectations on
Ameriprise Financial, Inc. Ameriprise Financial, Inc. Ameriprise Financial, Inc. Anglo American Plo Anglo American Plo	Annual Annual Annual Annual Annual	26-Apr-23 26-Apr-23 26-Apr-23 26-Apr-23 26-Apr-23	Advisory Vote on Say on Pay Frequency Amend Omnibus Stock Plan Ratify PricewaterhouseCoopers LLP as Auditors Accept Financial Statements and Statutory Reports Approve Final Dividend	One Year For For For	certain target goals were lowered amid an increase in target award opportunity for the annual cash incentive. However, these issues have not resulted in a quantitative pay-for- performance imaliagrement for the year in review. Moreover, the annual cash incentive. However, these issues have not resulted in a quantitative pay-for- performance mails. Shareholders should nontinue to monitor these disclosure concerns and a quantitative misallement enter forward may be met with increased A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay. Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted. A vote FOR this proposal to ratify the auditor is warranted. A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified. A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified. A vote AGAINIST the incumbent chair of the committee responsible for climate risk oversight, lan Ashby, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.
Ameriprise Financial, Inc. Ameriprise Financial, Inc. Ameriprise Financial, Inc. Anglo American Plo Anglo American Plo Anglo American Plo	Annual Annual Annual Annual Annual	26-Apr-23 26-Apr-23 26-Apr-23 26-Apr-23 26-Apr-23 26-Apr-23	Advisory Vote on Say on Pay Frequency Amend Omnibus Stock Plan Ratify PricewaterhouseCoopers LLP as Auditors Accept Financial Statements and Statutory Reports Approve Final Dividend Elect Magali Anderson as Director	One Year For For For For	certain target goals were lowered amid an increase in target award opportunity for the annual cash incentive. However, these issues have not resulted in a quantitative pay-for- performance imaliagrement for the year in review. Moreover, the annual cash incentive. However, these issues have not resulted in a quantitative pay-for- performance mals. Shareholders should nontinue to monitor these disclosure concerns and a quantitative misallement enter forward may be met with increased A vote for the adoption of an ANIVLAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay. Based on the Equity Plan Scorecard evaluation (EPSO), a vote FOR this proposal is warranted. A vote FOR this proposal to ratify the auditor is warranted. A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified. A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified. A vote AGAINIST the incumbent chair of the committee responsible for climate risk oversight, lan Astby, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted. A vote AGAINIST the incumbent chair of the committee responsible for climate risk oversight, lan Astby, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted. A vote AGAINIST the incumbent chair of the committee responsible for climate risk oversight, lan Astby, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitment that of the committee responsible for climate risk oversight, lan Astby, is warranted because the company is not aligned with investor expecta
Ameriprise Financial, Inc. Ameriprise Financial, Inc. Ameriprise Financial, Inc. Anglo American Plo Anglo American Plo Anglo American Plo Anglo American Plo	Annual Annual Annual Annual Annual Annual	26-Apr-23 26-Apr-23 26-Apr-23 26-Apr-23 26-Apr-23 26-Apr-23 26-Apr-23	Advisory Vote on Say on Pay Frequency Amend Omnibus Stock Plan Ratify PricewaterhouseCoopers LLP as Auditors Accept Financial Statements and Statutory Reports Approve Final Dividend Elect Magali Anderson as Director Re-elect Stuart Chambers as Director	One Year For For For For For	certain target goals were lowered amid an increase in target award opportunity for the annual cash incentive. However, these issues have not resulted in a quantitative pay-for- performance misalignment for the year in review. Moreover, the annual cash incentive is largely based on pre-set financial goals with disclosed targets and half of equity awards were subject to multi-vear performance poals. Shareholders should continue to monitor these disclosure noncerns and a nuantitative misalienment price fineward may be met with increased A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay. Based on the Equity Plan Socrecard evaluation (EPSO), a vote FOR this proposal is warranted. A vote FOR this proposal to ratify the auditor is warranted. A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified. A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified. A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified. A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified. A vote FOR this resolution is warranted because this is aroutine item and no significant concerns have been identified. A vote FOR this resolution is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted. A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, lan Ashby, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.
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Ameriprise Financial, Inc. Ameriprise Financial, Inc. Ameriprise Financial, Inc. Ameriprise Financial, Inc. Anglo American Plo	Annual	26-Apr-23 26-Apr-23 26-Apr-23 26-Apr-23 26-Apr-23 26-Apr-23 26-Apr-23 26-Apr-23 26-Apr-23 26-Apr-23 26-Apr-23 26-Apr-23 26-Apr-23 26-Apr-23 26-Apr-23 26-Apr-23 26-Apr-23	Advisory Vote on Say on Pay Frequency Amend Omnibus Stock Plan Ratify PricewaterhouseCoopers LLP as Auditors Accept Financial Statements and Statutory Reports Approve Final Dividend Elect Magail Anderson as Director Re-elect Stuart Chambers as Director Re-elect Duncan Wanblad as Director Re-elect Stephen Pearce as Director Re-elect Ian Ashby as Director Re-elect Hiary Maxson as Director Re-elect Hiary Maxson as Director Re-elect Hixonia Nyasulu as Director Re-elect Hotonia Nyasulu as Director Re-elect Hotonia Nyasulu as Director Re-elect Thyper as Director Re-elect Lan Tyler as Director Respoint PricewaterhouseCoopers LLP as Auditors Authorise Board to Fix Remuneration of Auditors Approve Remuneration Report	One Year For For For For For For For For For F	certain target goals were lowered amid an increase in target award opportunity for the annual cash incentive. However, these issues have not resulted in a quantitative pay-for-performance mealsignment for the year in review. Moreover, the annual cash incentive is largely based on pre-set financial goals with discosed targets and half of equity wards were subject to multi-wear performance enals. Shareholders should nontinue to monitor these disclosure concerns and a quantitative misallement ender forward may be met with increased A vote for the adoption of an ANIUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opin on executive pay. Based on the Equity Plan Scorecard evaluation (EPSO), a vote FOR this proposal is warranted. A vote FOR this proposal to ratify the auditor is warranted. A vote FOR this proposal to ratify the auditor is warranted. A vote FOR this proposal to ratify the auditor is warranted. A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified. A vote AGAINIST the incumbent chair of the committee responsible for climate risk oversight, lan Astby, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted. A vote AGAINIST the incumbent chair of the committee responsible for climate risk oversight, lan Astby, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted. A vote AGAINIST the incumbent chair of the committee responsible for climate risk oversight, lan Astby, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted. A vote AGAINIST the incumbent chair of the committee responsi
Ameriprise Financial, Inc. Ameriprise Financial, Inc. Ameriprise Financial, Inc. Ameriprise Financial, Inc. Anglo American Plo	Annual	26-Apr-23	Advisory Vote on Say on Pay Frequency Amend Omnibus Stock Plan Ratify PricowaterhouseCoopers LLP as Auditors Acoept Financial Statements and Statutory Reports Approve Final Dividend Elect Magail Anderson as Director Re-elect Stuart Chambers as Director Re-elect Stuart Chambers as Director Re-elect Stephen Pearce as Director Re-elect Stephen Pearce as Director Re-elect Ian Ashby as Director Re-elect Hary Maxson as Director Re-elect Hiary Maxson as Director Re-elect Hixonia Nyasulu as Director Re-elect Hixonia Nyasulu as Director Re-elect Thronia Nyasulu as Director Re-elect Ian Tyler as Director Re-elect Nonkululeko Nyembezi as Director Re-elect Bar Tyler as Director Re-elect Ratification of Auditors Authorise Board to Fix Remuneration of Auditors Approve Remuneration Report Authorise Issue of Equity	One Year For For For For For For For For For F	pertain target goals were lowered amid an increase in target award opportunity for the annual cash incretive. However, these issues have not resulted in a quantitative pay-for-performance misalignment for the year in review. Moreover, the annual cash incentive is largely based on pre-set financial goals with discord targets and all of equity awards were subject to multi-user nerformance enals. Shareholders should continue to monitor these disclosure concerns and a rusnitiative misalienment enine forward may be met with increased A vote for the adoption of an ANNIAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay. Based on the Equity Plan Scorecard evaluation (EPSO), a vote FOR this proposal is warranted. A vote FOR this proposal to ratify the auditor is warranted. A vote FOR this proposal to ratify the auditor is warranted. A vote FOR this proposal to ratify the auditor is warranted. A vote FOR this proposal to ratify the auditor is warranted. A vote FOR this proposal to ratify the auditor is warranted because this is a routine item and no significant concerns have been identified. A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified. A vote AGAINIST the incumbent chair of the committee responsible for climate risk oversight, lan Ashby, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted. A vote AGAINIST the incumbent chair of the committee responsible for climate risk oversight, lan Ashby, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted. A vote AGAINIST the incumbent chair of the committee responsible for climate risk oversight, lan Ashby, is warranted because the company i
Ameriprise Financial, Inc. Ameriprise Financial, Inc. Ameriprise Financial, Inc. Amglo American Plo Anglo American Plo	Annual	26-Apr-23	Advisory Vote on Say on Pay Frequency Amend Omnibus Stock Plan Ratify PricewaterhouseCoopers LLP as Auditors Accept Financial Statements and Statutory Reports Approve Final Dividend Eleot Magali Anderson as Director Re-elect Stuart Chambers as Director Re-elect Stuart Ohambers as Director Re-elect Stephen Pearce as Director Re-elect Stephen Pearce as Director Re-elect Han Ashby as Director Re-elect Hilany Maxson as Director Re-elect Hilany Maxson as Director Re-elect Homoia Nyasulu as Director Re-elect Homoia Nyasulu as Director Re-elect In Tyler as Director Re-elect In Tyler as Director Re-point PricewaterhouseCoopers LLP as Auditors Authorise Board to Fix Remuneration of Auditors Approve Remuneration Report Authorise Issue of Equity Authorise Issue of Equity without Pre-emptive Rights	One Year For For For For For For For For For F	pertain target goals were lowered amid an increase in target award opportunity for the annual cash incentive. However, these issues have not resulted in a quantitative pay-for-performance misalignment for the year in review. Moreover, the annual cash incentive is largely based on pre-set financial goals with disclosed targets and half of equity awards were subject to multi-waer nerformance exals. Shareholders should continue to monitor these disclosure noncerns and a quantitative misalienment evine forward may be met with increased A vote for the adoption of an ANNUAL say-on-py frequency is warranted. An one executive pay. Based on the Equity Plan Scorecard evaluation (EPSQ), a vote FOR this proposal is warranted. A vote FOR this proposal to ratify the auditor is warranted. A vote FOR this proposal to ratify the auditor is warranted. A vote FOR this proposal to ratify the auditor is warranted. A vote FOR this proposal to ratify the auditor is warranted. A vote FOR this proposal to ratify the auditor is warranted. A vote FOR this proposal to ratify the auditor is warranted. A vote FOR this proposal to ratify the auditor is warranted. A vote FOR this proposal to ratify the auditor is warranted. A vote FOR this proposal to ratify the auditor is warranted because the company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified. A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, lan Ashby, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted. A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, lan Ashby, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted. A vote AGAINST the incumbent chair of the commit
Ameriprise Financial, Inc. Ameriprise Financial, Inc. Ameriprise Financial, Inc. Ameriprise Financial, Inc. Anglo American Plo	Annual	26-Apr-23	Advisory Vote on Say on Pay Frequency Amend Omnibus Stock Plan Ratify PricowaterhouseCoopers LLP as Auditors Acoept Financial Statements and Statutory Reports Approve Final Dividend Elect Magail Anderson as Director Re-elect Stuart Chambers as Director Re-elect Stuart Chambers as Director Re-elect Stephen Pearce as Director Re-elect Stephen Pearce as Director Re-elect Ian Ashby as Director Re-elect Hary Maxson as Director Re-elect Hiary Maxson as Director Re-elect Hixonia Nyasulu as Director Re-elect Hixonia Nyasulu as Director Re-elect Thronia Nyasulu as Director Re-elect Ian Tyler as Director Re-elect Nonkululeko Nyembezi as Director Re-elect Bar Tyler as Director Re-elect Ratification of Auditors Authorise Board to Fix Remuneration of Auditors Approve Remuneration Report Authorise Issue of Equity	One Year For For For For For For For For For F	pertain target goals were lowered amid an increase in target award opportunity for the annual cash incretive. However, these issues have not resulted in a quantitative pay-for-performance misalignment for the year in review. Moreover, the annual cash incentive is largely based on pre-set financial goals with discord targets and all of equity awards were subject to multi-user nerformance enals. Shareholders should continue to monitor these disclosure concerns and a rusnitiative misalienment enine forward may be met with increased A vote for the adoption of an ANNIAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay. Based on the Equity Plan Scorecard evaluation (EPSO), a vote FOR this proposal is warranted. A vote FOR this proposal to ratify the auditor is warranted. A vote FOR this proposal to ratify the auditor is warranted. A vote FOR this proposal to ratify the auditor is warranted. A vote FOR this proposal to ratify the auditor is warranted. A vote FOR this proposal to ratify the auditor is warranted because this is a routine item and no significant concerns have been identified. A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified. A vote AGAINIST the incumbent chair of the committee responsible for climate risk oversight, lan Ashby, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted. A vote AGAINIST the incumbent chair of the committee responsible for climate risk oversight, lan Ashby, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted. A vote AGAINIST the incumbent chair of the committee responsible for climate risk oversight, lan Ashby, is warranted because the company i

Anglo American Plc	Annual	26-Apr-23	Accept Financial Statements and Statutory Reports	For	A vote FOR
Anglo American Plc	Annual	26-Apr-23	Approve Final Dividend	For	A vote FOR
Anglo American Plc	Annual	26-Apr-23	Elect Magali Anderson as Director	For	A vote AGA
Anglo American Plc	Annual	26-Apr-23	Re-elect Stuart Chambers as Director	For	Net Zero by A vote AGA
Anglo American Plc	Annual	26-Apr-23	Re-elect Duncan Wanblad as Director	For	Net Zero by A vote AGA
Angio American Pic	Annuai	20-Apr-23	Re-elect Duncan Wandiad as Director	ror	Net Zero by
Anglo American Plc	Annual	26-Apr-23	Re-elect Stephen Pearce as Director	For	A vote AGA
Anglo American Plc	Annual	26-Apr-23	Re-elect Ian Ashby as Director	Against	A vote AGA
Anglo American Plc	Annual	26-Apr-23	Re-elect Marcelo Bastos as Director	For	Net Zero by A vote AGA
Anglo American Plc	Annual	26-Apr-23	Re-elect Hilary Maxson as Director	For	Net Zero by A vote AGA
Anglo American Plc	Annual	26-Apr-23	Re-elect Hixonia Nyasulu as Director	For	Net Zero by A vote AGA
Anglo American Plc	Annual	26-Apr-23	Re-elect Nonkululeko Nyembezi as Director	For	Net Zero by A vote AGA
Anglo American Plc	Annual	26-Apr-23	Re-elect Ian Tyler as Director	For	Net Zero by A vote AGA
Anglo American Plc	Annual	26-Apr-23	Reappoint PricewaterhouseCoopers LLP as Auditors	For	Net Zero by A vote FOR
	Annual		Authorise Board to Fix Remuneration of Auditors	For	A vote FOR
Anglo American Plo	Annual	26-Apr-23			A vote FOR
Anglo American Plc	Annuai	26-Apr-23	Approve Remuneration Policy	For	offset by the
					package.*T
					gains and to
Anglo American Plc	Annual	26-Apr-23	Approve Remuneration Report	For	A vote FOR
Anglo American Plc	Annual	26-Apr-23	Authorise Issue of Equity	For	A vote FOR
Anglo American Plc	Annual	26-Apr-23	Authorise Issue of Equity without Pre-emptive Rights	For	A vote FOR
Anglo American Plc	Annual	26-Apr-23	Authorise Market Purchase of Ordinary Shares	For	A vote FOR
Anglo American Plc	Annual	26-Apr-23	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	A vote FOR
Oroda International Plo	Annual	26-Apr-23	Accept Financial Statements and Statutory Reports	For	A vote FOR
Oroda International Plo	Annual	26-Apr-23	Approve Remuneration Policy	For	A vote FOR
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Croda International Plo	Annual	26-Apr-23	A B	For	A vote FOR
			Approve Remuneration Report		
Oroda International Plo	Annual	26-Apr-23	Approve Final Dividend	For	A vote FOR
Oroda International Plo	Annual	26-Apr-23	Elect Louisa Burdett as Director	For	A vote FOR
Oroda International Plo	Annual	26-Apr-23		For	A vote FOR
Croda International Plc	Annual	26-Apr-23	Re-elect Jacqui Ferguson as Director	For	A vote FOR
Croda International Plc	Annual	26-Apr-23	Re-elect Steve Foots as Director	For	A vote FOR
Croda International Plc	Annual	26-Apr-23		For	A vote FOR
Croda International Plc	Annual	26-Apr-23	Re-elect Julie Kim as Director	For	A vote FOR
Oroda International Plo	Annual	26-Apr-23	Re-elect Keith Layden as Director	For	A vote FOR
Croda International Plc	Annual	26-Apr-23	Re-elect Nawal Ouzren as Director	For	A vote FOR
Oroda International Plo	Annual	26-Apr-23	Re-elect John Ramsay as Director	For	A vote FOR
Oroda International Plc	Annual	26-Apr-23	Reappoint KPMG LLP as Auditors	For	A vote FOR
Croda International Plc	Annual	26-Apr-23	Authorise the Audit Committee to Fix Remuneration of Auditors	For	A vote FOR
Croda International Plc	Annual	26-Apr-23	Authorise UK Political Donations and Expenditure	For	A vote FOR
				_	inadvertent
Oroda International Plo	Annual	26-Apr-23	Authorise Issue of Equity	For	A vote FOR
Oroda International Plo	Annual	26-Apr-23	Authorise Issue of Equity without Pre-emptive Rights	For	A vote FOR
Croda International Plo	Annual	26-Apr-23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	A vote FOR
Croda International Plc	Annual	26-Apr-23	Authorise Market Purchase of Ordinary Shares	For	A vote FOR
Oroda International Plo	Annual	26-Apr-23	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	A vote FOR
Oroda International Plo	Annual	26-Apr-23	Approve Sharesave Scheme	For	A vote FOR
Croda International Plc	Annual	26-Apr-23	Approve Increase in the Maximum Aggregate Fees Payable to Non-Executive Directors	For	A vote FOR
Banco del Bajio SA, Instituci	i Annual	26-Apr-23	Approve Report of Audit and Corporate Practices Committee	For	A vote FOR
Banco del Bajio SA, Instituci	ic Annual	26-Apr-23	Approve Board's Opinion on CEO's Report	For	concerns re A vote FOR
Banco del Bajio SA, Instituci		26-Apr-23	Approve Auditor's Report	For	concerns re A vote FOR
Banco del Bajio SA, Instituci		26-Apr-23	Approve Commissioner's Report	For	concerns re A vote FOR
Banco del Bajio SA, Instituci				For	concerns re
		26-Apr-23	Approve Board's Report on Policies and Accounting Criteria Followed in Preparation of Financial Information		concerns re
Banco del Bajio SA, Instituci		26-Apr-23	Approve Report on Operations and Activities Undertaken by Board	For	A vote FOR
Banco del Bajio SA, Instituci		26-Apr-23	Approve Report on Adherence to Fiscal Obligations	For	A vote FOR concerns re
Banco del Bajio SA, Instituci		26-Apr-23	Approve Allocation of Income	For	A vote FOR
Banco del Bajio SA, Instituci		26-Apr-23	Approve Cash Dividends of MXN 4.06 Per Share	For	A vote FOR
Banco del Bajio SA, Instituci	i Annual	26-Apr-23	Set Maximum Amount of Share Repurchase for FY 2023; Approve Board's Report on Share	For	A vote FOR
			Repurchase for FY 2022		share repure

A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.

A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.

A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, lan Ashby, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.

A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, lan Ashby, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.

A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Ian Ashby, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote EOR the remaining director nomineer is warranted.

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Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.

A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Ian Ashby, is warranted because the company is not aligned with investor expectations on Net Zero by 2016 targets and commitments. A vote FOR the remaining director commises is warranted.

A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, lan Ashby, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 tareats and commitments. A vote FOR the remaining director nominees is warranted.

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A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight. Ian Ashby, is warranted because the company is not aligned with investor exceptations on

Net Zero by 2050 targets and commitments. A vote FOR the remaining director nominees is warranted.

A vote FOR this item is warranted as no significant concerns have been identified.

A vote FOR this item is warranted because there are no concerns regarding this proposal.

A vote FOR the remuneration policy is warranted although it is not without concern because: *The CEO's LTIP opportunity is being increased from 3x to 3.5x salary. However, this is offset by the following considerations: *The CEO's fixed pay, and total package, is lower than his predecessor's. The Company presents the increased LTIP as a re-weighting of the package. *The amplified long-term opportunity is not out of line with peers. *This is the first increase to variable pay since 2014. Changes to provisions for mitigating against windfall pains and to the notline of th

A vote FOR the remuneration report is warranted as no significant concerns have been identified.

A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.

A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.

vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.

A vote FOR this resolution is warranted. No issues of concern have been identified.

vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified

A vote FOR this resolution is considered warranted although it is not without concerns because: *The Company is proposing an increase of 25% to each of the maximum annual bonus and LTIP award opportunities. *Annual bonus awards may be made up to 200% of salary in exceptional circumstances. *The NEDs may receive additional remuneration for other additional responsibilities. The proposed policy also provides for flexibility to make not notice payments to NEDs. The Company has not provided further details on the parameters of these additional payments. The main reasons for support are: *The Company's rationale, noting the increase in its size and complexity, is acknowledged. The resulting incentive opportunities are not considered excessive for a company of this size in the FTSE 100 index at this time. *The general framework of the annual ab bonus and the PSP awards appear to be in line with recommended market practice. *The Company states that the additional annual bonus headroom will only be used in exceptional recruitment circumstances. *The proposed policy confirms that the NEDs are not eligible to participate in any incentive arrangements and that they have no entitlement to contractual termination payments. The Company also states

A vote FOR this resolution is warranted given the absence of any significant concerns.

A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.

 $\label{eq:Avote FOR these Directors is warranted as no significant concerns have been identified.$

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rate FOR these Directors is warranted as no significant concerns have been identified. For FOR these Directors is warranted as no significant concerns have been identified.

A vote FOR these Directors is warranted as no significant concerns have been identified.

A vote FOR this resolution is considered warranted at this time.

A vote FOR this item is warranted because there are no significant concerns regarding this proposal.

A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of I.K. ke

A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.

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A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.

A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.

A vote FOR this resolution is warranted. No issues of concern have been identified.

vote FOR this tax-approved plan is warranted because it is broad-based and no corporate governance concerns have been identified.

A vote FOR this resolution is warranted because no significant concerns have been identified

A vote FOR these routine proposals is warranted because: *Audited financials are available for FY 2022, and there are no independent auditor qualifications; and *There are no known concerns regarding the company's financial statements or audit procedures.

A vote FOR these routine proposals is warranted because: *Audited financials are available for FY 2022, and there are no independent auditor qualifications; and *There are no known concerns regarding the company financial statements or audit procedures.

A vote FOR these routine proposals is warranted because: *Audited financials are available for FY 2022, and there are no independent auditor qualifications; and *There are no known

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concerns regarding the company's financial statements or audit procedures.

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Concerns regarding the company's invariant scatements or adult procedures.

A vote FOR these routine proposals is warranted because: *Audited financials are available for FY 2022, and there are no independent auditor qualifications; and *There are no known concerns recarding the company's financial statements or audit procedures.

A vote FOR these items is warranted because the company's 2022 payout does not appear excessive given that it would be paid partially from retained earnings.

A vote FOR these items is warranted because the company's 2022 payout does not appear excessive given that it would be paid partially from retained earnings.

A vote FOR this request is warranted because: *The company's proposed share repurchase reserve appears reasonable; and *There are no known concerns over previous use of the share repurchase authority.

Banco del Bajio SA, Institucir Annual	26-Apr-23	Elect and/or Ratify Salvador Onate Ascencio as Director	For
Banco del Bajio SA, Institucir Annual	26-Apr-23	Elect and/or Ratify Gerardo Plascencia Reyes as Alternate Director	For
Banco del Bajio SA, Institucir Annual	26-Apr-23	Elect and/or Ratify Hector Armando Martinez Martinez as Director	For
Banco del Bajio SA, Institucix Annual	26-Apr-23	Elect and/or Ratify Alejandro Martinez Martinez as Alternate Director	For
Banco del Bajio SA, Institucix Annual	26-Apr-23	Elect and/or Ratify Jose Harari Uziel as Director	For
Banco del Bajio SA, Institucir Annual	26-Apr-23	Elect and/or Ratify Salvador Onate Barron as Director	For
Banco del Bajio SA, Institucio Annual	26-Apr-23	Elect and/or Ratify Javier Marina Tanda as Alternate Director	For
Banco del Bajio SA, Instituci« Annual	26-Apr-23	Elect and/or Ratify Carlos de la Cerda Serrano as Director	For
Banco del Bajio SA, Instituci: Annual	26-Apr-23	Elect Fabian Federico Uribe Fernandez as Alternate Director	For
Banco del Bajio SA, Institucir Annual	26-Apr-23	Elect and/or Ratify Edgardo del Rincon Gutierrez as Director	For
Banco del Bajio SA, Institucir Annual	26-Apr-23	Elect and/or Ratify Joaquin David Dominguez Cuenca as Alternate Director	For
Banco del Bajio SA, Institucir Annual	26-Apr-23	Elect and/or Patify Blanca Veronica Casillas Placencia as Director	For
Banco del Bajio SA, Institucir Annual	26-Apr-23	Elect and/or Ratify Alexis Milo Caraza as Director	For
Banco del Bajio SA, Institucir Annual	26-Apr-23	Elect and/or Ratify Aldredo Emilio Colin Babio as Director	For
Banco del Bajio SA, Institucir Annual	26-Apr-23	Elect and/or Ratify Barbara Jean Mair Rowberry as Director	For
Banco del Bajio SA, Institucir Annual	26-Apr-23	Elect and/or Ratify Dan Ostrosky Shejet as Director	For
Banco del Bajio SA, Institucir Annual	26-Apr-23	Elect and/or Ratify Elizabeth Marvan Fragoso as Director	For
Banco del Bajio SA, Institucir Annual	26-Apr-23	Elect and/or Ratify Gabriel Ramirez Fernandez as Director	For
Banco del Bajio SA, Institucir Annual	26-Apr-23	Elect and/or Ratify Ramon Santoyo Vazquez as Director	For
Banco del Bajio SA, Institucir Annual	26-Apr-23	Elect and/or Ratify Benjamin Zermeno Padilla as Honorary Director	For
Banco del Bajio SA, Institucir Annual	26-Apr-23	Elect and/or Ratify Eduardo Gomez Navarro as Honorary Director	For
Banco del Bajio SA, Institucir Annual	26-Apr-23	Elect and/or Ratify Genaro Carlos Leal Martinez as Honorary Director	For
Banco del Bajio SA, Institucir Annual	26-Apr-23	Elect and/or Ratify Rolando Uziel Candiotti as Honorary Director	For
Banco del Bajio SA, Instituci: Annual	26-Apr-23	Approve Remuneration of Directors	For
Banco del Bajio SA, Institucir Annual	26-Apr-23	Elect and/or Ratify Salvador Onate Barron as Board Chairman	For
Banco del Bajio SA, Institucir Annual	26-Apr-23	Elect and/or Ratify Salvador Onate Ascencio as Honorary and Lifetime Board Chairman	For
Banco del Bajio SA, Institucio Annual	26-Apr-23	Elect and/or Ratify Blanca Veronica Casillas Placencia as Secretary of Board	For
Banco del Bajio SA, Institucir Annual	26-Apr-23	Elect and/or Ratify Arturo Rabago Fonseca as Commissioner	For
Banco del Bajio SA, Institucir Annual	26-Apr-23	Elect and/or Ratify Carlos German Alvarez Cisneros as Alternate Commissioner	For
Banco del Bajio SA, Institucir Annual	26-Apr-23	Elect and/or Ratify Gabriel Ramirez Fernandez as Chairman of Audit and Corporate Practices Committee	For
Banco del Bajio SA, Institucir Annual	26-Apr-23	Ratify Amendment to Board of Directors Regulations	Agaii

A vote FOR these items is warranted because: *The company has disclosed the names of the director nominees; and *The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders. Shareholders should note that cautionary support has been applied to the honorary directors nominees (Items 6.1t-6.1w and 7.1b) given the lack of a rationale for the inclusion of honorary members and the appointment of a new honorary director A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders. 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A vote FOR this item is warranted because: * There are no known concerns over the compensation of the company's directors; * There is no evidence of unsatisfactory board performance; and * The company has disclosed the proposed remuneration.

A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders. Shareholders should note that cautionary support has been applied to the honorary directors nominees (Items 6.1t-6.1w and 7.1b) given the lack of a rationale for the inclusion of honorary members and the appointment of a new honorary director A vote FOR these items is warranted because: *The company has disclosed the names of the director nominees; and *The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders. Shareholders should note that cautionary support has been applied to the honorary directors nominees (Items 6.1t-6.1w and 7.1b) given the lack of a rationale for the inclusion of honorary members and the appointment of a new honorary director. A vote FOR these items is warranted because: *The company has disclosed the names of the director nominees; and *The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders. Shareholders should note that cautionary support has been applied to the honorary directors nominees (Items 6.1t-6.1w and 7.1b) given the lack of a rationale for the inclusion of honorary members and the appointment of a new honorary director. A vote FOR these items is warranted because: *The company has disclosed the names of the director nominees; and *The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders. Shareholders should note that cautionary support has been applied to the honorary directors nominees (Items 6.1t-6.1w and 7.1b) eiven the lack of a rationale for the inclusion of honorary members and the appointment of a new honorary director. A vote FOR these items is warranted because: *The company has disclosed the names of the director nominees; and *The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders. Shareholders should note that cautionary support has been applied to the honorary directors nominees (Items 6.1t-6.1w and 7.1b) eiven the lack of a rationale for the inclusion of honorary members and the accointment of a new honorary director.

A vote FOR these items is warranted because: *The company has disclosed the names of the director nominees; and *The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders. Shareholders should note that cautionary support has been applied to the honorary directors nominees (Items 6.1t-6.1w and 7.1b) given the lack of a rationale for the inclusion of honorary members and the appointment of a new honorary director A vote AGAINST this item is warranted because: *The amendments include a mandatory retirement age for directors; and *The company has bundled the proposed amendments under a single item, preventing shareholders from voting individually on each change

Banco del Bajio SA, Institucio	Annual	26-Apr-23	Authorize Joaquin David Dominguez Cuenca and/or Blanca Veronica Casillas Placencia to Ratify and Execute Approved Resolutions	For
ASML Holding NV	Annual	26-Apr-23	Open Meeting	
ASML Holding NV	Annual	26-Apr-23	Discuss the Company's Business, Financial Situation and Sustainability	
ASML Holding NV	Annual	26-Apr-23	Approve Remuneration Report	For
ASML Holding NV	Annual	26-Apr-23	Adopt Financial Statements and Statutory Reports	For
ASML Holding NV	Annual	26-Apr-23	Receive Explanation on Company's Reserves and Dividend Policy	
ASML Holding NV	Annual	26-Apr-23	Approve Dividends	For
ASML Holding NV	Annual	26-Apr-23	Approve Discharge of Management Board	For
ASML Holding NV	Annual	26-Apr-23	Approve Discharge of Supervisory Board	For
		00 4 00	A N. I. COL. C. M	_
ASML Holding NV	Annual	26-Apr-23	Approve Number of Shares for Management Board	For
ASML Holding NV	Annual	26-Apr-23	Amend Remuneration Policy for the Supervisory Board	For
ASML Holding NV	Annual	26-Apr-23	Amend Remuneration of the Members of the Supervisory Board	For
ASML Holding NV	Annual	26-Apr-23	Receive Information on the Composition of the Management Board and Announce Intention	
ASML Holding NV	Annual	26-Apr-23	to Appoint W.R. Allan to Management Board Elect N.S. Andersen to Supervisory Board	For
ASML Holding NV	Annual	26-Apr-23	Elect J.P. de Kreij to Supervisory Board	For
		00 4 00		
ASML Holding NV	Annual	26-Apr-23	Discuss Composition of the Supervisory Board	_
ASML Holding NV	Annual	26-Apr-23	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	For
ASML Holding NV	Annual	26-Apr-23	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition	For
ASML Holding NV	Annual	26-Apr-23	Authorize Board to Exclude Preemptive Rights from Share Issuances	For
ASML Holding NV	Annual	26-Apr-23	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For
ASML Holding NV	Annual	26-Apr-23	Authorize Cancellation of Repurchased Shares	For
ASML Holding NV	Annual	26-Apr-23	Other Business (Non-Voting)	1 01
ASML Holding NV	Annual	26-Apr-23	Close Meeting	
ASML Holding NV	Annual	26-Apr-23	Open Meeting	
ASML Holding NV	Annual	26-Apr-23	Discuss the Company's Business, Financial Situation and Sustainability	
ASML Holding NV	Annual	26-Apr-23	Approve Remuneration Report	For
ASML Holding NV	Annual	26-Apr-23		For
ASML Holding NV	Annual	26-Apr-23 26-Apr-23	Adopt Financial Statements and Statutory Reports Receive Explanation on Company's Reserves and Dividend Policy	For
ASML Holding NV	Annual	26-Apr-23	Approve Dividends	For
ASML Holding NV	Annual	26-Apr-23 26-Apr-23	Approve Discharge of Management Board	For
ASML Holding NV	Annual	26-Apr-23	Approve Discharge of Supervisory Board	For
ASML Holding NV	Annual	26-Apr-23	Approve Number of Shares for Management Board	For
ASML Holding NV	Annual	26-Apr-23	Amend Remuneration Policy for the Supervisory Board	For
ASML Holding NV	Annual	26-Apr-23	Amend Remuneration of the Members of the Supervisory Board	For
ASML Holding NV	Annual	26-Apr-23	Receive Information on the Composition of the Management Board and Announce Intention	ı
ASML Holding NV	Annual	26-Apr-23	to Appoint W.R. Allan to Management Board Elect N.S. Andersen to Supervisory Board	For
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				1 01
ASML Holding NV	Annual	26-Apr-23	Discuss Composition of the Supervisory Board	_
ASML Holding NV	Annual	26-Apr-23	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	For
ASML Holding NV	Annual	26-Apr-23	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition	For
ASML Holding NV	Annual	26-Apr-23	Authorize Board to Exclude Preemptive Rights from Share Issuances	For
ASML Holding NV	Annual	26-Apr-23	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For
ASML Holding NV	Annual	26-Apr-23	Authorize Cancellation of Repurchased Shares	For
ASML Holding NV	Annual	26-Apr-23	Other Business (Non-Voting)	
ASML Holding NV	Annual	26-Apr-23	Close Meeting	
ASML Holding NV	Annual	26-Apr-23	Open Meeting	
ASML Holding NV	Annual	26-Apr-23	Discuss the Company's Business, Financial Situation and Sustainability	
ASML Holding NV	Annual	26-Apr-23	Approve Remuneration Report	For
ASML Holding NV	Annual	26-Apr-23	Adopt Financial Statements and Statutory Reports	For
ASML Holding NV	Annual	26-Apr-23	Receive Explanation on Company's Reserves and Dividend Policy	
ASML Holding NV	Annual	26-Apr-23	Approve Dividends	For
ASML Holding NV	Annual	26-Apr-23	Approve Discharge of Management Board	For
ASML Holding NV	Annual	26-Apr-23	Approve Discharge of Supervisory Board	For
	Annual			For
ASML Holding NV	Annual	26-Apr-23	Approve Number of Shares for Management Board	ror

A vote FOR this closing formality is warranted because: *Approval of this item grants management authority to approve only items that have been approved by shareholders; and *Opposing this item could impact management's ability to execute on bona fide items that have been approved by shareholders.

No vote is reculted for this item.

This is a non-voting item

A vote FOR is warranted as the proposed remuneration report is in in line with market practice and no problematic pay practices are identified, whereas pay is aligned with company performance.

A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.

This is a non-voting item.

A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.

A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their figure any duties.

A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.

A vote FOR this item is warranted because the terms of the proposed equity plan are not problematic.

Qualified support for Item 6a is warranted as the proposed policy is in line with common market practice and not particular concerns are raised with the policy itself. However, this is not without concern for the approval of fees no longer being subject to special majority requirements and the potential for additional pay in case of significant additional work. A vote FOR Item 6b is warranted, since there is no evidence of excessiveness on the part of the supervisory board reearding this remuneration proposal concerns are raised with the policy itself. However, this is not Qualified support for Item 6a is warranted as the proposed policy is in line with common market practice and not particular concerns are raised with the policy itself. However, this is not

Qualitied support for item this is warranted as the proposed policy is in line with common market practice and not particular conceirs are raised with the policy itself. However, this is no without concern for the approval of fees no longer being subject to special majority requirements and the potential editional pay in case of significant additional work. A vote FOR Item 6b is warranted, since there is no evidence of excessiveness on the part of the supervisory board regarding this remuneration proposal This is a non-voting item.

A vote FOR these elections is warranted because: *The nominees are elected for a period not exceeding four years; *The candidates appear to possess the necessary qualifications for board membership: and *There is no known controversy concerning the candidates

A vote FOR these elections is warranted because.* The noninees are elected for a period not exceeding four years; *The candidates appear to possess the necessary qualifications for board membership; and *There is no known controversy concerning the candidates.

This is a non-vertire item.

A vote FOR is warranted because there are no concerns regarding this proposal

A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.

A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.

A vote FOR is warranted because: "This proposal is in line with commonly used safeguards regarding volume and pricing." The authorization would allow ASML Holding to repurchase up to 10.00 percent of the issued share capital; and "The authorization would allow the company to repurchase shares for less or up to 110 percent of the share price prior to the A vote FOR is warranted hereuse the capitalism of shares is in shareholders' interests.

No vote is required for this item.

No vote is required for this item.

No vote is required for this item.

This is a non-voting item

A vote FOR is warranted as the proposed remuneration report is in line with market practice and no problematic pay practices are identified, whereas pay is aligned with company performance.

A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.

This is a non-voting item.

A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.

A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.

A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.

A vote FOR this item is warranted because the terms of the proposed equity plan are not problematic.

Qualified support for Item 6a is warranted as the proposed policy is in line with common market practice and not particular concerns are raised with the policy itself. However, this is not without concern for the approval of fees no longer being subject to special majority requirements and the potential for additional pay in case of significant additional work. A vote FOR Item 6b is warranted, since there is no evidence of excessiveness on the cart of the supervisory becauter tearding this premuneration proposal

Qualified support for item 6a is warranted as the proposed policy is in line with common market practice and not particular concerns are raised with the policy itself. However, this is not without concern for the approval of fees no longer being subject to special majority requirements and the potential field dictional pay in case of significant additional work. A vote FOR Item 6b is warranted, since there is no evidence of excessiveness on the part of the supervisory board recarding this remuneration proposal.

This is a non-voting item.

A vote FOR these elections is warranted because: *The nominees are elected for a period not exceeding four years; *The candidates appear to possess the necessary qualifications for board membership; and *There is no known controversy concerning the candidates
A vote FOR these elections is warranted because: *The nominees are elected for a period not exceeding four years; *The candidates appear to possess the necessary qualifications

A vote FOR these elections is warranted because: *The nominees are elected for a period not exceeding four years; *The candidates appear to possess the necessary qualification for board membership; and *There is no known controversy concerning the candidates

A vote FOR is warranted because there are no concerns regarding this proposal

A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.

A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.

A vote FOR is warranted because: *This proposal is in line with commonly used safeguards regarding volume and pricing: *The authorization would allow ASML Holding to repurchase up to 10,00 percent of the issued share capital; and *The authorization would allow the company to repurchase shares for less or up to 110 percent of the share price prior to the Avnte FORs is warranted hexagus the caposalization of shares is in shareholders' interests.

No vote is required for this item.

This is a non-voting item.

No vote is required for this item.

No vote is required for this item

This is a non-voting item

A vote FOR is warranted as the proposed remuneration report is in in line with market practice and no problematic pay practices are identified, whereas pay is aligned with company performance.

A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.

This is a non-voting item.

A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.

A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.

A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.

A vote FOR this item is warranted because the terms of the proposed equity plan are not problematic.

ASML Holding NV	Annual	26-Apr-23	Amend Remuneration Policy for the Supervisory Board	For
ASML Holding NV	Annual	26-Apr-23	$\label{thm:eq:amend} Amend Remuneration of the Members of the Supervisory Board$	For
ASML Holding NV	Annual	26-Apr-23	Receive Information on the Composition of the Management Board and Announce Intention to Appoint W.R. Allan to Management Board	1
ASML Holding NV	Annual	26-Apr-23	Elect N.S. Andersen to Supervisory Board	For
ASML Holding NV	Annual	26-Apr-23	Elect J.P. de Kreij to Supervisory Board	For
	Annual	26-Apr-23		
ASML Holding NV ASML Holding NV	Annual	26-Apr-23 26-Apr-23	Discuss Composition of the Supervisory Board Ratify Pricewaterhouse Coopers Accountants N.V. as Auditors	For
ASML Holding NV	Annual	26-Apr-23	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5	For
			Percent in Case of Merger or Acquisition	
ASML Holding NV	Annual	26-Apr-23	Authorize Board to Exclude Preemptive Rights from Share Issuances	For
ASML Holding NV	Annual	26-Apr-23	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For
ASML Holding NV	Annual	26-Apr-23	Authorize Cancellation of Repurchased Shares	For
ASML Holding NV	Annual	26-Apr-23	Other Business (Non-Voting)	
ASML Holding NV	Annual	26-Apr-23	Close Meeting	
ASML Holding NV	Annual	26-Apr-23	Open Meeting	
ASML Holding NV	Annual	26-Apr-23	Discuss the Company's Business, Financial Situation and Sustainability	
ASML Holding NV	Annual	26-Apr-23	Approve Remuneration Report	For
ASML Holding NV	Annual	26-Apr-23	Adopt Financial Statements and Statutory Reports	For
ASML Holding NV	Annual	26-Apr-23	Receive Explanation on Company's Reserves and Dividend Policy	FUI
ASML Holding NV	Annual	26-Apr-23	Approve Dividends	For
ASML Holding NV	Annual	26-Apr-23		For
ASIVIL Holding INV	Annuai	20-Apr-23	Approve Discharge of Management Board	FOF
ASML Holding NV	Annual	26-Apr-23	Approve Discharge of Supervisory Board	For
ASML Holding NV	Annual	26-Apr-23	Approve Number of Shares for Management Board	For
ASML Holding NV	Annual	26-Apr-23	Amend Remuneration Policy for the Supervisory Board	For
AONETIOIDINGTV	Allidai	20-Api-20	Amend remainer attent only for the Supervisory Board	1 01
ASML Holding NV	Annual	26-Apr-23	$\label{thm:model} AmendRemunerationoftheMembersoftheSupervisoryBoard$	For
ASML Holding NV	Annual	26-Apr-23	Receive Information on the Composition of the Management Board and Announce Intention to Appoint W.R. Allan to Management Board	
ASML Holding NV	Annual	26-Apr-23	Elect N.S. Andersen to Supervisory Board	For
ASML Holding NV	Annual	26-Apr-23	Elect J.P. de Kreij to Supervisory Board	For
ASML Holding NV	Annual	26-Apr-23	Discuss Composition of the Supervisory Board	
ASML Holding NV	Annual	26-Apr-23	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	For
ASML Holding NV	Annual	26-Apr-23	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5	For
ASML Holding NV	Annual	26-Apr-23	Percent in Case of Merger or Acquisition Authorize Board to Exclude Preemptive Rights from Share Issuances	For
ASML Holding NV	Annual	26-Apr-23	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For
ASML Holding NV	Annual	26-Apr-23	Authorize Cancellation of Repurchased Shares	For
ASML Holding NV	Annual	26-Apr-23	Other Business (Non-Voting)	
ASML Holding NV	Annual	26-Apr-23	Close Meeting	
Inspire Medical Systems, Inc	Annual	27-Apr-23	Elect Director Cynthia B. Burks	For
Inspire Medical Systems, Inc	Annual	27-Apr-23	Elect Director Gary L. Ellis	Withho
Inspire Medical Systems, Inc	Annual	27-Apr-23	Elect Director Georgia Garinois-Melenikiotou	For
Inspire Medical Systems, Inc	Annual	27-Apr-23	Elect Director Dana G. Mead, Jr.	For
Inspire Medical Systems, Inc	Annual	27-Apr-23	Ratify Ernst & Young LLP as Auditors	For
Inspire Medical Systems, Inc		27-Apr-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For
Inspire Medical Systems, Inc		27-Apr-23	Elect Director Cynthia B. Burks	For
Inspire Medical Systems, Inc	Annual	27-Apr-23	Elect Director Gary L. Ellis	Withho
Inspire Medical Systems, Inc	Annual	27-Apr-23	Elect Director Georgia Garinois-Melenikiotou	For
Inspire Medical Systems, Inc	Annual	27-Apr-23	Elect Director Dana G. Mead, Jr.	For
Inspire Medical Systems, Inc	Annual	27-Apr-23	Ratify Ernst & Young LLP as Auditors	For
Inspire Medical Systems, Inc		27-Apr-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For
TreeHouse Foods, Inc.	Annual	27-Apr-23	Elect Director Scott D. Ostfeld	For

Qualified support for Item 6a is warranted as the proposed policy is in line with common market practice and not particular concerns are raised with the policy itself. However, this is not without concern for the approval of fees no longer being subject to special majority requirements and the potential for additional pay in case of significant additional work. A vote FOR Item 8b is warranted. since there is no evidence of excessiveness on the part of the supervisory board regarding this remuneration proposal control or control or the majority of the majority or for tem 6a is warranted as the proposed policy is in line with common market practice and not particular concerns are raised with the policy itself. However, this is not

Qualified support for Item 6a is warranted as the proposed policy is in line with common market practice and not particular concerns are raised with the policy itself. However, this is no without concern for the approval of fees no longer being subject to special majority requirements and the potential for additional pay in case of significant additional work. A vote FOR Item 6b is warranted, since there is no evidence of excessiveness on the cart of the supervisory board reparding this remuneration process.

Item 6b is warranted, since there is no evidence of excessiveness on the part of the supervisory board regarding this remune.

This is a non-voting item.

A vote FOR these elections is warranted because: *The nominees are elected for a period not exceeding four years; *The candidates appear to possess the necessary qualifications for heard membership; and *There is no known contriversy concerning the candidates

A vote FOR these elections is warranted because * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates

This is a non-voting item

A vote FOR is warranted because there are no concerns regarding this proposal.

A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.

A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.

A vote FOR is warranted because: *This proposal is in line with commonly used safeguards regarding volume and pricing; *The authorization would allow ASML Holding to repurchase up to 10.00 percent of the issued share capital; and *The authorization would allow the company to repurchase shares for less or up to 110 percent of the share price prior to the

A vote FOR is warranted because the cancellation of shares is in shareholders' interests.

No vote is required for this item. No vote is required for this item.

No vote is required for this item

No vote is required for this item

This is a non-voting item

A vote FOR is warranted as the proposed remuneration report is in in line with market practice and no problematic pay practices are identified, whereas pay is aligned with company performance.

A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.

This is a non-voting item.

A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive

A vote FCR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.

A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.

A vote FOR this item is warranted because the terms of the proposed equity plan are not problematic.

Qualified support for item 8a is warranted as the proposed policy is in line with common market practice and not particular concerns are raised with the policy itself. However, this is not without concern for the approval of fises no longer being subject to special majority requirements and the potential for additional pay in case of significant additional work. A vote FOR Item 8b is warranted, since there is no evidence of excessiveness on the part of the supervisory board resarding this remuneration proposal

Qualified support for Item 6a is warranted as the proposed policy is in line with common market practice and not particular concerns are raised with the policy itself. However, this is not without concern for the approval of fees no longer being subject to special majority requirements and the potential for additional pay in case of significant additional work. A vote FOR Item 6b is warranted. since there is no evidence of excessiveness on the part of the supervisory board regarding this remuneration proposal. This is a non-voting item.

A vote FOR these elections is warranted because: *The nominees are elected for a period not exceeding four years; *The candidates appear to possess the necessary qualifications for board membership; and *There is no known controversy concerning the candidates

A vote FOR these elections is warranted because: *The nominees are elected for a period not exceeding four years; *The candidates appear to possess the necessary qualifications for board membership; and *There is no known controversy concerning the candidates

This is a non-voting item.

A vote FOR is warranted because there are no concerns regarding this proposal

A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.

A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.

A vote FOR is warranted because: *This proposal is in fine with commonly used safeguards regarding volume and pricing: *The authorization would allow ASML Holding to repurchase up to 10.00 percent of the issued share capital; and *The authorization would allow the company to repurchase shares for less or up to 110 percent of the share price prior to the Avote FOR is warranted because the cancellation of shares is in shareholders' interests.

No vote is required for this item.

No vote is required for this item

WITHHOLD votes are warranted for governance committee member Gary Ellis given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. A vote FOR the remaining director nomines is warranted.

WITHHOLD votes are warranted for governance committee member Gary Ellis given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.

INTHINITION of the State New York of the Sta

WITHHOLD votes are warranted for governance committee member Gary Ellis given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. A vote FOR the remaining director nominose is warranted

A vote FOR this proposal to ratify the auditor is warranted.

Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.

WITHHOLD votes are warranted for governance committee member Gary Ellis given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.

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WITH/IOLD votes are warranted for governance committee member Gary Ellis given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.

WITHHOLD votes are warranted for governance committee member Gary Ellis given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.

A vote FOR this proposal to ratify the auditor is warranted.

Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.

A vote FOR the director nominees is warranted.

TreeHouse Foods. Inc.	Annual	27-Apr-23	Elect Director Jean E. Spence	For	A vote FOR the director nominees is warranted.
TreeHouse Foods, Inc.	Annual	27-Apr-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	A vote AGAINST this proposal is warranted as mitigating factors for the pay-for-performance misalignment have not been identified. While the transformation retention awards granted
					to NEOs in FY22 are performance based, the target value of the OEO's retention award is larger than his annual awards and the maximum payout opportunity is very high at 450
					percent of target. NEOs (other than the CEO) also received retention awards in FY21 that lacked performance conditions, and compelling rationale for granting retention awards in consecutive wears in not disclosed in addition a maiority of PSUs are measured over one-vear periods with annually set performance targets and TSR targets merely median
TreeHouse Foods, Inc.	Annual	27-Apr-23	Advisory Vote on Say on Pay Frequency	One Year	consecutive years is not disclosed in addition a majority or in-Sos are measured over one-year periods with artificiate year periods are the adoption of an ANNUAL Sayron-pay frequency is warranted. A minual sayron-pay votes are considered a best practice as they give shareholders a regular opportunity to
- -	Annual	07.4.00	DVODIN AT LUD A D	_	opine on executive pay.
TreeHouse Foods, Inc. TreeHouse Foods, Inc.	Annual	27-Apr-23 27-Apr-23	Ratify Deloitte & Touche LLP as Auditors Declassify the Board of Directors	For For	A vote FOR this proposal to ratify the auditor is warranted. A vote FOR this proposal to ratify the auditor is warranted.
TreeHouse Foods, Inc.	Annual		Amend Omnibus Stock Plan		A vote FOR this proposal is warranted as it enhances board accountability to shareholders and demonstrates a commitment to shareholders' interests on the part of management.
TreeHouse Foods, Inc.	Annual	27-Apr-23 27-Apr-23	Elect Director Scott D. Ostfeld	For For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted. A vote FOR the director nominees is warranted.
TreeHouse Foods, Inc.	Annual	27-Apr-23	Elect Director Jean E. Spence	For	A vote FOR the director nominees is warranted. A vote FOR the director nominees is warranted.
TreeHouse Foods, Inc.	Annual	27-Apr-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	A vote FOR DIRECTION IN THE PROPOSAL IS warranted as mitigating factors for the pay-for-performance misalignment have not been identified. While the transformation retention awards granted A vote AGAMNST this proposal is warranted as mitigating factors for the pay-for-performance misalignment have not been identified. While the transformation retention awards granted
11001100301 0003,1110.	Airidai	21-Api-20	Advisory vote to hadry Named Executive Officers Compensation	Againet	to NEOs in FY22 are performance based, the target value of the CEO's retention award is larger than his annual awards and the maximum payout opportunity is very high at 450
					percent of target. NEOs (other than the CEO) also received retention awards in FY2! that lacked performance conditions, and compelling rationale for granting retention awards in
					consecutive years is not disclosed. In addition, a majority of PSI is are measured over one-year periods with annually set performance targets, and TSR targets merely median
TreeHouse Foods, Inc.	Annual	27-Apr-23	Advisory Vote on Say on Pay Frequency	One Year	A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.
TreeHouse Foods, Inc.	Annual	27-Apr-23	Ratify Deloitte & Touche LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
TreeHouse Foods, Inc.	Annual	27-Apr-23	Declassify the Board of Directors	For	A vote FOR this proposal is warranted as it enhances board accountability to shareholders and demonstrates a commitment to shareholders' interests on the part of management.
TreeHouse Foods, Inc.	Annual	27-Apr-23	Amend Omnibus Stock Plan	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Brunello Cucinelli SpA	Annual/Special	27-Apr-23	Accept Financial Statements and Statutory Reports	For	These items warrant a vote FOR because the company's financial statements and the proposed income allocation do not raise concerns.
Brunello Cucinelli SpA	Annual/Special	27-Apr-23	Approve Allocation of Income	For	These items warrant a vote FOR because the company's financial statements and the proposed income allocation do not raise concerns.
Brunello Cucinelli SpA	Annual/Special	27-Apr-23	Approve Second Section of the Remuneration Report	Against	This item warrants a vote AGAINST because the company provides insufficient retrospective information on the performance criteria attached to variable remuneration and on the
					level of achievement of performance targets.
Brunello Cucinelli SpA	Annual/Special	27-Apr-23	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service	Against	A vote AGAINST this item is warranted because the proposed buyback program is instrumental to the implementation of the 2022-2024 Stock Grant Plan, which has some major
Brunello Oucinelli SpA	Annual/Special	27-Apr-23	2022-2024 Stock Grant Plan Fix Number of Directors	For	unaddressed shortcomings. A vote FOR this item is warranted because the proposed board size has been disclosed. This is not without highlighting that the controlling shareholder is proposing to increase the
Bi dilello Odolilelli OpA	Airidayopediai	21-Api-20	TATALITIES OF DIRECTORS	1 01	Source for this item is want into document the proposed board size has been disclosed. This is not will out mighting that the Collaboring shareholder is proposing of increase the board size without a compelling rationale.
Brunello Cucinelli SpA	Annual/Special	27-Apr-23	Fix Board Terms for Directors	For	This item warrants a vote FOR as it is routine and non-contentious.
Brunello Cucinelli SpA	Annual/Special	27-Apr-23	Slate 1 Submitted by FORO DELLE ARTI SRL	Against	Vote AGAINST this slate because: * Shareholders can support only one slate. * Slate 2 is better positioned to represent the long-term interests of minority shareholders and carry out an
D 0 : 0 1	4 1/0	07 4 00	0.0012.0012.00	For	independent oversight of the management's action.
Brunello Oucinelli SpA	Annual/Special	27-Apr-23	Slate 2 Submitted by Institutional Investors (Assogestioni)	For	This resolution warrants a vote FOR because: *Shareholders can support only one slate. *This slate has been put forth by minority shareholders, and these nominees could therefore be the best positioned to represent the interests of minority shareholders and carry out an effective oversight on the management's behavior. *Candidates on this list have agreed to
					adhere to the chart of corporate governance orinciples adopted by Associated by Associ
Brunello Cucinelli SpA	Annual/Special	27-Apr-23	Elect Brunello Cucinelli as Board Chair	For	This item warrants a vote FOR because full information regarding the proposed nominee has been provided, and no major concerns have been noticed.
Brunello Oucinelli SpA	Annual/Special	27-Apr-23	Approve Remuneration of Directors	For	This item warrants a vote FOR because the proposed remuneration has been disclosed, and no concerns have been noticed.
Brunello Cucinelli SpA	Annual/Special	27-Apr-23	Slate 1 Submitted by FORO DELLE ARTI SRL	Against	This item warrants a vote AGAINST because: * Shareholders can support only one slate. * Slate 2 is likely to better represent the interests of global institutional investors and minority
Brunello Oucinelli SpA	Annual/Special	27-Apr-23	Slate 2 Submitted by Institutional Investors (Assogestioni)	For	shareholders. This item warrants a vote FOR because: * Shareholders can support only one slate. * This slate has been proposed by institutional investors, and these nominees could therefore be the
Brunello Gudirielli SpA	Annual/opecial	21-Apr-23	State 2 Submitted by institutional investors (Assogestion)	roi	This item wan arise a vote POA because. In a far support only one state. This state has been proposed by its statutorial investors, and it ness nonlineas could understone be the best positioned to represent the interest of minority shareholders and carryout effective oversight on the management's behavior, *Coandidates on this slate are serving as internal
					auditors at the company and have company experience. * Candidates on this slate have agreed to abide by the chart of corporate governance principles adopted by Assogestioni
Brunello Cucinelli SpA	Annual/Special	27-Apr-23	Appoint Chairman of Internal Statutory Auditors	For	This item warrants a vote FOR because this is a non-contentious proposal.
Brunello Cucinelli SpA	Annual/Special	27-Apr-23	Approve Internal Auditors' Remuneration	For	This item warrants a vote FOR because the proposed remuneration has been disclosed, and no concerns have been noticed.
Brunello Cucinelli SpA	Annual/Special	27-Apr-23	Amend Company Bylaws Re: Article 6	Against	A vote AGAINST the introduction of double voting rights is warranted because they tend to entrench management or give undue influence to some shareholders at the expense of
Brunello Cucinelli SpA	Annual/Special	27-Apr-23	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against	This item warrants a vote AGAINST due to the lack of disclosure regarding the proposed deliberation.
Lantheus Holdings, Inc.	Annual	27-Apr-23	Elect Director Minnie Baylor-Henry	For	A vote AGAINST governance committee chair Julie McHugh is warranted given the board's failure to remove, or subject to a sunset requirement, the classified board which adversely
Lantheus Holdings, Inc.	Annual	27-Apr-23	Elect Director Heinz Mausli	For	impacts shareholder rights. A vote FOR the remaining director nominees is warranted. A vote AGAINST governance committee chair Julie McHugh is warranted given the board's failure to remove, or subject to a sunset requirement, the classified board which adversely
					impacts shareholder rights. A vote FOR the remaining director nominees is warranted.
Lantheus Holdings, Inc.	Annual	27-Apr-23	Elect Director Julie McHugh	Against	A vote AGAINST governance committee chair Julie McHugh is warranted given the board's failure to remove, or subject to a sunset requirement, the classified board which adversely
Lantheus Holdings, Inc.	Annual	27-Apr-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	impacts shareholder rights. A vote FOR the remaining director nominees is warranted. A vote FOR this proposal in warranted as not used an effort on a responsible aliment and no similar to a possible aliment of the state of th
Lantheus Holdings, Inc.	Annual	27-Apr-23	Approve Qualified Employee Stock Purchase Plan	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time. A vote FOR this proposal is warranted given that: *The purchase price is reasonable; *The shares reserved is relatively conservative; and *The offering period is within the limits
Lantineda i loidinga, inc.	Ailiuai	21-Api-20	Approve admined Employee Glock I dichase Flair	1 01	A vote formula proposal a visit a laterag (entratable) in the state of seather a seather of seather vote servative, and the orienting period is within the limits prescribed by Section 423 of the Internal Revenue Code.
Lantheus Holdings, Inc.	Annual	27-Apr-23	Ratify Deloitte & Touche LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Lantheus Holdings, Inc.	Annual	27-Apr-23	Elect Director Minnie Baylor-Henry	For	A vote AGAINST governance committee chair Julie MoHugh is warranted given the board's failure to remove, or subject to a sunset requirement, the classified board which adversely
Lantheus Holdings, Inc.	Annual	27-Apr-23	Elect Director Heinz Mausli	For	impacts shareholder rights. A vote FOR the remaining director nominees is warranted. A vote AGAINST governance committee chair Julie MeHughis warranted given the board's failure to remove, or subject to a sunset requirement, the classified board which adversely
Lantheus Holdings, Inc.	Annuai	21-Apr-23	Elect Director Helinz Iviatusii	FOF	A VOID AGAINS 1 governance committee orian Julia workings warranted given the obards faulte to remove, or subject to a sunset requirement, the classified operation adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.
Lantheus Holdings, Inc.	Annual	27-Apr-23	Elect Director Julie McHugh	Against	A vote AGAINST governance committee chair Julie McHugh is warranted given the board's failure to remove, or subject to a sunset requirement, the classified board which adversely
				_	impacts shareholder rights. A vote FOR the remaining director nominees is warranted.
Lantheus Holdings, Inc.	Annual	27-Apr-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.
Lantheus Holdings, Inc.	Annual	27-Apr-23	Approve Qualified Employee Stock Purchase Plan	For	A vote FOR this proposal is warranted given that * The purchase price is reasonable; * The shares reserved is relatively conservative; and * The offering period is within the limits prescribed by Section 423 of the Internal Revenue Code.
Lantheus Holdings, Inc.	Annual	27-Apr-23	Ratify Deloitte & Touche LLP as Auditors	For	prescribed by Section 425 of the internal nevenue Code. A vote FOR this proposal to ratify the auditor is warranted.
London Stock Exchange	Gra Annual	27-Apr-23	Accept Financial Statements and Statutory Reports	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
London Stock Exchange	Gra Annual	27-Apr-23	Approve Final Dividend	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
London Stock Exchange	Gr. Annual	27-Apr-23	Approve Remuneration Report	For	A vote FOR the remuneration report is considered warranted, however it is not without concern: * The CFO received a 15% salary increase for FY2023 which is materially higher than
					increases granted to the wider workforce (4.15%). Main reasons for support are: *The Company's rationale for the increased is acknowledged. The Company states that the increase
					recognizes her performance and development in the role, the increased size and complexity of the Company and that, following the increase, the CFO's salary and total compensation
London Stock Exchange	Gr. Annual	27-Apr-23	Approve Remuneration Policy	For	will continue to be nositioned halow the median of the FTSF 3.0 * Her salary has not heen increased since she inited the Company in November 2020 A vote FOR this resolution is warranted as no significant concerns have been identified.
London Stock Exchange		27-Apr-23	Re-elect Dominic Blakemore as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
London Stock Exchange		27-Apr-23	Re-elect Martin Brand as Director	For	A vote POR these Directors is warranted as no significant concerns have been identified. A vote POR these Directors is warranted as no significant concerns have been identified.
London Stock Exchange		27-Apr-23	Re-elect Kathleen DeRose as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified. A vote FOR these Directors is warranted as no significant concerns have been identified.
London Stock Exchange		27-Apr-23	Re-elect Tsega Gebreves as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified. A vote FOR these Directors is warranted as no significant concerns have been identified.
London Stock Exchange		27-Apr-23	Re-elect Cressida Hogg as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified. A vote FOR these Directors is warranted as no significant concerns have been identified.
London Stock Exchange		27-Apr-23	Re-elect Anna Manz as Director	For	A vote POR these Directors is warranted as no significant concerns have been identified. A vote POR these Directors is warranted as no significant concerns have been identified.
London Stock Exchange		27-Apr-23	Re-elect Val Rahmani as Director	For	A vote 1 Off these Directors is warranted as no significant concerns have been identified. A vote FOR these Directors is warranted as no significant concerns have been identified.
London Stock Exchange		27-Apr-23	Re-elect Don Robert as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified. A vote FOR these Directors is warranted as no significant concerns have been identified.
London Stock Exchange		27-Apr-23	Re-elect David Schwimmer as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
				-	

ondon Stock Exchange G	r Annual	27-Apr-23	Re-elect Douglas Steenland as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
ondon Stock Exchange G		27-Apr-23	Re-elect Ashok Vaswani as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
ondon Stock Exchange G		27-Apr-23	Elect Scott Guthrie as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
ondon Stock Exchange G		27-Apr-23	Elect William Vereker as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
ondon Stock Exchange G		27-Apr-23	Reappoint Ernst & Young LLP as Auditors	For	A vote FOR this item is warranted as no significant concerns have been identified.
ondon Stock Exchange G		27-Apr-23	Authorise Board to Fix Remuneration of Auditors	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
ondon Stock Exchange G		27-Apr-23	Authorise Issue of Equity	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
ondon Stock Exchange G		27-Apr-23	Authorise ISSUE of Equity Authorise UK Political Donations and Expenditure	For	
London Stock Exchange G	ri Annuai	21-Apr-23	Authorise OK Political Donations and Expenditure	TOT	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
ondon Stock Exchange G	r Annual	27-Apr-23	Authorise Issue of Equity without Pre-emptive Rights	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
ondon Stock Exchange G	r Annual	27-Apr-23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
_			Other Capital Investment		
ondon Stock Exchange G		27-Apr-23	Authorise Market Purchase of Ordinary Shares	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
ondon Stock Exchange G		27-Apr-23	Authorise Off-Market Purchase of Shares from ConsortiumShareholders	For	A vote FOR this resolution is considered warranted as no material concerns have been identified.
ondon Stock Exchange G	rı Annual	27-Apr-23	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Dalata Hotel Group Plo	Annual	27-Apr-23	Accept Financial Statements and Statutory Reports	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted because no significant concerns have been identified.
Dalata Hotel Group Plo	Annual	27-Apr-23	Approve Remuneration Report	For	A vote FOR this resolution is warranted, although it is not without concern because: * The Company granted significant increases to the base salary levels of the Executive Directors.
					The main reason for support is: * The increases were implemented on a phased basis, as previously communicated to shareholders, and accompanied by additional responsibilities
Dalata Hotel Group Plc	Annual	27-Apr-23	Approve Remuneration Policy	For	taken on by the Directors. A vote FOR this resolution is warranted, although it is not without concern because: *The award level under the annual bonus will increase from 125 percent of salary to 150 percent of
Dalata Hotel Group Fic	Alliudi	21-Apr-23	Approve heritation Policy	roi	A voter that his resolution is wall attention and in its not without content necessary. The award even under the animal bodies and in increase in only 120 percent or on salary to more salary without adequate rationale. This will also result in greater noentivization for short-term performance over long-term for non-CEOs. The main reasons for support are: "The
					salary windows adoptions resolved in greater intermitation for soft competitions and resolved in greater intermitation of soft competitions and resolved in the resolved in th
Dalata Hotel Group Plo	Annual	27-Apr-23	Re-elect John Hennessy as Director	Against	Votes AGAINST incumbent nomination committee chair John Hennessy are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Dalata Hotel Group Plo	Annual	27-Apr-23	Re-elect Dermot Orowley as Director	For	Votes AGAINST incumbent nomination committee chair John Hennessy are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Dalata Hotel Group Plo	Annual	27-Apr-23	Re-elect Elizabeth McMeikan as Director	For	Votes AGAINST incumbent nomination committee chair John Hennessy are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Dalata Hotel Group Plo	Annual	27-Apr-23	Re-elect Cathriona Hallahan as Director	For	Votes AGAINST incumbent nomination committee chair John Hennessy are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Dalata Hotel Group Plc	Annual	27-Apr-23	Re-elect Gervaise Slowey as Director	For	Votes AGAINST incumbent nomination committee chair John Hennessy are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Dalata Hotel Group Plo	Annual	27-Apr-23	Re-elect Shane Casserly as Director	For	Votes AGAINST incumbent nomination committee chair John Hennessy are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Dalata Hotel Group Plo	Annual	27-Apr-23	Re-elect Carol Phelan as Director	For	Votes AGAINST incumbent nomination committee chair John Hennessy are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Dalata Hotel Group Plo	Annual	27-Apr-23	Authorise Board to Fix Remuneration of Auditors	For	A vote FOR this item is warranted as no significant concerns have been identified.
Dalata Hotel Group Plo	Annual	27-Apr-23	Authorise Issue of Equity	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Dalata Hotel Group Plo	Annual	27-Apr-23	Authorise Issue of Equity without Pre-emptive Rights	For	A vote FOR liese resolution is a warranted because the proposed amounts and durations are within recommended limits. A vote FOR liese resolution is a warranted because the proposed amounts and durations are within recommended limits.
Dalata Hotel Group Pic	Annual		Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or	For	A vote POR these resolutions is warranted because the proposed amounts and durations are within recommended limits. A vote POR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Dalata motel Group Pic	Annuai	27-Apr-23	Other Capital Investment	TOT	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Dalata Hotel Group Plo	Annual	27-Apr-23	Authorise Market Purchase of Ordinary Shares	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Dalata Hotel Group Plo	Annual	27-Apr-23	Authorise Re-allotment of Treasury Shares	For	A vote FOR this resolution is warranted because this is a routine item for companies incorporated in Ireland, and no significant concerns have been identified.
Dalata Hotel Group Plo	Annual	27-Apr-23	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Dalata Hotel Group Plo	Annual	27-Apr-23	Accept Financial Statements and Statutory Reports	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted because no significant concerns have been identified.
Dalata Hotel Group Plo	Annual	27-Apr-23	Approve Remuneration Report	For	A vote FOR this resolution is warranted, although it is not without concern because: *The Company granted significant increases to the base salary levels of the Executive Directors.
					The main reason for support is: * The increases were implemented on a phased basis, as previously communicated to shareholders, and accompanied by additional responsibilities
					taken on by the Directors.
Dalata Hotel Group Plo	Annual	27-Apr-23	Approve Remuneration Policy	For	A vote FOR this resolution is warranted, although it is not without concern because: * The award level under the annual bonus will increase from 125 percent of salary to 150 percent of
					salary without adequate rationale. This will also result in greater neorthization for short-term performance over long-term for non-CEOs. The main reasons for support are: * The resultant maximum award levels are not deemed to be excessive relative to market opers at this time.
Dalata Hotel Group Plo	Annual	27-Apr-23	Re-elect John Hennessy as Director	Against	resultant maximum award levers are not oberined to be excessive relative to market beers at this time. Votes AGAINST incumbent nomination committee chair John Hennessy are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Dalata Hotel Group Plo	Annual	27-Apr-23	Re-elect Dermot Crowley as Director	For	Votes AGAINST incumbent nomination committee chair John Hennessy are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Dalata Hotel Group Plo	Annual	27-Apr-23	Re-elect Elizabeth McMeikan as Director	For	Votes AGAINST incumbent nomination committee chair John Hennessy are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Dalata Hotel Group Plo	Annual	27-Apr-23	Re-elect Cathriona Hallahan as Director	For	Votes AGAINST incumbent nomination committee chair John Hennessy are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Dalata Hotel Group Plc	Annual	27-Apr-23	Re-elect Gervaise Slowey as Director	For	Votes AGAINST incumbent nomination committee chair John Hennessy are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
	Annual		Re-elect Shane Casserly as Director	For	
Dalata Hotel Group Plo	Annual	27-Apr-23	Re-elect Carol Phelan as Director	For	Votes AGAINST incumbent nomination committee chair John Hennessy are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Dalata Hotel Group Plo		27-Apr-23			Votes AGAINST incumbent nomination committee chair John Hennessy are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Dalata Hotel Group Plo	Annual	27-Apr-23	Authorise Board to Fix Remuneration of Auditors	For	A vote FOR this item is warranted as no significant concerns have been identified.
Dalata Hotel Group Plc	Annual	27-Apr-23	Authorise Issue of Equity	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Dalata Hotel Group Plo	Annual	27-Apr-23	Authorise Issue of Equity without Pre-emptive Rights	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Dalata Hotel Group Plo	Annual	27-Apr-23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Dalata Hotel Group Plo	Annual	27-Apr-23	Authorise Market Purchase of Ordinary Shares	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Dalata Hotel Group Plo	Annual	27-Apr-23	Authorise Re-allotment of Treasury Shares	For	A vote FOR this resolution is warranted because this is a routine item for companies incorporated in Ireland, and no significant concerns have been identified.
Dalata Hotel Group Plo	Annual	27-Apr-23	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Greek Organisation of Foot		27-Apr-23	Accept Financial Statements and Statutory Reports	For	A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
Greek Organisation of Foot		27-Apr-23	Receive Report of Independent Non-Executive Directors	101	This is a non-votine item.
Greek Organisation of Foot		27-Apr-23	Receive Audit Committee's Activity Report		This is a non-voting item.
~				For	
Greek Organisation of Foot		27-Apr-23	Approve Management of Company and Grant Discharge to Auditors		A vote FOR this item is warranted due to the absence of concerns.
Greek Organisation of Foot		27-Apr-23	Ratify Auditors	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Greek Organisation of Foot		27-Apr-23	Approve Allocation of Income	For	In the absence of concerns with the proposed dividend, this item warrants a vote FOR.
Greek Organisation of Foot	t Annual	27-Apr-23	Approve Profit Distribution to Executives and Key Personnel	For	A vota FOR this item is warranted because the annual bonus paid to executive board members appears to be aligned to the company performance (see Item 11). However: *The proposed ownwents to shareholders (Item 6) and directors (Item 7) anopear to exceed the FV2022 comman votas and *Annual bonus tarests were not disclosed
Greek Organisation of Foot	t: Annual	27-Apr-23	Approve Remuneration Policy	For	proposed payments to snareholder's (tiem to) and directors (tiem //) appear to exceed the F-v2UZZ company profits, and *-Annual bonus targets were not disclosed A vote FOR the proposed remuneration policy is warranted because the proposed amendments are considered generally positive. Moreover, there are no material concerns with the
			The second secon		described remuneration practices but the board discretion to award extra bonuses that is transferred from the current policy
Greek Organisation of Foot	t Annual	27-Apr-23	Approve Profit Distribution to Executives and Key Personnel Under Long-Term Incentive	Against	A vote AGAINST this term is warranted because the beneficiaries will receive almost the maximum opportunity without having achieved a target accounting for 50 percent.
Greek Organisation of Foot	t Annual	27-Apr-23	Approve New Long-Term Incentive Plan	For	A vote FOR this item is warranted because the overall terms of the proposed plan are not problematio.
Greek Organisation of Foot	t Annual	27-Apr-23	Advisory Vote on Remuneration Report	For	A vote FOR this item is warranted, based on a lack of material concerns about the company's pay practices in 2022. However, annual bonus targets were not disclosed. The LTI 2020-
				_	2022 award is assessed under Item 9 and it is to be paid in 2023/2024
Greek Organisation of Foot		27-Apr-23	Authorize Capitalization of Reserves and Increase in Par Value	For	A vote FOR this item is warranted, as the proposed cash distribution of EUR 0.45 per share is in shareholder interest.
Greek Organisation of Foot		27-Apr-23	Approve Share Capital Reduction via Decrease in Par Value	For	A vote FOR this item is warranted, as the proposed cash distribution of EUR 0.45 per share is in shareholder interest.
Greek Organisation of Foot		27-Apr-23	Amend Article 5	For	A vote FOR this item is warranted, as the proposed cash distribution of EUR 0.45 per share is in shareholder interest.
Greek Organisation of Foot	t Annual	27-Apr-23	Authorize Share Repurchase Program	For	A vote FOR authorizing the repurchase of shares is warranted given the routine, non-contentious features of this request.

AstraZeneca PLC AstraZeneca PLC AstraZeneca PLC AstraZeneca PLC	Annual Annual Annual Annual	27-Apr-23 27-Apr-23 27-Apr-23 27-Apr-23	Accept Financial Statements and Statutory Reports Approve Dividends Reappoint PricewaterhouseCoopers LLP as Auditors Authorise Board to Fix Remuneration of Auditors	For For For
AstraZeneca PLC	Annual	27-Apr-23	Re-elect Michel Demare as Director	For
AstraZeneca PLC	Annual	27-Apr-23	Re-elect Pasoal Soriot as Director	For
AstraZeneca PLC	Annual	27-Apr-23	Re-elect Aradhana Sarin as Director	For
AstraZeneca PLC	Annual	27-Apr-23	Re-elect Philip Broadley as Director	For
AstraZeneca PLC AstraZeneca PLC	Annual	27-Apr-23 27-Apr-23	Re-elect Euan Ashley as Director Re-elect Deborah DiSanzo as Director	For
AstraZeneca PLC	Annual	27-Apr-23	Re-elect Diana Layfield as Director	For
AstraZeneca PLC	Annual	27-Apr-23	Re-elect Sheri McCoy as Director	For
AstraZeneca PLC	Annual	27-Apr-23	Re-elect Tony Mok as Director	For
AstraZeneca PLC	Annual	27-Apr-23	Re-elect Nazneen Rahman as Director	For
AstraZeneca PLC	Annual	27-Apr-23	Re-elect Andreas Rummelt as Director	For
AstraZeneca PLC	Annual	27-Apr-23	Re-elect Marcus Wallenberg as Director	For
AstraZeneca PLO	Annual	27-Apr-23	Approve Remuneration Report	For
AstraZeneca PLC	Annual	27-Apr-23	Authorise UK Political Donations and Expenditure	For
AstraZeneca PLC	Annual	27-Apr-23	Authorise Issue of Equity	For
AstraZeneca PLO	Annual	27-Apr-23	Authorise Issue of Equity without Pre-emptive Rights	For
AstraZeneca PLO	Annual	27-Apr-23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
AstraZeneca PLC	Annual	27-Apr-23	Authorise Market Purchase of Ordinary Shares	For
AstraZeneca PLO	Annual	27-Apr-23	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
AstraZeneca PLO	Annual	27-Apr-23	Adopt New Articles of Association	For
AstraZeneca PLC	Annual	27-Apr-23	Accept Financial Statements and Statutory Reports	For
AstraZeneca PLC	Annual	27-Apr-23	Approve Dividends	For
AstraZeneca PLO	Annual	27-Apr-23	Reappoint PricewaterhouseCoopers LLP as Auditors	For
AstraZeneca PLC	Annual	27-Apr-23	Authorise Board to Fix Remuneration of Auditors	For
AstraZeneca PLC	Annual	27-Apr-23	Re-elect Michel Demare as Director	For
AstraZeneca PLC	Annual	27-Apr-23	Re-elect Pascal Soriot as Director	For
AstraZeneca PLC	Annual	27-Apr-23	Re-elect Aradhana Sarin as Director	For
AstraZeneca PLC	Annual	27-Apr-23	Re-elect Philip Broadley as Director	For
AstraZeneca PLC	Annual	27-Apr-23	Re-elect Euan Ashley as Director	For

A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.

A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.

A vote FOR this item is warranted as no significant concerns have been identified.

A vote FOR this item is warranted because there are no concerns regarding this proposal.

Items 5a-5k A vote FOR this Director is considered warranted, although it is not without concern for shareholders: * He holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: * All of his directorships at listed companies relate to his role at Investor AB given its significant stake in those companies. Taking this factor into account, support for his re-election is considered warranter

Items 5a-5k A vote FOR these candidates is warranted as no significant concerns have been identified. Item 5l A vote FOR this Director is considered warranted, although it is not without concern for shareholders: * He holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: * All of his directorships at listed companies relate to his role at Investor AB even its significant stake in those companies Taking this factor into account support for his re-election is considered warrantec ltems 5a-5k A vote FOR these candidates is warranted as no significant concerns have been identified. Item 5I A vote FOR this Director is considered warranted, although it is not

without concern for shareholders; * He holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: *All of his directorships at listed companies relate to his role at Investor AB given its significant stake in those companies. Taking this factor into account, support for his re-election is considered warranter. Items 5a-5k A vote FOR these candidates is warranted as no significant concerns have been identified. Item 5I A vote FOR this Director is considered warranted, although it is not

without concern for shareholders: * He holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: *All of his directorships at listed companies relate to his role at Investor AR given its significant stake in those companies. Taking this factor into account, support for his re-election is considered warrantee

Items 5a-5k A vote FOR this Director is considered warranted as no significant concerns have been identified. Item 5l A vote FOR this Director is considered warranted, although it is not without concern for shareholders: * He holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: * All of his directorships at listed companies relate to his role at Investor AB given its significant stake in those companies. Taking this factor into account, support for his re-election is considered warranted

Items 5a-5k A vote FOR these candidates is warranted as no significant concerns have been identified. Item 5I A vote FOR this Director is considered warranted, although it is not without concern for shareholders: * He holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: *All of his directorships at listed companies relate to his role at nificant stake in those companies. Taking this factor into account, support for his re-election is considered warranted

Items 5a-5k A vote FOR these candidates is warranted as no significant concerns have been identified. Item 5I A vote FOR this Director is considered warranted, although it is not without concern for shareholders; * He holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: * All of his directorships at listed companies relate to his role at Investor AB given its significant stake in those companies. Taking this factor into account support for his re-election is considered warranted ltems 5a-5k. A vote FOR these candidates is warranted as no significant concerns have been identified. Item 5I A vote FOR this Director is considered warranted, although it is not

without concern for shareholders: * He holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: *All of his directorships at listed companies relate to his role at Investor AR given its significant stake in those companies. Taking this factor into account, support for his re-election is considered warranter ltems 5a-5k. A vote FOR these candidates is warranted as no significant concerns have been identified. Item 5I A vote FOR this Director is considered warranted, although it is not

without concern for shareholders: * He holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: * All of his directorships at listed companies relate to his role at Investor AB given its significant stake in those companies. Taking this factor into account, support for his re-election is considered warranted

Items 5a-5k A vote FOR these candidates is warranted as no significant concerns have been identified. Item 5I A vote FOR this Director is considered warranted, although it is not without concern for shareholders: * He holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: * All of his directorships at listed companies relate to his role at Investor AB, given its significant stake in those companies. Taking this factor into account, support for his re-election is considered warrantee

Items 5a-5k A vote FOR these candidates is warranted as no significant concerns have been identified. Item 5LA vote FOR this Director is considered warranted although it is not without concern for shareholders; * He holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: *All of his directorships at listed companies relate to his role at AB given its significant stake in those companies. Taking this factor into account, support for his re-election is considered warranter

Items 5a-5k A vote FOR these candidates is warranted as no significant concerns have been identified. Item 5I A vote FOR this Director is considered warranted, although it is not without concern for shareholders: *He holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: * All of his directorships at listed companies relate to his role at Investor AB given its significant stake in those companies. Taking this factor into account, support for his re-election is considered warranter. A vote FOR the remuneration report is warranted as no significant concerns have been identified. Outcomes have been congruent with performance

A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation

A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.

A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.

A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.

A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.

A vote FOR this resolution is warranted. No issues of concern have been identified.

A vote FOR this resolution is warranted as no significant concerns have been identified.

A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.

A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified

A vote FOR this item is warranted as no significant concerns have been identified.

A vote FOR this item is warranted because there are no concerns regarding this proposal.

Items 5a-5k A vote FOR this Director is considered warranted, although it is not without concern for shareholders: * He holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: *All of his directorships at listed companies relate to his role at Investor AB given its significant stake in those companies. Taking this factor into account, support for his re-election is considered warranted

Items 5a-5k A vote FOR this Director is considered warranted, although it is not without concern for shareholders: * He holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: * All of his directorships at listed companies relate to his role at Investor AB given its significant stake in those companies. Taking this factor into account, support for his re-election is considered warranted

Items 5a-5k A vote FOR these candidates is warranted as no significant concerns have been identified. Item 5I A vote FOR this Director is considered warranted, although it is not without concern for shareholders: * He holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: *All of his directorships at listed companies relate to his role at Investor AR given its significant stake in those companies. Taking this factor into account, support for his re-election is considered warranter Items 5a-5k A vote FOR these candidates is warranted as no significant concerns have been identified. Item 5I A vote FOR this Director is considered warranted, although it is not

without concern for shareholders: * He holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: *All of his directorships at listed companies relate to his role at Investor AB given its significant stake in those companies. Taking this factor into account support for his re-election is considered warranted ltems 5a-5k A vote FOR these candidates is warranted as no significant concerns have been identified. Item 5I A vote FOR this Director is considered warranted, although it is not

without concern for shareholders: * He holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: *All of his directorships at listed companies relate to his role at Investor AB given its significant stake in those companies. Taking this factor into account, support for his re-election is considered warrantee.

AstraZeneca PLO	Annual	27-Apr-23	Re-elect Deborah DiSanzo as Director	For
AstraZeneca PLC	Annual	27-Apr-23	Re-elect Diana Layfield as Director	For
AstraZeneca PLC	Annual	27-Apr-23	Re-elect Sheri McCoy as Director	For
AstraZeneca PLC	Annual	27-Apr-23	Re-elect Tony Mok as Director	For
AstraZeneca PLC	Annual	27-Apr-23	Re-elect Nazneen Rahman as Director	For
AstraZeneca PLC	Annual	27-Apr-23	Re-elect Andreas Rummelt as Director	For
AstraZeneca PLC	Annual	27-Apr-23	Re-elect Marcus Wallenberg as Director	For
AstraZeneca PLO	Annual	27-Apr-23	Approve Remuneration Report	For
AstraZeneca PLO	Annual	27-Apr-23	Authorise UK Political Donations and Expenditure	For
7				-
AstraZeneca PLO AstraZeneca PLO	Annual Annual	27-Apr-23 27-Apr-23	Authorise Issue of Equity Authorise Issue of Equity without Pre-emptive Rights	For For
AstraZeneca PLO	Annual	27-Apr-23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or	For
			Other Capital Investment	
AstraZeneca PLO	Annual	27-Apr-23	Authorise Market Purchase of Ordinary Shares	For
AstraZeneca PLC AstraZeneca PLC	Annual Annual	27-Apr-23 27-Apr-23	Authorise the Company to Call General Meeting with Two Weeks' Notice Adopt New Articles of Association	For
Atlas Copco AB	Annual	27-Apr-23	Opening of Meeting: Elect Chairman of Meeting	For
Atlas Copco AB	Annual	27-Apr-23	Prepare and Approve List of Shareholders	For
Atlas Copco AB	Annual	27-Apr-23	Approve Agenda of Meeting	For
Atlas Copco AB	Annual	27-Apr-23	Designate Inspector(s) of Minutes of Meeting	For
Atlas Copco AB	Annual	27-Apr-23	Acknowledge Proper Convening of Meeting	For
Atlas Copco AB	Annual	27-Apr-23	Receive Financial Statements and Statutory Reports	
Atlas Copco AB	Annual	27-Apr-23	Receive CEO's Report	
Atlas Copco AB	Annual	27-Apr-23	Accept Financial Statements and Statutory Reports	For For
Atlas Copco AB Atlas Copco AB	Annual Annual	27-Apr-23 27-Apr-23	Approve Discharge of Staffan Bohman Approve Discharge of Johan Forssell	For
Atlas Copco AB	Annual	27-Apr-23	Approve Discharge of Helene Mellquist	For
Atlas Copco AB	Annual	27-Apr-23	Approve Discharge of Anna Ohlsson-Leijon	For
Atlas Copco AB	Annual	27-Apr-23	Approve Discharge of Mats Rahmstrom	For
Atlas Copco AB	Annual	27-Apr-23	Approve Discharge of Gordon Riske	For
Atlas Copco AB	Annual	27-Apr-23	Approve Discharge of Hans Straberg	For
Atlas Copco AB	Annual	27-Apr-23	Approve Discharge of Peter Wallenberg Jr	For
Atlas Copco AB	Annual	27-Apr-23	Approve Discharge of Mikael Bergstedt	For
Atlas Copco AB Atlas Copco AB	Annual Annual	27-Apr-23 27-Apr-23	Approve Discharge of Benny Larsson Approve Discharge of CEO Mats Rahmstrom	For
Atlas Copco AB	Annual	27-Apr-23 27-Apr-23	Approve Allocation of Income and Dividends of SEK 2.30 Per Share	For
Atlas Copco AB	Annual	27-Apr-23	Approve Record Date for Dividend Payment	For
Atlas Copco AB	Annual	27-Apr-23	Determine Number of Members (8) and Deputy Members of Board (0)	For
Atlas Copco AB	Annual	27-Apr-23	Determine Number of Auditors (1) and Deputy Auditors (0)	For
Atlas Copco AB	Annual	27-Apr-23	Reelect Johan Forssell as Director	Against
Atlas Copco AB	Annual	27-Apr-23	Reelect Helene Mellquist as Director	For
Atlas Copco AB	Annual	27-Apr-23	Reelect Anna Ohlsson-Leijon as Director	For
Atlas Copco AB	Annual	27-Apr-23	Reelect Mats Rahmstrom as Director	For

Items Sa-Sk A vote FOR these candidates is warranted as no significant concerns have been identified. Item SI A vote FOR this Director is considered warranted, although it is not without concern for shareholders: "He holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: "All of his directorships at listed companies relate to his role at

Inwaster AB reliven its simifficant stake in those companies. Taking this faster into account a unnor for his re-electricn is considered warranter. Items 6a-5k A vote FOR these candidates is warranted as no significant concerns have been identified. Item 5l A vote FOR this Director is considered warranted, although it is not without concern for shareholders. "He holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: "All of his directorships at listed companies relate to his role at Investor AB even its significant stake in those companies Taking the factor into account subport for his re-election considered warranter.

Items 5a-5k A vote FOR these candidates is warranted as no significant concerns have been identified. Item 5l A vote FOR this Director is considered warranted, although it is not without concern for shareholders. *He holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: *All of his directorships at listed companies relate to his role at Investor AB even its significant stake in those companies. Taking this factor into account support for his re-election is considered warranter.

Items 5a-5k A vote FOR these candidates is warranted as no significant concorns have been identified, Item 51, vote FOR this Director is considered warranted, although it is not without concern for shareholders." He holds a significant number of board roles a rober publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: "All of his directorships at listed companies relate to his role at

Investor AB given its significant stake in those companies. Taking this factor into account support for his re-election is considered warranted: Items 5a-5k A vote FOR this Director is considered warranted. although it is not without concern for shareholders. "He holds a significant normer of boardroles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: "All of his directorships at listed companies relate to his role at Investors AB given its significant stake in those normanies. Taking this factor into account support is: "All of his directorships at listed companies relate to his role at Investors AB given its significant stake in those normanies. Taking this factor into account support is: "All of his directorships at listed companies relate to his role at Investors AB given its significant examination and interest of the significant normalies."

Items bar-bk A vote FUR these candicates is warranted as no significant concerns have been identified, Item bit A vote FUR this Director is considered warranted, althought is not without concern for shareholders. "I he holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: "All of his directorships at listed companies relate to his role at Investor AB given its simificant stake in those commanies. Takine this factor into account subcort for his re-election considered warranted.

Items 5a-5k A vote FOR these candidates is warranted as no significant concerns have been identified. Item 5I A vote FOR this Director is considered warranted, although it is not without concern for shareholders.* He holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: *All of his directorships at listed companies relate to his role at Investor AB vivan its significant stake in those commanies. Taking this factor into account support for his re-election is considered warranter.

A vote FOR the remuneration report is warranted as no significant concerns have been identified. Outcomes have been congruent with performance.

A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.

A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.

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A vote FOR this resolution is warranted. No issues of concern have been identified.

A vote FOR this resolution is warranted as no significant concerns have been identified.

These are routine meeting formalities.

These are routine, non-voting items.

These are routine, non-voting items.

A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.

A vote FOR these proposals is warranted as there is no evidence that the board directors or CEO have not fulfilled their fiduciary duties.

A vote FOR these proposals is warranted as there is no evidence that the board directors or CEO have not fulfilled their fiduciary duties.

A vote FOR these proposals is warranted as there is no evidence that the board directors or OEO have not fulfilled their fiduciary duties.

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 $A \ vote \ FOR \ these \ proposals \ is \ warranted \ as \ there \ is \ no \ evidence \ that \ the \ board \ directors \ or \ CEO \ have \ not \ fulfilled \ their \ fiduciary \ duties.$

A vote FOR this income allocation proposal is warranted because the proposed dividend is in line with the company's dividend policy.

 $A \ vote \ FOR \ this income \ allocation \ proposal \ is \ warranted \ because \ the \ proposed \ dividend \ is \ in \ line \ with \ the \ company's \ dividend \ policy \ dividend \ p$

A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board or the number of auditors.

 $\label{eq:Avote FOR} A \ vote \ FOR \ this \ proposal \ is \ warranted \ because \ of \ a \ lack \ of \ controversy \ concerning \ the \ number \ of \ auditors.$

A vote FOR candidates Helene Mellquist (Item 10.a2), Anna Ohlsson-Leijon (Item 10.a3), Mats Rahmstrom (Item 10.a4), Gordon Riske (Item 10.a5) and Jumana Al-Sibai (Item 10.b) is warranted due to a lack of concern regarding the suitability of these individuals. A vote AGAINST candidates Hans Straaberg (Item 10.a6), Johan Forssell (Item 10.a1) and Peter Wallenberg Jr. (Item 10.a7) is warranted because: *Hans Straaberg and Johan Forssell sit on the audit committee as non-independent members while the committee's aggregate independence (33%) is insufficient. * Hans Straaberg and Peter Wallenberg Jr. sit on the remuneration committee as non-independent members while the committee's aggregate ne (0%) is insufficient. * Hans Straaherg is considered overhoarded. * Hans Straaherg sits on the nomi A vote FOR candidates Helene Mellquist (Item 10.a2), Anna Ohlsson-Leijon (Item 10.a3), Mats Rahmstrom (Item 10.a4), Gordon Riske (Item 10.a5) and Jumana Al-Sibai (Item 10.b) is warranted due to a lack of concern regarding the suitability of these individuals. A vote AGAINST candidates Hans Straaberg (Item 10.a6), Johan Forssell (Item 10.a1) and Peter Wallenberg Jr. (Item 10.a7) is warranted because: * Hans Straaberg and Johan Forssell sit on the audit committee as non-independent members while the committee's aggregate independence (33%) is insufficient. * Hans Straaberg and Peter Wallenberg Jr. sit on the remuneration committee as non-independent members while the committee's aggregate independence (0%) is insufficient. * Hans Straaberg is considered overboarded. * Hans Straaberg sits on the nomination committee and there is a lack of diversity on the hoard A vote FOR candidates Helene Mellquist (Item 10.a2), Anna Ohlsson-Leijon (Item 10.a3), Mats Rahmstrom (Item 10.a4), Gordon Riske (Item 10.a5) and Jumana Al-Sibai (Item 10.b) is warranted due to a lack of concern regarding the suitability of these individuals. A vote AGAINST candidates Hans Straaberg (Item 10.a6), Johan Forssell (Item 10.a1) and Peter Wallenberg Jr. (Item 10.a7) is warranted because: * Hans Straaberg and Johan Forssell sit on the audit committee as non-independent members while the committee's aggregate independence (33%) is insufficient. * Hans Straaberg and Peter Wallenberg Jr. sit on the remuneration committee as non-independent members while the committee's aggregate independence (0%) is insufficient * Hans Straaberg is considered overboarded * Hans Straaberg sits on the nomination committee and there is a lack of diversity on the box A vote FOR candidates Helene Mellouist (Item 10.a2), Anna Ohlsson-Leiion (Item 10.a3), Mats Rahmstrom (Item 10.a4), Gordon Riske (Item 10.a5) and Jumana Al-Sibai (Item 10.b) is warranted due to a lack of concern regarding the suitability of these individuals. A vote AGAINST candidates Hans Straaberg (Item 10.a6). Johan Forssell (Item 10.a1) and Peter Wallenberg Ir (Item 10 a7) is warranted because: * Hans Straaberg and Johan Forssell sit on the audit committee as non-independent members while the committee's aggregate independence (33%) is insufficient. * Hans Straaberg and Peter Wallenberg Jr. sit on the remuneration committee as non-independent members while the committee's aggregate

Atlas Copco AB	Annual	27-Apr-23	Reelect Gordon Riske as Director	For
Atlas Copoo AB	Annual	27-Apr-23	Reelect Hans Straberg as Director	Agains
Atlas Copco AB	Annual	27-Apr-23	Reelect Peter Wallenberg Jr as Director	Agains
Atlas Copco AB	Annual	27-Apr-23	Elect Jumana Al-Sibai as New Director	For
Atlas Copco AB	Annual	27-Apr-23	Reelect Hans Straberg as Board Chair	Agains
Atlas Copco AB	Annual	27-Apr-23	Ratify Ernst & Young as Auditors	For
Atlas Copco AB	Annual	27-Apr-23	Approve Remuneration of Directors in the Amount of SEK 3.2 Million to Chair and SEK 1 Million to Other Directors; Approve Remuneration for Committee Work; Approve Delivering Part of Remuneration in form of Synthetic Shares	For
Atlas Copco AB	Annual	27-Apr-23	Approve Remuneration of Auditors	For
Atlas Copco AB	Annual	27-Apr-23	Approve Remuneration Report	For
Atlas Copco AB	Annual	27-Apr-23	Approve Stock Option Plan 2023 for Key Employees	For
Atlas Copco AB	Annual	27-Apr-23	Acquire Class A Shares Related to Personnel Option Plan for 2022 and 2023	For
Atlas Copco AB	Annual	27-Apr-23	Acquire Class A Shares Related to Remuneration of Directors in the Form of Synthetic	For
Atlas Copco AB	Annual	27-Apr-23	Transfer Class A Shares Related to Personnel Option Plan for 2023	For
Atlas Copco AB	Annual	27-Apr-23	Sell Class A Shares to Cover Costs Related to Synthetic Shares to the Board	For
Atlas Copco AB	Annual	27-Apr-23	Sell Class A to Cover Costs in Relation to the Personnel Option Plans for 2017, 2018, 2019 and 2020	For
Atlas Copco AB	Annual	27-Apr-23	Amend Articles Re: Attendance at General Meeting	For
Atlas Copco AB	Annual	27-Apr-23	Close Meeting	
Atlas Copco AB	Annual	27-Apr-23	Opening of Meeting: Elect Chairman of Meeting	For
Atlas Copco AB	Annual	27-Apr-23	Prepare and Approve List of Shareholders	For
Atlas Copco AB	Annual	27-Apr-23	Approve Agenda of Meeting	For
Atlas Copco AB	Annual	27-Apr-23	Designate Inspector(s) of Minutes of Meeting	For
Atlas Copco AB	Annual	27-Apr-23	Acknowledge Proper Convening of Meeting	For
Atlas Copco AB	Annual	27-Apr-23	Receive Financial Statements and Statutory Reports	
Atlas Copco AB Atlas Copco AB	Annual	27-Apr-23 27-Apr-23	Receive OEO's Report	For
	Annual	27-Apr-23 27-Apr-23	Accept Financial Statements and Statutory Reports	For
Atlas Copco AB Atlas Copco AB	Annual	27-Apr-23 27-Apr-23	Approve Discharge of Staffan Bohman Approve Discharge of Johan Forssell	For
Atlas Copco AB	Annual	27-Apr-23	Approve Discharge of Helene Mellquist	For
Atlas Copco AB	Annual	27-Apr-23	Approve Discharge of Anna Ohlsson-Leijon	For
Atlas Copco AB	Annual	27-Apr-23	Approve Discharge of Mats Rahmstrom	For
Atlas Copco AB	Annual	27-Apr-23	Approve Discharge of Gordon Riske	For
Atlas Copco AB	Annual	27-Apr-23	Approve Discharge of Hans Straberg	For
Atlas Copco AB	Annual	27-Apr-23	Approve Discharge of Peter Wallenberg Jr	For
Atlas Copco AB	Annual	27-Apr-23	Approve Discharge of Mikael Bergstedt	For
Atlas Copco AB	Annual	27-Apr-23	Approve Discharge of Benny Larsson	For
Atlas Copco AB	Annual	27-Apr-23	Approve Discharge of CEO Mats Rahmstrom	For
Atlas Copco AB	Annual	27-Apr-23	Approve Allocation of Income and Dividends of SEK 2.30 Per Share	For
Atlas Copco AB	Annual	27-Apr-23	Approve Record Date for Dividend Payment	For
Atlas Copco AB	Annual	27-Apr-23	Determine Number of Members (8) and Deputy Members of Board (0)	For
Atlas Copco AB	Annual	27-Apr-23	Determine Number of Auditors (1) and Deputy Auditors (0)	For
Atlas Copco AB	Annual	27-Apr-23	Reelect Johan Forssell as Director	Again
Atlas Copco AB	Annual	27-Apr-23	Reelect Helene Mellquist as Director	For
Atlas Copoo AB	Annual	27-Apr-23	Reelect Anna Ohlsson-Leijon as Director	For
Atlas Copco AB	Annual	27-Apr-23	Reelect Mats Rahmstrom as Director	For

A vote FOR candidates Helene Mellquist (Item 10.a2), Anna Ohlsson-Leijon (Item 10.a3), Mats Rahmstrom (Item 10.a4), Gordon Riske (Item 10.a5) and Jumana Al-Sibai (Item 10.b) is warranted due to a lack of concern regarding the suitability of these individuals. A vote AGAINST candidates Hans Straaberg (Item 10.a6), Johan Forssell (Item 10.a1) and Peter Wallenberg Jr. (Item 10.a7) is warranted because: *Hans Straaberg and Johan Forssell sit on the audit committee as non-independent members while the committee's aggregate independence (33%) is insufficient. * Hans Straaberg and Peter Wallenberg Jr. sit on the remuneration committee as non-independent members while the committee's aggregate independence (0%) is insufficient * Hans Straaberg is considered overboarded * Hans Straaberg sits on the nomination committee and there is a lack of diversity on the boarded to the committee and there is a lack of diversity on the boarded to the committee and there is a lack of diversity on the boarded to the committee and there is a lack of diversity on the boarded to the committee and there is a lack of diversity on the boarded to the committee and there is a lack of diversity on the boarded to the committee and the committee A vote FOR candidates Helene Mellquist (Item 10.a2), Anna Ohlsson-Leiion (Item 10.a3), Mats Rahmstrom (Item 10.a4), Gordon Riske (Item 10.a5) and Jumana Al-Sibai (Item 10.b) is warranted due to a lack of concern regarding the suitability of these individuals. A vote AGAINST candidates Hans Straaberg (Item 10.a6), Johan Forssell (Item 10.a1) and Peter Wallenberg Jr. (Item 10.a7) is warranted because: * Hans Straaberg and Johan Forssell sit on the audit committee as non-independent members while the committee's aggregate independence (33%) is insufficient. * Hans Straaberg and Peter Wallenberg Jr. sit on the remuneration committee as non-independent members while the committee's aggregate independence (0%) is insufficient. Hans Straaberg is considered overboarded. Hans Straaberg sits on the nomination committee and there is a lack of diversity on the hoard. A vote FOR candidates Helene Mellquist (Item 10.22), Anna Ohlsson-Leijon (Item 10.23), Mats Rahmstrom (Item 10.24), Gordon Riske (Item 10.25) and Jumana Al-Sibai (Item 10.b) is warranted due to a lack of concern regarding the suitability of these individuals. A vote AGAINST candidates Hans Straaberg (Item 10.a6), Johan Forssell (Item 10.a1) and Peter Wallenberg Jr. (Item 10.a7) is warranted because: * Hans Straaberg and Johan Forssell sit on the audit committee as non-independent members while the committee's aggregate $independence \ (33\%) is insufficient. {\tt *Hans} \ Straaberg \ and \ Peter \ Wallenberg \ Jr. \ sit on the remuneration committee as non-independent members \ while the committee 's \ aggregate \ and \ aggregate \ and \ aggregate \ a$ dered overhoarded * Hans Straaherg sits on the non A vote FOR candidates Helene Mellquist (Item 10.a2), Anna Ohlsson-Leijon (Item 10.a3), Mats Rahmstrom (Item 10.a4), Gordon Riske (Item 10.a5) and Jumana Al-Sibai (Item 10.b) is warranted due to a lack of concern regarding the suitability of these individuals. A vote AGAINST candidates Hans Straaberg (Item 10.a6), Johan Forssell (Item 10.a1) and Peter Wallenberg Jr. (Item 10.a7) is warranted because: * Hans Straaberg and Johan Forssell sit on the audit committee as non-independent members while the committee's aggregate independence (33%) is insufficient. * Hans Straaberg and Peter Wallenberg Jr. sit on the remuneration committee as non-independent members while the committee's aggregate independence (ORA) is insufficient. *Hans Straaberg is considered overhoarded. *Hans Straaberg six on the nomination committee and there is a lack of diversity on the host A vote AGAINST Hans Straaberg is warranted because his election to the board does not warrant support.

A vote FOR is warranted because there are no concerns regarding this proposal.

A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees.

A vote FOR is warranted because there are no concerns regarding this proposal.

A vote FOR this item is warranted because the proposed remuneration report is broadly in line with market practice. It is not without concerns, however, as the company does not disclose ex-post targets for the variable plans and as the CEO's base salary has been significantly increased without rationale. Therefore, the recommendation is qualified A vote FOR this tem is warranted because the terms of the proposed equity plan are not problematic.

A vote FOR is warranted as the proposed decision would fund equity remuneration plans that do not raise concerns.

A vote FOR is warranted as the proposed decision would fund equity remuneration plans that do not raise concerns.

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A vote FOR is warranted as the proposed decision would fund equity remuneration plans that do not raise concerns.

A vote FOR this proposal is warranted because the proposed changes are neutral in terms of shareholder value and rights.

This is a non-voting formality.

These are routine meeting formalities.

These are routine, non-voting items

These are routine, non-voting items.

A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.

 $A \ vote \ FOR \ these \ proposals \ is \ warranted \ as \ there \ is \ no \ evidence \ that \ the \ board \ directors \ or \ CEO \ have \ not \ fulfilled \ their \ fiduciary \ duties.$

A vote FOR these proposals is warranted as there is no evidence that the board directors or CEO have not fulfilled their fiduciary duties.

A vote FOR these proposals is warranted as there is no evidence that the board directors or CEO have not fulfilled their fiduciary duties.

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A vote FOR these proposals is warranted as there is no evidence that the board directors or CEO have not fulfilled their fiduciary duties.

A vote FOR this income allocation proposal is warranted because the proposed dividend is in line with the company's dividend policy.

A vote FOR this income allocation proposal is warranted because the proposed dividend is in line with the company's dividend policy.

A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board or the number of auditors.

A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the local dof the married.

A vote FOR this proposal is warranted because of a lack of controversy concerning the number of auditors.

A vote FOR candidates Helene Mellquist (Item 10 a2). Anna Ohlsson-Leijon (Item 10 a3). Mats Rahmstrom (Item 10 a4). Gordon Riske (Item 10 a5) and Jumana Al-Sihai (Item 10 b) is warranted due to a lack of concern regarding the suitability of these individuals. A vota AGAINST candidates Hans Straaberg (Item 10 a6), Johan Forssell (Item 10 a1) and Peter Wallenberg Jr. (Item 10.a7) is warranted because: *Hans Straaberg and Johan Forssell sit on the audit committee as non-independent members while the committee's aggregate independence (33%) is insufficient. * Hans Straaberg and Peter Wallenberg Jr. sit on the remuneration committee as non-independent members while the committee's aggregate independence (0%) is insufficient. * Hans Straaberg is considered overboarded. * Hans Straaberg sits on the nomination committee and there is a lack of diversity on the hoard A vote FOR candidates Helene Mellquist (Item 10.a2), Anna Ohlsson-Leijon (Item 10.a3), Mats Rahmstrom (Item 10.a4), Gordon Riske (Item 10.a5) and Jumana Al-Sibai (Item 10.b) is warranted due to a lack of concern regarding the suitability of these individuals. A vote AGAINST candidates Hans Straaberg (Item 10.a6), Johan Forssell (Item 10.a1) and Peter Wallenberg Jr. (Item 10.a7) is warranted because: * Hans Straaberg and Johan Forssell sit on the audit committee as non-independent members while the committee's aggregate independence (33%) is insufficient. * Hans Straaberg and Peter Wallenberg Jr. sit on the remuneration committee as non-independent members while the committee's aggregate independence (O%) is insufficient. Hans Straabers is considered overboarded. Hans Straabers sits on the nomination committee and there is a lack of diversity on the hoard.

A vote FOR candidates Helene Mellouist (Item 10.42), Anna Ohlsson-Leijon (Item 10.43), Mats Rahmstrom (Item 10.44), Gordon Riske (Item 10.45) and Jumana Al-Sibai (Item 10.b) is warranted due to a lack of concern regarding the suitability of these individuals. A vote AGAINST candidates Hans Straaberg (Item 10.a6), Johan Forssell (Item 10.a1) and Peter Wallenberg Jr. (Item 10.a7) is warranted because: * Hans Straaberg and Johan Forssell sit on the audit committee as non-independent members while the committee's aggregate independence (33%) is insufficient. * Hans Straaberg and Peter Wallenberg Jr. sit on the remuneration committee as non-independent members while the committee's aggregate idered overhoarded * Hans Straaherg sits on the nomination of A vote FOR candidates Helene Mellquist (Item 10.a2), Anna Ohlsson-Leijon (Item 10.a3), Mats Rahmstrom (Item 10.a4), Gordon Riske (Item 10.a5) and Jumana Al-Sibai (Item 10.b) is warranted due to a lack of concern regarding the suitability of these individuals. A vote AGAINST candidates Hans Straaberg (Item 10.a6), Johan Forssell (Item 10.a1) and Peter Wallenberg Jr. (Item 10.a7) is warranted because: * Hans Straaberg and Johan Forssell sit on the audit committee as non-independent members while the committee's aggregate independence (33%) is insufficient, * Hans Straaberg and Peter Wallenberg Jr. sit on the remuneration committee as non-independent members while the committee's aggregate independence (0%) is insufficient. *Hans Straaberg is considered overboarded. *Hans Straaberg sits on the nomination committee and there is a lack of diversity on the board

Atlas Copco AB	Annual	27-Apr-23	Reelect Gordon Riske as Director	For
Atlas Copco AB	Annual	27-Apr-23	Reelect Hans Straberg as Director	Against
Atlas Copco AB	Annual	27-Apr-23	Reelect Peter Wallenberg Jr as Director	Against
Atlas Copco AB	Annual	27-Apr-23	Elect Jumana Al-Sibai as New Director	For
Atlas Copco AB	Annual	27-Apr-23	Reelect Hans Straberg as Board Chair	Against
Atlas Copco AB	Annual	27-Apr-23	Ratify Ernst & Young as Auditors	For
Atlas Copco AB	Annual	27-Apr-23	Approve Remuneration of Directors in the Amount of SEK 3.2 Million to Chair and SEK 1 Million to Other Directors; Approve Remuneration for Committee Work; Approve Delivering Part of Remuneration in form of Synthetic Shares	For
Atlas Copco AB	Annual	27-Apr-23	Approve Remuneration of Auditors	For
Atlas Copco AB	Annual	27-Apr-23	Approve Remuneration Report	For
Atlas Copco AB	Annual	27-Apr-23	Approve Stock Option Plan 2023 for Key Employees	For
Atlas Copco AB	Annual	27-Apr-23	Acquire Class A Shares Related to Personnel Option Plan for 2022 and 2023	For
Atlas Copco AB	Annual	27-Apr-23	Acquire Class A Shares Related to Remuneration of Directors in the Form of Synthetic	For
Atlas Copco AB	Annual	27-Apr-23	Transfer Class A Shares Related to Personnel Option Plan for 2023	For
Atlas Copco AB	Annual	27-Apr-23	Sell Class A Shares to Cover Costs Related to Synthetic Shares to the Board	For
Atlas Copco AB	Annual	27-Apr-23	Sell Class A to Cover Costs in Relation to the Personnel Option Plans for 2017, 2018, 2019	For
			and 2020	
Atlas Copco AB	Annual	27-Apr-23	Amend Articles Re: Attendance at General Meeting	For
Atlas Copco AB	Annual	27-Apr-23	Close Meeting	
Ambev SA	Extraordinary Share		Amend Article 3 Re: Corporate Purpose	For
Ambev SA	Extraordinary Share	28-Apr-23	Amend Article 5 to Reflect Changes in Capital	For
Ambev SA	Extraordinary Share		Amend Article 15	For
Ambev SA	Extraordinary Share	28-Apr-23	Amend Article 21	For
Ambev SA	Extraordinary Share	28-Apr-23	Consolidate Bylaws	For
Ambev SA	Extraordinary Share	28-Apr-23	Amend Article 3 Re: Corporate Purpose	For
Ambev SA	Extraordinary Share	28-Apr-23	Amend Article 5 to Reflect Changes in Capital	For
Ambev SA	Extraordinary Share	28-Apr-23	Amend Article 15	For
Ambev SA	Extraordinary Share	28-Apr-23	Amend Article 21	For
Ambev SA	Extraordinary Share	28-Apr-23	Consolidate Bylaws	For
Axis Bank Limited	Special	28-Apr-23	Elect Chamarty Seshabhadrasrinivasa Mallikarjunarao as Director	For
Axis Bank Limited	Special	28-Apr-23	Amend Articles of Association Re: Cancellation of Nomination Rights of the Administrator	For
Axis Bank Limited	Special	28-Apr-23	Elect Chamarty Seshabhadrasrinivasa Mallikarjunarao as Director	For
Axis Bank Limited	Special	28-Apr-23	Amend Articles of Association Re: Cancellation of Nomination Rights of the Administrator	For
Hypera SA	Extraordinary Share	28-Apr-23	Amend Articles 13 and 24 and Consolidate Bylaws	For
Arezzo Industria e Comerci		28-Apr-23	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2022	For
Arezzo Industria e Comerci	c Annual	28-Apr-23	Accept Management Statements for Fiscal Year Ended Dec. 31, 2022	For
Arezzo Industria e Comerci		28-Apr-23	Approve Allocation of Income and Dividends	For
Arezzo Industria e Comerci		28-Apr-23	Fix Number of Directors at Seven	For
Arezzo Industria e Comerci	c Annual	28-Apr-23	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Abstain
Arezzo Industria e Comerci	c Annual	28-Apr-23	Elect Alessandro Giuseppe Carlucci as Board Chairman	For
Arezzo Industria e Comerci	c Annual	28-Apr-23	Elect Jose Ernesto Beni Bolonha as Vice-Chairman	Against
Arezzo Industria e Comerci	c Annual	28-Apr-23	Elect Alexandre Cafe Birman as Director	Against
Arezzo Industria e Comerci	c Annual	28-Apr-23	Elect Guilherme Affonso Ferreira as Director	Against
Arezzo Industria e Comerci	c Annual	28-Apr-23	Elect Renata Figueiredo de Moraes Víchi as Director	For

A vote FOR candidates Helene Mellquist (Item 10.a2), Anna Ohlsson-Leijon (Item 10.a3), Mats Rahmstrom (Item 10.a4), Gordon Riske (Item 10.a5) and Jumana Al-Sibai (Item 10.b) is warranted due to a lack of concern regarding the suitability of these individuals. A vote AGAINST candidates Hans Straaberg (Item 10.a6), Johan Forssell (Item 10.a1) and Peter Wallenberg Jr. (Item 10.a7) is warranted because: *Hans Straaberg and Johan Forssell sit on the audit committee as non-independent members while the committee's aggregate independence (33%) is insufficient. * Hans Straaberg and Peter Wallenberg Jr. sit on the remuneration committee as non-independent members while the committee's aggregate independence (0%) is insufficient * Hans Straaberg is considered overboarded * Hans Straaberg sits on the nomination committee and there is a lack of diversity on the boa A vote FOR candidates Helene Mellquist (Item 10.a2), Anna Ohlsson-Leiion (Item 10.a3), Mats Rahmstrom (Item 10.a4), Gordon Riske (Item 10.a5) and Jumana Al-Sibai (Item 10.b) is warranted due to a lack of concern regarding the suitability of these individuals. A vote AGAINST candidates Hans Straaberg (Item 10.a6), Johan Forssell (Item 10.a1) and Peter Wallenberg Jr. (Item 10.a7) is warranted because: * Hans Straaberg and Johan Forssell sit on the audit committee as non-independent members while the committee's aggregate independence (33%) is insufficient. * Hans Straaberg and Peter Wallenberg Jr. sit on the remuneration committee as non-independent members while the committee's aggregate independence (17%) is insufficient. *Hans Straabers is considered overhoarded. *Hans Straabers sits on the nomination committee and there is a lack of fiversity on the hoard. A vote FOR candidates Helene Mellquist (Item 10.a2), Anna Ohlsson-Leijon (Item 10.a3), Mats Rahmstrom (Item 10.a4), Gordon Riske (Item 10.a5) and Jumana Al-Sibai (Item 10.b) is warranted due to a lack of concern regarding the suitability of these individuals. A vote AGAINST candidates Hans Straaberg (Item 10.a6), Johan Forssell (Item 10.a1) and Peter Wallenberg Jr. (Item 10.a7) is warranted because: * Hans Straaberg and Johan Forssell sit on the audit committee as non-independent members while the committee's aggregate $independence \ (33\%) is insufficient. {\tt *Hans} \ Straaberg \ and \ Peter \ Wallenberg \ Jr. \ sit on the remuneration committee as non-independent members \ while the committee 's \ aggregate \ and \ aggregate \ and \ aggregate \ a$ ne (0%) is insufficient * Hans Straaberg is considered overhoarded * Hans Straaberg sits on the nomina A vote FOR candidates Helene Mellquist (Item 10.a2), Anna Ohlsson-Leijon (Item 10.a3), Mats Rahmstrom (Item 10.a4), Gordon Riske (Item 10.a5) and Jumana Al-Sibai (Item 10.b) is warranted due to a lack of concern regarding the suitability of these individuals. A vote AGAINST candidates Hans Straaberg (Item 10.a6), Johan Forssell (Item 10.a1) and Peter Wallenberg Jr. (Item 10.a7) is warranted because: * Hans Straaberg and Johan Forssell sit on the audit committee as non-independent members while the committee's aggregate independence (33%) is insufficient. * Hans Straaberg and Peter Wallenberg Jr. sit on the remuneration committee as non-independent members while the committee's aggregate independence (ORA) is insufficient. *Hans Straaberg is considered overhoarded. *Hans Straaberg six on the nomination committee and there is a lack of diversity on the host A vote AGAINST Hans Straaberg is warranted because his election to the board does not warrant support.

A vote FOR is warranted because there are no concerns regarding this proposal.

A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees.

A vote FOR is warranted because there are no concerns regarding this proposal.

A vote FOR this item is warranted because the proposed remuneration report is broadly in line with market practice. It is not without concerns, however, as the company does not disclose ex-post targets for the variable plans and as the CEO's base salary has been significantly increased without rationale. Therefore, the recommendation is qualified A vote FOR this item is warranted because the terms of the proposed equity plan are not problematic.

A vote FOR is warranted as the proposed decision would fund equity remuneration plans that do not raise concerns.

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A vote FOR is warranted as the proposed decision would fund equity remuneration plans that do not raise concerns.

A vote FOR this proposal is warranted because the proposed changes are neutral in terms of shareholder value and rights.

This is a non-voting formality.

A vote FOR this non-contentious and administrative request is warranted.

A vote FOR this request is warranted because: *The company has provided the full details of the proposed change; and *The underlying capital increases represents dilution of 15 percent of current share capital.

A vote FOR these requests is warranted because: *The company has provided the full text of the proposed changes; *The proposed amendments would strengthen independence rules of the board; and *Other changes are administrative.

A vote FOR these requests is warranted because.* The company has provided the full text of the proposed changes, * The proposed amendments would strengthen independence rules of the board; and * Other changes are administrative.

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 $A \ vote \ FOR \ nominee \ is \ warranted \ given \ the \ absence \ of \ any \ known \ issues \ concerning \ the \ nominee \ and \ the \ company's \ board \ and \ committee \ dynamics.$

 $A \ vote FOR \ this \ resolution \ is \ warranted \ given \ the \ proposals \ would \ render \ the \ company's \ articles \ updated \ and \ ensure \ compliance \ with \ the \ prevailing \ laws.$

 $A \ vote \ FOR \ nominee \ is \ warranted \ given \ the \ absence \ of \ any \ known \ issues \ concerning \ the \ nominee \ and \ the \ company's \ board \ and \ committee \ dynamics.$

 $A \ vote \ FOR \ this \ resolution \ is \ warranted \ given \ the \ proposals \ would \ render \ the \ company's \ articles \ updated \ and \ ensure \ compliance \ with \ the \ prevailing \ laws.$

A vote FOR this request is warranted because: *The company has provided the full text of the proposed changes; and *The proposed amendments are administrative in nature and do not impact shareholder value.

A vote FOR these routine proposals is warranted because: * Audited financials are available and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.

A vote FOR these routine proposals is warranted because: * Audited financials are available and there are no independent auditor qualifications; and * There are no known concerns

regarding the company's financial statements or audit procedures.

A vote FOR this item is warranted because the company's proposed payout falls within a reasonable 30-100 percent range of net income.

A vote FOR this administrative request is warranted.

Under these items, the company presents shareholders with the option to request cumulative voting for the electric on of directors under the terms of Article 14 of the Brazilian Corporate Law, in accordance with the rules of the remote voting eard issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicy-fraded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 5, 7, 81-8.7 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request

A vote AGAINST non-independent director nominees Alexandre Cafe Birman, vice-chair nominee Jose Ernesto Beni Bolonha, Guilherme Affonso Ferreira, and Rony Meisler is warranted given the proposed board's overall lack of independence. A vote FOR independent director nominees Alessandro Gluseppe Carlucoi (chair), Juliana Buchaim Correa da Fonseca, and Penata Figueiredo de Moraes Vichi is warranted given that it would be counter-productive to oppose independent director nominees

A vote AGAINST non-independent director nominees Alexandre Cafe Birman, vice-chair nominee Jose Ernesto Beni Bolonha, Guilherme Affonso Foreira, and Rony Meisler is warranted given the proposed by about 90 words overall lack of independence. A vote FOR Independent director nominees Alexandre Gissepps Carthod Gi

warranted given the proposed board's overall lack of independence. A vote FOR independent director nominees Alessandro Giuseppe Carlucci (chair), Juliana Buchaim Correa da Fonsea. and Renata Fieueriedo de Moraes Vichiis warranted siven that it would be counter-productive to coopose independent director nominees. Alexandre Cafe Birman, vice-chair nominee Jose Ernesto Beni Bolonha, Guilherme Affonso Ferreira, and Rony Meisler is warranted given the proposed board's overall lack of independence. A vote FOR independent director nominees Alexandre Cafe Garlucci (chair), Juliana Buchaim Correa da

Fonseca, and Renata Fizueiredo de Moraes Vichi is warranted given that it would be counter-productive to oppose independent director nominees
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Fonseca, and Renata Fizueiredo de Moraes Vichi is warranted eiven that it would be counter-productive to oppose independent director nominees

Arezzo Industria e Comer	oic Annual	28-Apr-23	Elect Rony Meisler as Director	Against
Arezzo Industria e Comer	cic Annual	28-Apr-23	Elect Juliana Buchaim Correa da Fonseca as Director	For
Arezzo Industria e Comer	cic Annual	28-Apr-23	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	Abstain
Arezzo Industria e Comer	cic Annual	28-Apr-23	Percentage of Votes to Be Assigned - Elect Alessandro Giuseppe Carluoci as Board Chairman	Abstain
Arezzo Industria e Comer	cic Annual	28-Apr-23	Percentage of Votes to Be Assigned - Elect Jose Ernesto Beni Bolonha as Vice-Chairman	Abstain
Arezzo Industria e Comer	oic Annual	28-Apr-23	Percentage of Votes to Be Assigned - Elect Alexandre Cafe Birman as Director	Abstain
Arezzo Industria e Comer	oic Annual	28-Apr-23	Percentage of Votes to Be Assigned - Elect Guilherme Affonso Ferreira as Director	Abstain
Arezzo Industria e Comer	cic Annual	28-Apr-23	Percentage of Votes to Be Assigned - Elect Renata Figueiredo de Moraes Vichi as Director	Abstain
Arezzo Industria e Comer	oic Annual	28-Apr-23	Percentage of Votes to Be Assigned - Elect Rony Meisler as Director	Abstain
Arezzo Industria e Comer	oic Annual	28-Apr-23	Percentage of Votes to Be Assigned - Elect Juliana Buchaim Correa da Fonseca as Director	Abstain
Arezzo Industria e Comer	oic Annual	28-Apr-23	As an Ordinary Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate 1 aw?	Abstain
Arezzo Industria e Comer	oic Annual	28-Apr-23	Elect Alessandro Giuseppe Carlucci as Board Chairman	For
Arezzo Industria e Comer	cic Annual	28-Apr-23	Elect Jose Ernesto Beni Bolonha as Vice-Chairman	Against
Arezzo Industria e Comer	oic Annual	28-Apr-23	Approve Classification of Independent Directors	Against
Arezzo Industria e Comer	cic Annual	28-Apr-23	Approve Remuneration of Company's Management	For
Arezzo Industria e Comer	cic Annual	28-Apr-23	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the	Abstain
Bayer AG	Annual	28-Apr-23	Brazilian Corporate Law? Receive Financial Statements and Statutory Reports; Approve Allocation of Income and	For
Bayer AG	Annual	28-Apr-23	Dividends of EUR 2.40 per Share for Fiscal Year 2022 Approve Discharge of Management Board for Fiscal Year 2022	For
Bayer AG	Annual	28-Apr-23	Approve Discharge of Supervisory Board for Fiscal Year 2022	For
Bayer AG	Annual	28-Apr-23	Elect Norbert Winkeljohann to the Supervisory Board	Against
Bayer AG	Annual	28-Apr-23	Elect Kimberly Mathisen to the Supervisory Board	For
	Annual			-
Bayer AG	Annuai	28-Apr-23	Approve Remuneration Report	Against
Bayer AG	Annual	28-Apr-23	Approve Virtual-Only Shareholder Meetings Until 2025	For
Bayer AG	Annual	28-Apr-23	Amend Articles Re: Participation of Supervisory Board Members in the Annual General	For
Bayer AG	Annual	28-Apr-23	Meeting by Means of Audio and Video Transmission Ratify Deloitte GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim	For
Bayer AG	Annual	28-Apr-23	Financial Reports for the First Half of Fiscal Year 2023 Voting Instructions for Motions or Nominations by Shareholders that are not Made Accessible Before the AGM and that are Made or Amended in the Course of the AGM	Against
Grupo Mexico S.A.B. de C	V. Annual	28-Apr-23	Approve Consolidated Financial Statements and Statutory Reports	For
Grupo Mexico S.A.B. de C	V. Annual	28-Apr-23	Present Report on Compliance with Fiscal Obligations	For
Grupo Mexico S.A.B. de C	V. Annual	28-Apr-23	Approve Allocation of Income	For
Grupo Mexico S.A.B. de C		28-Apr-23	Approve Policy Related to Acquisition of Own Shares; Set Aggregate Nominal Amount of	For
Grupo Mexico S.A.B. de C		28-Apr-23	Share Repurchase Reserve Approve Discharge of Board of Directors, Executive Chairman and Board Committees	For
Grupo Mexico S.A.B. de C	V. Annual	28-Apr-23	Ratify Auditors	For
Grupo Mexico S.A.B. de C	V. Annual	28-Apr-23	Elect and/or Ratify Directors; Verify Independence of Board Members; Elect or Ratify Chairmen and Members of Board Committees	Against

A vote AGAINST non-independent director nominees Alexandre Cafe Birman, vice-chair nominee Jose Ernesto Beni Bolonha, Guilherme Alfonso Ferreira, and Rony Meisler is warranted given the proposed board's overall lack of independence. A vote FOR independent director nominees Alessandro Gluseppe Carlucci (chair), Juliana Buchaim Correa da Fonseca and Renata Fileuirede de Moraes Vichi is warranted view that it would be counter-productive to conoses independent director nominees

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Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABST AIN vote recommendations are warranted for Items 5,7,8.1-8.7 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.

Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate
Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN
vote recommendations are warranted for Items 5, 7, 8.1-8.7 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request
resented by shareholders.

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An ABSTAIN vote for this item is warranted because: *By the time this analysis was concluded, the company had not disclosed an ordinary minority shareholder nominee; and *Lack of timely disclosure prevents institutional shareholders voting by proxy from making informed decisions.

A vote AGAINST non-independent director nominees Alexandre Cafe Birman, vice-chair nominee Jose Ernesto Beni Bolonha, Guilherme Affonso Ferreira, and Rony Meisler is warranted given the proposed board's overall lack of independence. A vote FOR independent director nominees Alessandro Glusespep Carluco (chair), Juliana Buchaim Correa da Fonseca and Renata Ficueiredo de Moraes (Volti is warranted divent that it would be counter-productive to coopose independent director nominees

A vote AGAINST non-independent director nominees Alexandre Cafe Birman, vice-chair nominee Jose Ernesto Beni Bolonha, Guilherme Affonso Ferreira, and Rony Meisler is warranted given the proposed board's overall lack of independence. A vote FOR independent director nominees Alessandro Giuseppe Carlucci (chair), Juliana Buchaim Correa da Fonseca and Renata Fisueiredo de Moraes Vichi is warranted eiven that it would be counter-productive to cooces inchecendent director nominees

A vote AGAINST this item is warranted because: *The company-classified independent nominee Guilherme Affonso Ferreira is considered non-independent under Sustainability Advisory Services policy guidelines, due to a tenure equal to or exceeding 12 years; and *The company has presented a bundled resolution, preventing shareholders from voting on each candidate individually.

A vote FOR this item is warranted because the company has provided reasonable disclosure of its remuneration practices, in accordance with the requirements of the Brazilian Securities Regulator, including the total compensation of its highest-paid executive.

An ABSTAIN vote for this proposal is warranted because: *By the time this analysis was concluded, the company had not disclosed fiscal council nominees; and *Lack of timely disclosure prevents international institutional shareholders from making an informed voting decision

A vote FOR this resolution is warranted due to a lack of concerns.

Votes FOR the discharge of the management board and the supervisory board are warranted as there is no evidence that the boards did not fulfill their fiduciary duties in the year under review

Votes FOR the discharge of the management board and the supervisory board are warranted as there is no evidence that the boards did not fulfill their fiduciary duties in the year under review.

A vote AGAINST the incumbent member of the committee responsible for climate risk oversight, Norbert Winkelighann, is warranted because the company is not aligned with investor

expectations on Net Zero by 2050 targets and commitments. A vote FOR Kimberly Lein-Mathisen is warranted at this time

A vote AGAINST the incumbent member of the committee responsible for climate risk oversight, Norbert Winkeljohann, is warranted because the company is not aligned with investor

A vote AGAINST the incumbent member of the committee responsible for climate risk oversight, Norbert Winkelighann, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR Kimberly Lein-Mathison the Service AdaMST the remuneration report is warranted because "Concerns remain in researd to the CEO's STI beine insulated from cash outflow related to litization in connection with

Monsanto. *Legacy contribution-based pension entitlements for the CEO result in contributions that can be considered excessive and are not aligned with the wider workforce or market oractice. However, we hiehlight that in liefut of the CEO chanse on June 1, 2023, among of these concerns will likely be mitisated movine forward A vote FOR the proposed article amendment is warranted because. *The authorization is limited to a period of two years and alternative meeting formats are not precluded, while

A vote that is projected a total animal national ratio because, in the automization is initiated to a period of two years and attendance including contacts at a rote precluded, while shareholders' participation rights would be protected (in line with German law). However, this proposal is not without concern: *The company does not elaborate on the circumstances under which virtual-only meetings would be held; rather, decisions will be made on a case-by-case basis

A vote FOR the proposed amendment is warranted because it is overall non-contentious.

A vote FOR is warranted because there are no concerns regarding this proposal

A vote AGAINST this item is warranted because: *This item concerns additional instructions from the shareholder to the proxy in case new or modified motions are introduced by shareholders at the AGM that have not been made accessible beforehand. *The content of any new items or ounterproposals is not known at this time. Thus, shareholder proposals filled at the AGM cannot be proved evaluated and acted upon by shareholders voting ia proxy. Which effectively dishinefflectively dishinef

A vote FUH these routine proposals is warranted because.* Audited financials are available for FY 2021, and there are no independent auditor qualifications; and "There are no known regarding the company's financial statements or audit procedures.

A vote FUH those services proposals is warranted because.* A did not financial a vote of the procedure of the proposals is warranted because.* A did not financial and a vote of the procedure of the proposals is warranted because.* A did not financial and a vote of the procedure of the

A vote FOR these routine proposals is warranted because: *Audited financials are available for FY 2021, and there are no independent auditor qualifications; and *There are no known concerns regarding the company's financial statements or audit procedures.

A vote FOR this item is warranted because the company's recent payouts have fallen within a reasonable 30-100 percent range of net income

A vote FOR this request is warranted because: *The company's most recent share repurchase reserve was reasonable; and *There are no known concerns over previous use of the share repurchase authority.

A vote FOR this item is warranted because: * This is a routine procedure in Mexico; and * There is no concrete evidence of negigence or abuse on part of the board or management.

A vote FOR this item is warranted because: * The company's most recent auditor opinion is unqualified; and * There are no known concerns over the company's relationship with its extensed outlets.

A vote AGAINST this item is warranted because: *The names of the director candidates are not disclosed; *The company has bundled the election of directors into a single voting item, and *Undisclosed bundled director election proposals disenfranchise shareholders voting by proxy; and *The company is not aligned with investor expectations on Net Zero by 2050 tareets and commitments.

Grupo Mexico S.A.B. de C.V	. Annual	28-Apr-23	Approve Granting/Withdrawal of Powers	Against
Grupo Mexico S.A.B. de C.V	. Annual	28-Apr-23	Approve Remuneration of Directors and Members of Board Committees	For
Grupo Mexico S.A.B. de C.V	. Annual	28-Apr-23	Authorize Board to Ratify and Execute Approved Resolutions	For
Grupo Mexico S.A.B. de C.V	. Annual	28-Apr-23	Approve Consolidated Financial Statements and Statutory Reports	For
Grupo Mexico S.A.B. de C.V	. Annual	28-Apr-23	Present Report on Compliance with Fiscal Obligations	For
Grupo Mexico S.A.B. de C.V Grupo Mexico S.A.B. de C.V		28-Apr-23 28-Apr-23	Approve Allocation of Income Approve Policy Related to Acquisition of Own Shares; Set Aggregate Nominal Amount of	For For
Grupo Mexico S.A.B. de C.V Grupo Mexico S.A.B. de C.V		28-Apr-23 28-Apr-23	Share Repurchase Reserve Approve Discharge of Board of Directors, Executive Chairman and Board Committees Ratify Auditors	For For
Grupo Mexico S.A.B. de C.V	. Annual	28-Apr-23	Elect and/or Ratify Directors; Verify Independence of Board Members; Elect or Ratify Chairmen and Members of Board Committees	Against
Grupo Mexico S.A.B. de C.V	. Annual	28-Apr-23	Approve Granting/Withdrawal of Powers	Against
Grupo Mexico S.A.B. de C.V	. Annual	28-Apr-23	Approve Remuneration of Directors and Members of Board Committees	For
Grupo Mexico S.A.B. de C.V	. Annual	28-Apr-23	Authorize Board to Ratify and Execute Approved Resolutions	For
Woodside Energy Group Ltd	Annual	28-Apr-23	Elect Ian Macfarlane as Director	Against
Woodside Energy Group Ltd	Annual	28-Apr-23	Elect Larry Archibald as Director	Against
Woodside Energy Group Ltd	Annual	28-Apr-23	Elect Swee Chen Goh as Director	Against
Woodside Energy Group Ltd	Annual	28-Apr-23	Elect Arnaud Breuillac as Director	For
Woodside Energy Group Ltd	Annual	28-Apr-23	Elect Angela Minas as Director	For
Woodside Energy Group Ltd	Annual	28-Apr-23	Approve Remuneration Report	For
Woodside Energy Group Ltd	: Annual	28-Apr-23	Approve Grant of Restricted Shares and Performance Rights to Meg O'Neill	For
Woodside Energy Group Ltd	Annual	28-Apr-23	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	For
Woodside Energy Group Ltd	Annual	28-Apr-23	Approve the Amendments to the Company's Constitution	Against
Woodside Energy Group Ltd	Annual	28-Apr-23	Approve Contingent Resolution - Capital Protection	For
Ambev SA	Annual	28-Apr-23	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2022	For
Ambev SA Ambev SA	Annual Annual	28-Apr-23	Approve Allocation of Income and Dividends	For For
Ambev SA Ambev SA	Annual	28-Apr-23 28-Apr-23	Fix Number of Directors at 11 Elect Michel Dimitrios Doukeris as Director and Ricardo Tadeu Almeida Cabral de Soares as Alternate	Against
Ambev SA	Annual	28-Apr-23	Elect Victorio Carlos De Marchi as Director	Against
Ambev SA	Annual	28-Apr-23	Elect Milton Seligman as Director and David Henrique Galatro de Almeida as Alternate	Against
Ambev SA	Annual	28-Apr-23	Elect Fabio Colleti Barbosa as Director	Against
Ambev SA	Annual	28-Apr-23	Elect Fernando Mommensohn Tennenbaum as Director	Against
Ambev SA	Annual	28-Apr-23	Elect Lia Machado de Matos as Director	Against
Ambev SA	Annual	28-Apr-23 28-Apr-23	Elect Lia Machado de Matos as Director Elect Nelson Jose Jamel as Director	Against

A vote AGAINST this proposal is warranted because lack of timely disclosure regarding the proposed granting or withdrawing of powers prevents international institutional shareholders from making an informed voting decision.

A vote FOR this item is warranted because: * There are no known concerns over the compensation of the company's directors; and * Mexican companies typically do not disclose director remuneration proposals.

A vote FOR this closing formality is warranted because: *Approval of this item grants management authority to approve only items that have been approved by shareholders; and *Opposing this item could impact management's ability to execute on bona fide items that have been approved by shareholders.

Opposing fundamental impact managements and analysis of executed in the sense that have been approved or aliabetenides.

A vote FOR these routine proposals is warrantee because. * Audited financials are available for FY 2021, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.

A vote FOR these routine proposals is warranted because: *Audited financials are available for FY 2021, and there are no independent auditor qualifications; and *There are no known concerns regarding the company's financial statements or audit procedures

A vote FOR this item is warranted because the company's recent payouts have fallen within a reasonable 30-100 percent range of net income.

A vote FOR this request is warranted because: *The company's most recent share repurchase reserve was reasonable; and *There are no known concerns over previous use of the share repurchase authority.

A vote FOR this item is warranted because: *This is a routine procedure in Mexico; and *There is no concrete evidence of negligence or abuse on part of the board or management. A vote FOR this item is warranted because: *The company's most recent auditor opinion is unqualified; and *There are no known concerns over the company's relationship with its extended suffer.

A vote AGAINST this item is warranted because: *The names of the director candidates are not disclosed; *The company has bundled the election of directors into a single voting item; and *Undisclosed bundled director election proposals disenfranchise shareholders voting by proxy; and *The company is not aligned with investor expectations on Net Zero by 2050 travers and or normitments

A vote AGAINST this proposal is warranted because lack of timely disclosure regarding the proposed granting or withdrawing of powers prevents international institutional shareholders from making an informed voting decision.

A vote FOR this item is warranted because: *There are no known concerns over the compensation of the company's directors; and *Mexican companies typically do not disclose director; remuneration proposals.

A vote FOR this closing formality is warranted because: * Approval of this item grants management authority to approve only items that have been approved by shareholders; and * Opposing this item could impact management's ability to execute on bona fide items that have been approved by shareholders.

Copposing institution outside institution in the committee responsible for climate risk oversight, Lawrence (Larry) Archibald, Swee Chen Goh and Ian Macfarlane, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining nominees are warranted Avote AGAINST the incumbent members of the committee responsible for climate risk oversight, Lawrence (Larry) Archibald, Swee Chen Goh and Ian Macfarlane, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining nominees are warranted Avote AGAINST the incumbent members of the committee responsible for climate risk oversight, Lawrence (Larry) Archibald, Swee Chen Goh and Ian Macfarlane, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining nominees are warranted Avote AGAINST the incumbent members of the committiee responsible for climate risk oversight, Lawrence (Larry) Archibald, Swee Chen Goh and Ian Macfarlane, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining nominees are warranted Avote AGAINST the incumbent members of the committee responsible for climate risk oversight, Lawrence (Larry) Archibald, Swee Chen Goh and Ian Macfarlane, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining nominees are warranted Avote AGAINST the incumbent members of the committee responsible for climate risk oversight, Lawrence (Larry) Archibald, Swee Chen Goh and Ian Macfarlane, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. A vote FOR the remaining nominees are warranted Avote AGAINST the incumbent members of the committee responsible for climate risk oversight, Lawrence

A vote FOR the grant of restricted shares and performance rights to the CEO is warranted. The award structure has "a high weighting to restricted shares (essentially equivalent to a traditional deferred STI) that are subject to two subject to two relative STB performance measures over five years, analogous to a traditional LTI. The primary issues which may be of concerns for shareholders include: "the provision for "dividends on unvested shares", the board's discretion to accelerate vesting in specific circumstances, and "the annual assessment includes a high portion based on achievement of non-financial and individual childrichists."

A vote FOR this resolution is warranted because there is enough head room under the current cap to accommodate only one additional board member (based on FY22 director fees).

Concerns are raised for the following.* Chair and director fees in FY22 are already high relative to market cap and index peers, and "Board and committee fees have increased effectives.1 launary 2023.

A vote AGAINST this resolution is warranted, as the request to amend the company's constitution is potentially broad with no regulatory framework to oversee shareholder proposals. The board has confirmed its intention to allow a reasonable opportunity at the AGM to take questions from shareholders on both Item 6a and 6b

A vote FOR this resolution is warranted given that shareholders are likely to benefit from a regular review and additional disclosure on how the company's capital allocation to oil and gas assets will align with a scenario in which global energy emissions reach net-zero by 2050

A vote FOR this routine proposal is warranted because: * Audited financials are available and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.

 $A vote FOR this item is warranted because the company's proposed payout falls within a reasonable 30-100\ percent range of net income an experiment of the company of the$

A vote FOR this administrative request is warranted.

A vota AGAINST non-independent director nominees Victorio Carlos de Marchi, Michel Dimitrios Doukeris, Fabio Colletti Barbosa, Nelson Jose Jamel, Carlos Eduardo Klutzenschell Lisboa, Lia Machado de Matos, Miton Seigman and Fernando Momensohn Tennenbaum is warranted given the proposed board's overall lack of independence. In addition, a vote AGAINST the nominee Fabio Colletti Barbosa is also warranted as he is considered overboarded. A vote FOR independent director nominees Marcos de Barros Lisboa, Luciana Pires Dias and Clauria Ouintials Words is warranted eiven that it would he nounter-productive to nonose independent director nominees. Votario Carlos de Marchi, Michel Dimitrios Doukeris, Fabio Colletti Barbosa, Nelson Jose Jamel, Carlos Eduardo Klutzenschell

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Ambev SA	Annual	28-Apr-23	Elect Claudia Quintella Woods as Independent Director	For
Ambev SA	Annual	28-Apr-23	Elect Marcos de Barros Lisboa as Independent Director	For
Ambev SA	Annual	28-Apr-23	Elect Luciana Pires Dias as Independent Director	For
Ambev SA	Annual	28-Apr-23	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	Abstain
Ambev SA	Annual	28-Apr-23	Percentage of Votes to Be Assigned - Elect Michel Dimitrios Doukeris as Director and Ricardo Tadeu Almeida Cabral de Soares as Alternate	Abstain
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Ambev SA	Annual	28-Apr-23	As an Ordinary Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Abstain
Ambev SA	Annual	28-Apr-23	Elect Fiscal Council Members	Abstain
Ambev SA	Annual	28-Apr-23	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	Against
Ambev SA	Annual	28-Apr-23	Elect Fabio de Oliveira Moser as Fiscal Council Member and Nilson Martiniano Moreira as Alternate Appointed by Minority Shareholder	For
Ambev SA	Annual	28-Apr-23	Approve Remuneration of Company's Management	Against
Ambev SA	Annual	28-Apr-23	Approve Remuneration of Fiscal Council Members	For
Ambev SA	Annual	28-Apr-23	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2022	For
Ambev SA	Annual	28-Apr-23	Approve Allocation of Income and Dividends	For
Ambev SA	Annual	28-Apr-23	Fix Number of Directors at 11	For
Ambev SA	Annual	28-Apr-23	Elect Michel Dimitrios Doukeris as Director and Ricardo Tadeu Almeida Cabral de Soares as Alternate	Against
Ambev SA	Annual	28-Apr-23	Elect Victorio Carlos De Marchi as Director	Against

A vote AGAINST non-independent director nominees Victorio Carlos de Marchi, Michel Dimitrios Doukeris, Fabio Colletti Barbosa, Nelson Jose Jamel, Carlos Eduardo Klutzenschell Lisboa, Lia Machado de Matos, Milton Seigman and Fernando Mommensohn Tennenbaum is warranted given the proposed board's overall lack of independence. In addition, a vote AGAINST the nominee Fabio Colletti Barbosa is also warranted as he is considered overboarded. A vote FOR independent director nominees Marcos de Barros Lisboa, Luciana Pires Dias and Claudia Quintella Woords is warranted given that it would be counter-productive to conose independent director nominees.

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Under these items, the company presents shareholders with the option to request ournulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 5, 6.1-6.11 and 7 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request researched by shareholders.

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An ABSTAIN vote for this item is warranted because: *By the time this analysis was concluded, the company had not disclosed an ordinary minority shareholder nominee; and *Lack of timely disclosure prevents institutional shareholders voting by proxy from making informed decisions.

An ABSTAIN vote recommendation is warranted for the management's fiscal council nominees, to allow minority shareholders to concentrate their votes on the election of a minority fiscal council candidate, as further discussed under Item 11 of this meeting agenda.

 $A \ vote \ A GAINST \ this \ request is \ warranted \ because \ lack \ of timely \ disclosure \ prevents international institutional investors from \ making \ an informed \ voting \ decision \ dec$

A vote FOR this item is warranted because: *The names of the fiscal council nominee and alternate appointed by minority shareholders have been disclosed; *There is no indication of competing minority ordinary nominees; and *There are no known concerns regarding the proposed minority nominees. Institutional shareholders should provide explicit voting instructions if they seek to elect a specific condidate.

A vote AGAINST this item is warranted because, despite disclosing detailed information regarding the remuneration paid in the most recent fiscal year, the company has failed to provide a compelling rationale for the significant year-over-year increase proposed for the global remuneration cap

A vote FOR this item is warranted because: There are no known problems researching the company's fiscal council and *The company has disclosed the proposed remuneration.

A vote FOR this routine proposal is warranted because: *A udited financials are available and there are no independent auditor qualifications; and *There are no known concerns regarding the company's financial statements or audit procedures.

A vote FOR this item is warranted because the company's proposed payout falls within a reasonable 30-100 percent range of net income.

A vote FOR this administrative request is warranted.

A vote AGAINST non-independent director nominees Victorio Carlos de Marchi, Michel Dimitrios Doukeris, Fabio Colletti Barbosa, Nelson Jose Jamel, Carlos Eduardo Klutzenschell Lisboa, Lia Machado de Matos, Milton Seligman and Fernando Mommensohn Tennenbaum is warranted given the proposed board's overall lack of independence. In addition, a vote AGAINST the nominee Fabio Colletti Barbosa is also warranted as he is considered overboarded. A vote FOR independent director nominees Marcos de Barros Lisboa, Luciana Pires Dias and Claurifa Quintella Woods is warranted and visual that invalid he counter-productive to nominees independent director nominees.

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Ambev SA	Annual	28-Apr-23	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	Abstain
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A vote AGAINST non-independent director nominess Victorio Carlos de Marchi, Michel Dimitrios Doukeris, Fabio Colletti Barbosa, Nelson Jose Jamel, Carlos Eduardo Klutzenschell Lisboa, Lia Machado de Matos, Mitron Seligman and Fernando Mommensohn Tennenbaum is warranted given the proposed board's overall lack of independence. In addition, a vote AGAINST the nominee Fabio Colletti Barbosa is also warranted as he is considered overboarded. A vote FOR independent director nominees Marcos de Barros Lisboa, Luciana Pires Dias and Claudía Quintella Woods is warranted diven that it would be counter-oroductive to copose independent director nominees.

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A vote AGAINST non-independent director nominees Victorio Carlos de Marchi, Michel Dimitrios Doukeris, Fabio Colletti Barbosa, Nelson Jose Jamel, Carlos Eduardo Klutzenschell Lisboa, Lia Machado de Matos, Milton Seligman and Fernando Mommensohn Tennenbaum is warranted given the proposed board's overall lack of independence. In addition, a vote AGAINST the nominee Fabio Colletti Barbosa is also warranted as he is considered overboarded. A vote FOR independent director nominees Marcos de Barros Lisboa, Luciana Pires Dias, and Claudia Quintella Words is warranted vivon that it would be accusted reproductive to nonose independent director nominees.

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Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CWM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 6, 6.1-6.11 and 7 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by a hard-publicly.

Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 5, 6.1-6.11 and 7 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders

Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 14 of the Brazilian Corporate Law, in accordance with the neighbor of the remote voting eard issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 5, 6.1-6.11 and 7 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request

Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 5, 61-611 and 7 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders

Under these terms, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate
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vote recommendations are warranted for Items 5, 61-6.11 and 7 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request
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Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 5, 6.1-6.11 and 7 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.

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Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (OVM), and mortalory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 5, 6.1-6.11 and 7 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request reconcered the thresholders.

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An ABSTAIN vote for this item is warranted because: *By the time this analysis was concluded, the company had not disclosed an ordinary minority shareholder nominee; and *Lack of timely disclosure prevents institutional shareholders voting by proxy from making informed decisions.

Ambev SA	Annual	28-Apr-23	Elect Fiscal Council Members	Abstain
Ambev SA	Annual	28-Apr-23	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your	Against
Ambev SA	Annual	28-Apr-23	Votes Still Be Counted for the Proposed Slate? Elect Fabio de Oliveira Moser as Fiscal Council Member and Nilson Martiniano Moreira as Alternate Appointed by Minority Shareholder	For
Ambev SA	Annual	28-Apr-23	Approve Remuneration of Company's Management	Against
Ambev SA	Annual	28-Apr-23	Approve Remuneration of Fiscal Council Members	For
Hypera SA	Annual	28-Apr-23	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2022	For
Hypera SA	Annual	28-Apr-23	Approve Allocation of Income and Dividends	For
Hypera SA	Annual	28-Apr-23	Fix Number of Directors at Nine	For
Hypera SA	Annual	28-Apr-23	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Abstain
Hypera SA	Annual	28-Apr-23	Elect Directors	Against
Hypera SA	Annual	28-Apr-23	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	Against
Hypera SA	Annual	28-Apr-23	Counted for the Proposed State? In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	Abstain
Hypera SA	Annual	28-Apr-23	Percentage of Votes to Be Assigned - Elect Alvaro Stainfeld Link as Board Chairman	Abstain
Hypera SA	Annual	28-Apr-23	Percentage of Votes to Be Assigned - Elect Bernardo Malpica Hernandez as Director	Abstain
Hypera SA	Annual	28-Apr-23	Percentage of Votes to Be Assigned - Elect Esteban Malpica Fomperosa as Director	Abstain
Hypera SA	Annual	28-Apr-23	Percentage of Votes to Be Assigned - Elect Hugo Barreto Sodre Leal as Director	Abstain
Hypera SA	Annual	28-Apr-23	Percentage of Votes to Be Assigned - Elect Luciana Cavalheiro Fleischner Alves de Queiroz as Director	Abstain
Hypera SA	Annual	28-Apr-23	Percentage of Votes to Be Assigned - Elect Flair Jose Carrilho as Independent Director	Abstain
Hypera SA	Annual	28-Apr-23	Percentage of Votes to Be Assigned - Elect Maria Carolina Ferreira Lacerda as Independent Director	Abstain
Hypera SA	Annual	28-Apr-23	Percentage of Votes to Be Assigned - Elect Mauro Gentile Rodrigues da Cunha as Independent Director	Abstain
Hypera SA	Annual	28-Apr-23	Percentage of Votes to Be Assigned - Elect Eliana Helena de Gregorio Ambrosio Chimenti as Independent Director	Abstain
Hypera SA	Annual	28-Apr-23	As an Ordinary Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Abstain
Hypera SA	Annual	28-Apr-23	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the	Abstain
Hypera SA	Annual	28-Apr-23	Brazilian Corporate Law? Approve Remuneration of Company's Management	For
BB Seguridade Participao	oe Annual	28-Apr-23	Elect Marisa Reghini Ferreira Mattos as Director (Appointed by Banco do Brasil)	Against
BB Seguridade Participao	oe Annual	28-Apr-23	Elect Daniel Alves Maria as Director (Appointed by Banco do Brasil)	Against
BB Seguridade Participac	oe Annual	28-Apr-23	Elect Gilberto Lourenco da Aparecida as Independent Director (Appointed by Banco do Brasil)	For
BB Seguridade Participao	oe Annual	28-Apr-23	Elect Ullisses Christian Silva Assis as Director (CEO of BB Seguridade)	Against
BB Seguridade Participac	oe Annual	28-Apr-23	Elect Bruno Silva Dalcolmo as Director (Appointed by Uniao)	Against
BB Seguridade Participao	oe Annual	28-Apr-23	Elect Marcos Rogerio de Souza as Director (Appointed by Uniao)	Against

An ABSTAIN vote recommendation is warranted for the management's fiscal council nominees, to allow minority shareholders to concentrate their votes on the election of a minority fiscal council candidate, as further discussed under Item 11 of this meeting agenda.

A vote AGAINST this request is warranted because lack of timely disclosure prevents international institutional investors from making an informed voting decision.

A vote FOR this item is warranted because.* The names of the fiscal council nominee and alternate appointed by minority shareholders have been disclosed;* There is no indication of competing minority ordinary nominees; and * There are no known concerns regarding the proposed minority nominees. Institutional shareholders should provide explicit voting instructions if they seek to elect a specific candidate.

A vote AGAINST this item is warranted because, despite disclosing detailed information regarding the remuneration paid in the most recent fiscal year, the company has failed to provide a compelling rationale for the significant year-over-year increase proposed for the global remuneration cap
A vote FOR this item is warranted because.* There are no known problems regarding the company's fiscal council, and * The company has disclosed the proposed remuneration.

The independent external auditor issued an unqualified opinion for the company's 2022 audited financial statements. However, it raised as a key audit matter the investigations into corruption practices and the impacts on the company's financial statements. Considering the concerns raised by the auditor, outsitionary vote FOR this proposal is recommended at this A vote FOR this item is warranted because the company's proposed payout falls within a reasonable 30-100 percent range of net income.

A vote FOR this administrative request is warranted.

Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 14 of the Brazilian Corporate Law in accordance with the nelse of the remote voting eard issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 4, 7, and 8.1-8.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request proceeded by the brazilian companies.

A vote ACAINST this item is warranted because: *The proposed board's level of independence fails to meet the expectations of institutional investors; and *The company has bundled the election of directors under a single item, preventing shareholders from voting individually on each nominee

A vote AGAINST this request is warranted because potential changes in the board slate composition can impact the board's independence level in a way that cannot be anticipated by shareholders at this time. As such, due to the lack of timely disclosure, international institutional investors are prevented from making an informed voting decision

Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 4,7, and 8.1-8.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request researched by shareholders.

Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 4,7, and 8.1-8.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.

Under these items, the company presents shareholders with the option to request cumulative voting for the electron of directors under the terms of Article 14 of the Brazilian Corporate Law, in accordance with the rules of the remote voting eard issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-fraded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 4, 7, and 8.1-8.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request reconciled live, the arbeit-dere-

Under these items, the company presents shareholders with the option to request ounulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 4,7, and 8.1-8.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.

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Under these terms, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate
Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN
vote recommendations are warranted for Items 4, 7, and 8.1-89 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request
resented by shareholders
Under these terms, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate

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Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 14 of the Brazilian Corporate Law, in accordance with the nulse of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-iraded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 4, 7, and 8.1-8.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request recommendations.

Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 4,7, and 8.1-8.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders

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vote recommendations are warranted for Items 4, 7, and 8.1-8.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request
messented by shareholders.

An ABSTAIN vote for this item is warranted because: *By the time this analysis was concluded, the company had not disclosed an ordinary minority shareholder nominee; and *Lack of timely disclosure prevents institutional shareholders voting by proxy from making informed decisions.

An ABSTAIN vote for this proposal is warranted because: *By the time this analysis was concluded, the company had not disclosed fiscal council nominees; and *Lack of timely disclosure prevents international institutional shareholders from making an informed voting decision

A vote FOR this item is warranted because the company has provided reasonable disclosure of its remuneration practices, in accordance with the requirements of the Brazilian Securities Regulator, including the total compensation of its highest-paid executive.

A vote AGAINIST non-independent director nominees Ulisses Christian Sliva Assis, Bruno Siva Dalcolmo, Daniel Alves Maria, Marisa Reghini Ferreira Mattos, and Marcos Rogerio de Souza (Items 11,12,14-16) is warranted given the proposed board's overall lack of independence. A vote FOR independent director nominees Gilberto Lourenco da Aparecida and Carolina Ferreira Lacerda (Items 13 and 17) is warranted given that it would be counter-productive to oppose independent director nominees

A vote AGAINST non-independent director nominees Ulisses Christian Silva Assis, Bruno Silva Dalcolmo, Daniel Alves Maria, Marisa Reghini Ferreira Mattos, and Marcos Rogerio de Souza (Items 11,12,1-41) is warranted given the proposed board's overall lack of independence. A vote FOR independent director nominees Gilberto Lourenco da Aparecida and Carolina Ferreira Lacerda (Items 13 and 17) is warranted eiven that it would be counter-productive to concess independent director nominees

A vote AGAINST non-independent director nominees Ulisses Christian Silva Assis, Bruno Silva Dalcolmo, Daniel Alves Maria, Marisa Reghini Ferreira Mattos, and Marcos Rogerio de Souza (Items 11,12,14-16) is warranted given the proposed board's overall lack of independence. A vote FOR independent director nominees Gilberto Lourenco da Aparecida and Carolina Ferreira Lacerda (Items 13 and 17) is warranted given that it would be counter-productive to coopse independent director nominees.

A vote AGAINST non-independent director nominees Ullisses Christian Silva Assis, Bruno Silva Dalcolmo, Daniel Alves Maria, Marisa Reghini Ferreira Mattos, and Marcos Rogerio de Souza (Items 1.1.12, 14-1.6) is warranted given the proposed board's overall lack of independence. A vote FOR independent director nominees Gilberto Lourenco da Aparecida and Carolina Ferreira Lacrota (Items 1.1.12, 14-1.6) is warranted view for that it would be counter-productive to noness independent director pominees.

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A vote AGAINST non-independent director nominees Ulisses Christian Silva Assis, Bruno Silva Dalcolmo, Daniel Alves Maria, Marisa Reghini Ferreira Mattos, and Marcos Rogerio de Souza (Items 1,1,2,14-1,6) is warranted given the proposed board's overall lack of independence. A vote FOR independent director nominees (Islento Lourenco da Aparecida and Carolina Ferreira Lacerda (Items 13 and 17) is warranted given that it would be counter-productive to copose independent director nominees

BB Seguridade Participacoe Annual	28-Apr-23	Elect Maria Carolina Ferreira Lacerda as Director as Minority Representative Under Majorit Board Election	y For
BB Seguridade Participacoe Annual	28-Apr-23	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	Abstain
BB Seguridade Participacoe Annual	28-Apr-23	Percentage of Votes to Be Assigned - Elect Marisa Reghini Ferreira Mattos as Director (Appointed by Banco do Brasil)	Abstain
BB Seguridade Participacoe Annual	28-Apr-23	Percentage of Votes to Be Assigned - Elect Daniel Alves Maria as Director (Appointed by Banco do Brasil)	Abstain
BB Seguridade Participacoe Annual	28-Apr-23	Percentage of Votes to Be Assigned - Elect Gilberto Lourenco da Aparecida as Independent Director (Appointed by Banco do Brasil)	Abstain
BB Seguridade Participacoe Annual	28-Apr-23	Percentage of Votes to Be Assigned - Elect Ullisses Christian Silva Assis as Director (OEO of BB Seguridade)	Abstain
BB Seguridade Participacoe Annual	28-Apr-23	Percentage of Votes to Be Assigned - Elect Bruno Silva Dalcolmo as Director (Appointed br Uniao)	y Abstain
BB Seguridade Participacoe Annual	28-Apr-23	Percentage of Votes to Be Assigned - Elect Marcos Rogerio de Souza as Director (Appointed by Uniao)	Abstain
BB Seguridade Participacoe Annual	28-Apr-23	Percentage of Votes to Be Assigned - Elect Maria Carolina Ferreira Lacerda as Director as Minority Representative Under Majority Board Election	Abstain
BB Seguridade Participacoe Annual	28-Apr-23	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Abstain
BB Seguridade Participacoe Annual	28-Apr-23	As an Ordinary Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate	Abstain
BB Seguridade Participacoe Annual	28-Apr-23	Law? Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2022	For
BB Seguridade Participacoe Annual	28-Apr-23	Approve Allocation of Income and Dividends	For
BB Seguridade Participacoe Annual	28-Apr-23	Approve Remuneration of Company's Management	For
BB Seguridade Participacoe Annual	28-Apr-23	Approve Remuneration of Directors	For
BB Seguridade Participacoe Annual	28-Apr-23	Approve Remuneration of Fiscal Council Members	For
BB Seguridade Participacoe Annual	28-Apr-23	Approve Remuneration of Audit Committee, Risk and Capital Committee, and Independent	For
BB Seguridade Participacoe Annual	28-Apr-23	Member of the Related Party Transactions Committee In the Event of a Second Call, the Voting Instructions Contained in this Remote Voting Card May Also be Considered for the Second Call?	For
Banca Popolare di Sondrio S Annual/Special	29-Apr-23	Amend Company Bylaws Re: Article 24	For
Banca Popolare di Sondrio S Annual/Special	29-Apr-23	Accept Financial Statements and Statutory Reports	For
Banca Popolare di Sondrio S Annual/Special	29-Apr-23	Approve Allocation of Income	For
Banca Popolare di Sondrio S Annual/Special	29-Apr-23	Approve Remuneration Policy	For
Banca Popolare di Sondrio S Annual/Special	29-Apr-23	Approve Second Section of the Remuneration Report	For
Banca Popolare di Sondrio S Annual/Special	29-Apr-23	Approve Compensation Plan	For
Banca Popolare di Sondrio S Annual/Special	29-Apr-23	Approve Long-Term Compensation Plan	For
Banca Popolare di Sondrio S Annual/Special	29-Apr-23	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For
Banca Popolare di Sondrio S Annual/Special	29-Apr-23	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Servicethe Compensation Plans	For
Banca Popolare di Sondrio S Annual/Special	29-Apr-23	Approve Remuneration of Directors	For
Banca Popolare di Sondrio & Annual/Special	29-Apr-23	Slate 1 Submitted by Board of Directors	Against
Banca Popolare di Sondrio 5 Annual/Special	29-Apr-23	Slate 2 Submitted by Institutional Investors (Assogestioni)	For
Banca Popolare di Sondrio S Annual/Special	29-Apr-23	Elect Attilio Piero Ferrari as Director	For
Alinma Bank Annual	30-Apr-23	Approve Board Report on Company Operations for FY 2022	For
Alinma Bank Annual	30-Apr-23	Accept Financial Statements and Statutory Reports for FY 2022	For
Alinma Bank Annual	30-Apr-23	Approve Auditors' Report on Company Financial Statements for FY 2022	For
Alinma Bank Annual	30-Apr-23	Approve Discharge of Directors for FY 2022	For
Alinma Bank Annual	30-Apr-23	Ratify Auditors and Fix Their Remuneration for Q1, Q2, Q3 and Annual Statement of FY 2023 and Q1 for FY 2024	For
Alinma Bank Annual	30-Apr-23	Approve Dividends of SAR 0.50 per Share for Second Half of FY 2022	For
Alinma Bank Annual	30-Apr-23	Approve Remuneration of Directors of SAR 9,085,604.40 for FY 2022	For
Alinma Bank Annual	30-Apr-23	Approve Interim Dividends Semi Annually or Quarterly for FY 2023	For
Alinma Bank Annual	30-Apr-23	Amend Shariah Committee Charter	For

A vote AGAINST non-independent director nominees Ulisses Christian Silva Assis, Bruno Silva Dalcolmo, Daniel Alves Maria, Marisa Reghini Ferreira Mattos, and Marcos Rogerio de Souza (Items 11,12,14-16) is warranted given the proposed board's overall lack of independence. A vote FOR independent director nominees Gilberto Lourenco da Aparecida and Carolina Ferreira Lacerda (Items 13 and 17) is warranted given that it would be counter-productive to cooose independent director rominies.

Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 2, 31-37,4 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.

Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 2, 3.1-3.7, 4 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.

Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 2, 31-37,4 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.

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Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate
Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN
vote recommendations are warranted for Items 2, 31-37, 4 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request
resented by shareholders.

Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazīlian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazīlian Securities Regulator (CVM), and mandatory for all publicly-traded Brazīlian companies. ABSTAIN vote recommendations are warranted for Items 2, 31-37, 4 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.

Under these ferms, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 2, 31-37, 4 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.

Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 14 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 2, 3.1-3.7, 4 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request

Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the nulse of the remote voting card issued by the Brazilian Securities Regulator (CVM), and matchy for all publish-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 2, 3,1-3,7,4 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request.

An ABSTAIN vote for this item is warranted because: *By the time this analysis was concluded, the company had not disclosed an ordinary minority shareholder nominee; and *Lack of timely disclosure prevents institutional shareholders voting by proxy from making informed decisions.

A vote FOR this routine proposal is warranted because: * Audited financials are available and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.

A vote FOR this item is warranted because the company's proposed payout falls within a reasonable 30-100 percent range of net income.

A vote FOR this item is warranted because.* The company has disclosed detailed information on remuneration, including the total compensation of its highest-paid executive; and * The company has disclosed a sound rationale for the significant year-over-year increase proposed for the global remuneration cap

A vote FOR this item is warranted because: *The company has disclosed the proposed remuneration; and *There are no known concerns regarding the company's pay practices.

A vote FOR this item is warranted because: *There are no known problems regarding the company's fiscal council; and *The company has disclosed the proposed remuneration.

Avote FOR this term is warranted because: "There are no known properains regarding the company's iscan count, and "The company has a sociosed or improposed remuneration of the Audit Committee, Risk and Capital Committee, and Independent Member of the Related Party Transactions Committee; and "There are no known concerns regarding the company's pay practices for its committees, and the properties of the Related Party Transactions Committees, and the Party Transactions Committees and t

This item warrants a vote FOR because the company disclosed complete information about this positive change.

These items warrant a vote FOR because the company's financial statements and the proposed income allocation do not raise concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the These items warrant a vote FOR because the company's financial statements and the proposed income allocation do not raise concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the A vote FOR this item is warranted because the proposed remuneration policy is well described and does not contravene good European executive remuneration practice. This is not without highlighting that: "the CEO maximum opportunity significantly increased companed to 2022. More into details, the total variable remuneration (short- and long-term) is now canoed at 100 percent of base salary (SS percent in 2022), senerating a 48-percent increase on the total oax, being the fixed component unchanged. "the company can provide This item warrants a vote FOR because the 2022 compensation practices of the company do not raise concerns."

A vote FOR this item is warranted because the proposed remuneration policy is well described and does not contravene good European executive remuneration practice. This is not without highlighting that: "the CEO maximum opportunity significantly increased compared to 2022. More into details, the total variable remuneration (short- and long-term) is now capited at 100 percent of base salary (35 percent in 2022), generating a 48-percent increase on the total oav, being the fixed component unchanged. "the company can provide A vote FOR vote FOR this item is warranted because the key terms of the proposed equity plan are not problematic.

This item warrants a vote FOR because: * The repurchase limit of up to 10 percent of issued share capital is respected. * The holding limit of up to 10 percent of share capital in treasury is respected.

 $A \ vote \ FOR \ vote \ FOR \ this \ item \ is \ warranted \ because \ the \ key \ terms \ of \ the \ proposed \ equity \ plan \ are \ not \ problematic.$

 $This item \ warrants \ a \ vote \ FOR \ because \ the \ company \ has \ disclosed \ the \ proposed \ remuneration, \ and \ no \ concerns \ have \ been \ noticed.$

This slate warrants a vote AGAINST because.* Shareholders can support only one slate. * Slate number 2 is better positioned to represent the long-term interests of minority shareholders and carry out an independent oversight of the management's action.

This resolution warrants a vote FOR because: *Shareholders can support only one slate. *This slate has been put forth by minority shareholders, and these nominees could therefore be the best positioned to represent the interests of minority shareholders and carry out an effective oversight on the management's behavior This item warrants a vote FOR because all the details of the nominee have been disclosed and no concerns have been noticed.

A vote FOR the approval of the board report is warranted given the timely disclosure of the report and the absence of any significant concerns.

A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.

A vote FOR the approval of the auditors' report is warranted because this is a routine meeting formality.

In the absence of concerns that the board is not fulfilling its fiduciary duties, a vote FOR is warranted.

A vote FOR this proposal is warranted in the absence of significant concerns.

A vote FOR is warranted because there are no known concerns regarding this proposal or the company's past income allocation practices

A vote FOR the remuneration at Alimma Bank is warranted, although it is not without concern for shareholders: "The significant increase in the chairman's special bonus without providing a compelling strategic rationals. The main reason for support is: The remaining amounts are in line with what other companies are offering in order to attract and retain A vote FOR is warranted because there are no known concern regarding this proposal or the company's past income allocation practices.

A vote FOR this item is warranted given the level of disclosure and the absence of any significant concerns regarding the provisions of the proposed charter amendments.

Alinma Bank Alinma Bank Alinma Bank Alinma Bank	Annual Annual Annual Annual	30-Apr-23 30-Apr-23 30-Apr-23 30-Apr-23	Amend Audit Committee Charter Approve Corporate Social Responsibility Policy Elect Haytham Al Sheikh Mubarak and Othman Al Tuweejri as Members of Audit Delete Article 8 of Bylaws Re: Subscription	For For For
Alinma Bank	Annual	30-Apr-23	Amend Article 9 of Bylaws Re: Shares	For
Alinma Bank	Annual	30-Apr-23	Amend Article 10 of Bylaws Re: Trading of Shares	For
Alinma Bank	Annual	30-Apr-23	Amend I3 of Bylaws Re: Increase of Capital	For
Alinma Bank	Annual	30-Apr-23	Amend 14 of Bylaws Re: Decrease of Capital	For
Alinma Bank	Annual	30-Apr-23	Amend 15 of Bylaws Re: Purchase of Shares	For
Alinma Bank	Annual	30-Apr-23	Amend Article 18 of Bylaws Re: Management	For
Alinma Bank	Annual	30-Apr-23	Amend Article 19 of Bylaws Re: Membership Expiry	For
Alinma Bank	Annual	30-Apr-23	Amend Article 20 of Bylaws Re: Powers	For
Alinma Bank	Annual	30-Apr-23	Amend Article 22 of Bylaws Re: Executive Committee	For
Alinma Bank	Annual	30-Apr-23	Amend Article 23 of Bylaws Re: Audit Committee	Against
Alinma Bank	Annual	30-Apr-23	Amend Article 25 of Bylaws Re: Chairman, Vice Chairman, and Secretary	For
Alinma Bank	Annual	30-Apr-23	Amend Article 26 of Bylaws Re: Meetings	For
Alinma Bank	Annual	30-Apr-23	Amend Article 27 of Bylaws Re: Quorum of Meetings	For
Alinma Bank	Annual	30-Apr-23	Amend Article 28 of Bylaws Re: Board's Resolutions	For
Alinma Bank	Annual	30-Apr-23	Amend Article 29 of Bylaws Re: General Assembly Meeting	For
Alinma Bank	Annual	30-Apr-23	Delete Article 30 of Bylaws Re: Founding Assembly	For

A vote FOR this item is warranted given the level of disclosure and the absence of any significant concerns regarding the provisions of the proposed charter amendments.

A vote FOR this item is warranted given the level of disclosure and the absence of any significant concerns regarding the provisions of the proposed policy

A vote FOR the election of these members is warranted given the absence of concerns.

Items 18-22 & 24-29 & 31-34 & 36-43 These proposals warrant votes FOR as the proposed amendments: * Are deemed non-contentious; * Are deemed either neutral or positive from shareholders' perspective; and * Will have no impact on shareholder value. Item 23 This proposal warrants a vote AGAINST as the proposed amendment would impact shareholders' rights related to the possibility for shareholders to elect the audit committee. Item 30 This proposal warrants a vote AGAINST as the proposed amendment is not in shareholders' interest. Item 35 This proposal warrants a vote AGAINST as the proposed amendment would strongly impact shareholders' rights related to the possibility for shareholders to add interest. Item 35 This proposal warrants a vote AGAINST as the proposed amendment would strongly impact shareholders' rights related to the possibility for shareholders to add interest them 35 This proposal warrants and the proposed amendment would strongly impact shareholders' rights related to the possibility for shareholders to add interest them 35 This proposal warrants and the proposed amendment would strongly impact shareholders' rights related to the possibility for shareholders to add interest them 35 This proposal warrants and the proposed amendment would strongly impact shareholders' rights related to the possibility for shareholders' proposed amendment would strongly impact shareholders' rights related to the possibility for shareholders' proposed amendment would strongly impact shareholders' rights related to the possibility for shareholders' rights rela

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Items 13-22 & 24-29 & 31-34 & 36-43 These proposals warrant votes FOR as the proposed amendments: * Are deemed non-contentious; * Are deemed either neutral or positive from shareholders' perspective; and * Will have no impact on shareholder value. Item 23 This proposal warrants a vote AGAINST as the proposed amendment would impact shareholders' rights related to the possibility for shareholders to elect the audit committee. Item 30 This proposal warrants a vote AGAINST as the proposed amendment is not in shareholders' interest. Item 35 This proposal warrants a vote AGAINST as the proposed amendment would strongly impact shareholders' rights related to the possibility for shareholders to add issuss to the general manning agenda while holding less than 10 nement of the normany's capital little in the general manning agenda while holding less than 10 nement of the normany's capital little is a shareholders' rights related to the possibility for shareholders to add issuss to the general manning agenda while holding less than 10 nement of the normany's capital little is a shareholder in the general either neutral or positive from

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Items 13-22 & 24-29 & 31-34 & 36-43 These proposals warrant votes FOR as the proposed amendments: *Are deemed either neutral or positive from shareholders perspective, and * Will have no impact on shareholder value. Item 23 This proposal warrants a vote AGAINST as the proposed amendment would impact shareholders' rights related to the possibility for shareholders to elect the audit committee. Item 30 This proposal warrants a vote AGAINST as the proposed amendment is not in shareholders' interest. Item 35 This proposal varrants a vote AGAINST as the proposed amendment would strongly impact shareholders' rights related to the possibility for shareholders to add interest. Item 35 This proposal varrants a vote AGAINST as the proposed amendment would strongly impact shareholders' rights related to the possibility for shareholders to add interest. The proposal varrants are proposed amendment would strongly impact shareholders' rights related to the possibility for shareholders to add

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Alinma Bank	Annual	30-Apr-23	Amend Article 33 of Bylaws Re: Convening of General Assembly Meetings	Against
Alinma Bank	Annual	30-Apr-23	Amend Article 34 of Bylaws Re: Method of Attending	For
Alinma Bank	Annual	30-Apr-23	Amend Article 35 of Bylaws Re: Quorum of Ordinary General Assembly	For
Alinma Bank	Annual	30-Apr-23	Amend Article 36 of Bylaws Re: Quorum of Extraordinary General Assembly	For
Alinma Bank	Annual	30-Apr-23	Amend Article 38 of Bylaws Re: Resolutions	For
Alinma Bank	Annual	30-Apr-23	Amend Article 39 of Bylaws Re: Agenda	Against
Alinma Bank	Annual	30-Apr-23	Amend Article 40 of Bylaws Re: General Assemblies Chairmanship	For
Alinma Bank	Annual	30-Apr-23	Amend Article 42 of Bylaws Re: Records	For
Alinma Bank	Annual	30-Apr-23	Amend Article 43 of Bylaws Re: Fiscal Year	For
Alinma Bank	Annual	30-Apr-23	Amend Article 44 of Bylaws Re: Financial Statement and Board's Report	For
Alinma Bank	Annual	30-Apr-23	Amend Article 47 of Bylaws Re: Liability Actions	For
Alinma Bank	Annual	30-Apr-23	Amend Article 48 of Bylaws Re: Company's Losses	For
Alinma Bank	Annual	30-Apr-23	Amend Article 51 of Bylaws Re: Shariah Governance	For
Alinma Bank	Annual	30-Apr-23	Approve Rearrangement and Numbering of Company's Articles of Association	For
Alinma Bank	Annual	30-Apr-23	Approve Employee Stock Incentive program and Authorize Board to Approve the Rules and Any Future Amendments on the Program	d Against
Alinma Bank	Annual	30-Apr-23	Authorize Share Repurchase Program up to 5,000,000 Shares for the Purpose of Employee Stok Incentive Program and Authorize Board to Execute the Resolution	Against
Alinma Bank	Annual	30-Apr-23	Approve Authorization of the Board Regarding Future Related Party Transactions According to Paragraph 1 of Article 27 of Companies Law	For
Alinma Bank	Annual	30-Apr-23	Approve Authorization of the Board Regarding Future Related Party Transactions According to Paragraph 2 of Article 27 of Companies Law	For
Alinma Bank	Annual	30-Apr-23	Allow Anees Muominah to Be Involved with Competitor Companies	For
Alinma Bank	Annual	30-Apr-23	Approve Related Party Transactions with Alinma Tokyo Marine Company Re: Issuance and Renewal of Insurance Policies for the Bank	For
Alinma Bank	Annual	30-Apr-23	Approve Board Report on Company Operations for FY 2022	For
Alinma Bank	Annual	30-Apr-23	Accept Financial Statements and Statutory Reports for FY 2022	For
Alinma Bank	Annual	30-Apr-23	Approve Auditors' Report on Company Financial Statements for FY 2022	For
Alinma Bank Alinma Bank	Annual Annual	30-Apr-23 30-Apr-23	Approve Discharge of Directors for FY 2022 Ratify Auditors and Fix Their Remuneration for Q1, Q2, Q3 and Annual Statement of FY	For For
Alinma Bank Alinma Bank	Annual		2023 and Q1 for FY 2024	For
Alinma Bank Alinma Bank	Annual Annual	30-Apr-23 30-Apr-23	Approve Dividends of SAR 0.50 per Share for Second Half of FY 2022 Approve Remuneration of Directors of SAR 9,085,604.40 for FY 2022	For For
Amillid Ddilk	Milludi	30-Apr-23	Approve Hermaneraduri di Direttore di San e,uodu,uo4.40 fdi F1 2022	1 01

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A vote AGAINST this item is warranted given the lack of sufficient disclosure around the employees' incentive shares program

A vote AGAINST this proposal is warranted considering issues raised under Item 44 with regards to the employee stock incentive program.

Votes FOR are warranted given the level of disclosure provided by the company on its related party transactions and the absence of known concerns.

Votes FOR are warranted given the level of disclosure provided by the company on its related party transactions and the absence of known concerns.

A vote FOR this item is warranted as this is a routine request in Saudi Arabia given local market practices and existing legal provisions.

These types of RPTs and relevant amounts are not unusual in this market. Given the level of disclosure provided, this resolution warrants a vote FOR.

 $A \ vote \ FOR \ the \ approval \ of \ the \ board \ report \ is \ warranted \ given \ the \ timely \ disclosure \ of \ the \ report \ and \ the \ absence \ of \ any \ significant \ concerns.$

A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used to be a lack of concern regarding the accounts presented or audit procedures used to be a lack of concern regarding the accounts presented or audit procedures used to be a lack of concern regarding the accounts presented or audit procedures used to be a lack of concern regarding the accounts presented or audit procedures used to be a lack of concern regarding the accounts presented or audit procedures used to be a lack of concern regarding the accounts presented or audit procedures used to be a lack of concern regarding the accounts presented or audit procedures used to be a lack of concern regarding the accounts presented or audit procedures used to be a lack of concern regarding the accounts presented or audit procedures used to be a lack of concern regarding the accounts presented to be a lack of concern regarding the accounts presented to be a lack of concern regarding the accounts of the lack of concern regarding the accounts presented to be a lack of concern regarding the accounts of the lack of concern regarding the accounts of the lack of concern regarding the lack o

 $A \ vote \ FOR \ the \ approval \ of \ the \ auditors' \ report \ is \ warranted \ because \ this \ is \ a \ routine \ meeting \ formality.$

In the absence of concerns that the board is not fulfilling its fiduciary duties, a vote FOR is warranted. $\frac{1}{2} \int_{\mathbb{R}^{n}} \frac{1}{2} \int_{\mathbb{R}^{n}} \frac{1}$

A vote FOR this proposal is warranted in the absence of significant concerns.

A vote FOR is warranted because there are no known concerns regarding this proposal or the company's past income allocation practices.

A vote FOR the remuneration at Alinma Bank is warranted, although it is not without concern for shareholders: *The significant increase in the chairman's special bonus without providing a compelling strategic rationale. The main reason for support is: *The remaining amounts are in line with what other companies are offering in order to attract and retain

Alinma Bank Alinma Bank Alinma Bank Alinma Bank Alinma Bank Alinma Bank	Annual Annual Annual Annual Annual	30-Apr-23 30-Apr-23 30-Apr-23 30-Apr-23 30-Apr-23	Approve Interim Dividends Semi Annually or Quarterly for FY 2023 Amend Shariah Committee Charter Amend Audit Committee Charter Approve Corporate Social Responsibility Policy Elect Haytham Al Sheikh Mubarak and Othman Al Tuweejri as Members of Audit Delete Article 8 of Bylaws Re: Subscription	For For For For For
Alinma Bank	Annual	30-Apr-23	Amend Article 9 of Bylaws Re: Shares	For
Alinma Bank	Annual	30-Apr-23	Amend Article 10 of Bylaws Re: Trading of Shares	For
Alinma Bank	Annual	30-Apr-23	Amend 13 of Bylaws Re: Increase of Capital	For
Alinma Bank	Annual	30-Apr-23	Amend 14 of Bylaws Re: Decrease of Capital	For
Alinma Bank	Annual	30-Apr-23	Amend 15 of Bylaws Re: Purchase of Shares	For
Alinma Bank	Annual	30-Apr-23	Amend Article 18 of Bylaws Re: Management	For
Alinma Bank	Annual	30-Apr-23	Amend Article 19 of Bylaws Re: Membership Expiry	For
Alinma Bank	Annual	30-Apr-23	Amend Article 20 of Bylaws Re: Powers	For
Alinma Bank	Annual	30-Apr-23	Amend Article 22 of Bylaws Re: Executive Committee	For
Alinma Bank	Annual	30-Apr-23	Amend Article 23 of Bylaws Re: Audit Committee	Against
Alinma Bank	Annual	30-Apr-23	Amend Article 25 of Bylaws Re: Chairman, Vice Chairman, and Secretary	For
Alinma Bank	Annual	30-Apr-23	Amend Article 26 of Bylaws Re: Meetings	For
Alinma Bank	Annual	30-Apr-23	Amend Article 27 of Bylaws Re: Quorum of Meetings	For
Alinma Bank	Annual	30-Apr-23	Amend Article 28 of Bylaws Re: Board's Resolutions	For
Alinma Bank	Annual	30-Apr-23	Amend Article 29 of Bylaws Re: General Assembly Meeting	For
Alinma Bank	Annual	30-Apr-23	Delete Article 30 of Bylaws Re: Founding Assembly	For

A vote FOR is warranted because there are no known concerns regarding this proposal or the company's past income allocation practices.

A vote FOR this item is warranted given the level of disclosure and the absence of any significant concerns regarding the provisions of the proposed charter amendments. A vote FOR this item is warranted given the level of disclosure and the absence of any significant concerns regarding the provisions of the proposed charter amendments.

A vote FOR this item is warranted given the level of disclosure and the absence of any significant concerns regarding the provisions of the proposed policy.

A vote FOR the election of these members is warranted given the absence of concerns.

Items 13-22 & 24-29 & 31-34 & 36-43 These proposals warrant votes FOR as the proposed amendments: * Are deemed non-contentious; * Are deemed either neutral or positive from shareholders' perspective; and * Will have no impact on shareholder value. Item 23 This proposal warrants a vote AGAINST as the proposed amendment would impact shareholders' rights related to the possibility for shareholders to elect the audit committee. Item 30 This proposal warrants a vote AGAINST as the proposed amendment is not in shareholders' interest. Item 35 This proposal warrants a vote AGAINST as the proposed amendment would strongly impact shareholders' rights related to the possibility for shareholders to add and a while holding less than 10 percent of the company's capital

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Alinma Bank	Annual	30-Apr-23	Amend Article 33 of Bylaws Re: Convening of General Assembly Meetings	Against
Alinma Bank	Annual	30-Apr-23	Amend Article 34 of Bylaws Re: Method of Attending	For
Alinma Bank	Annual	30-Apr-23	Amend Article 35 of Bylaws Re: Quorum of Ordinary General Assembly	For
Alinma Bank	Annual	30-Apr-23	Amend Article 36 of Bylaws Re: Quorum of Extraordinary General Assembly	For
Alinma Bank	Annual	30-Apr-23	Amend Article 38 of Bylaws Re: Resolutions	For
Alinma Bank	Annual	30-Apr-23	Amend Article 39 of Bylaws Re: Agenda	Against
Alinma Bank	Annual	30-Apr-23	Amend Article 40 of Bylaws Re: General Assemblies Chairmanship	For
Alinma Bank	Annual	30-Apr-23	Amend Article 42 of Bylaws Re: Records	For
Alinma Bank	Annual	30-Apr-23	Amend Article 43 of Bylaws Re: Fiscal Year	For
Alinma Bank	Annual	30-Apr-23	Amend Article 44 of Bylaws Re: Financial Statement and Board's Report	For
Alinma Bank	Annual	30-Apr-23	Amend Article 47 of Bylaws Re: Liability Actions	For
Alinma Bank	Annual	30-Apr-23	Amend Article 48 of Bylaws Re: Company's Losses	For
Alinma Bank	Annual	30-Apr-23	Amend Article 51 of Bylaws Re: Shariah Governance	For
Alinma Bank	Annual	30-Apr-23	Approve Rearrangement and Numbering of Company's Articles of Association	For
AF		00 4 00		
Alinma Bank	Annual	30-Apr-23	Approve Employee Stock Incentive program and Authorize Board to Approve the Rules and Any Future Amendments on the Program	
Alinma Bank	Annual	30-Apr-23	Authorize Share Repurchase Program up to 5,000,000 Shares for the Purpose of Employee Stok Incentive Program and Authorize Board to Execute the Resolution	Against
Alinma Bank	Annual	30-Apr-23	Approve Authorization of the Board Regarding Future Related Party Transactions According to Paragraph 1 of Article 27 of Companies Law	For
Alinma Bank	Annual	30-Apr-23	Approve Authorization of the Board Regarding Future Related Party Transactions According to Paragraph 2 of Article 27 of Companies Law	For
Alinma Bank Alinma Bank	Annual Annual	30-Apr-23 30-Apr-23	Allow Anees Muominah to Be Involved with Competitor Companies Approve Related Party Transactions with Alinma Tokyo Marine Company Re: Issuance and	For For
			Renewal of Insurance Policies for the Bank	

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A vote AGAINST this item is warranted given the lack of sufficient disclosure around the employees' incentive shares program

A vote AGAINST this proposal is warranted considering issues raised under Item 44 with regards to the employee stock incentive program.

Votes FOR are warranted given the level of disclosure provided by the company on its related party transactions and the absence of known concerns

 $Votes FOR \ are \ warranted \ given the level of disclosure \ provided \ by the \ company \ on its \ related \ party \ transactions \ and \ the \ absence \ of \ known \ concerns.$

A vote FOR this item is warranted as this is a routine request in Saudi Arabia given local market practices and existing legal provisions.

These types of RPTs and relevant amounts are not unusual in this market. Given the level of disclosure provided, this resolution warrants a vote FOR.