

Account Group Name	Industry Sector	Meeting Date	Proponent	Proposal Subcategory
LCIV - Baillie Gifford	Metals & Mining	01-Nov-23	Management	Director Election
LCIV - Baillie Gifford	Metals & Mining	01-Nov-23	Management	Director Election
LCIV - Baillie Gifford	Metals & Mining	01-Nov-23	Management	Director Election
LCIV - Baillie Gifford	Metals & Mining	01-Nov-23	Management	Director Election
LCIV - Baillie Gifford	Metals & Mining	01-Nov-23	Management	Director Election
LCIV - Baillie Gifford	Metals & Mining	01-Nov-23	Management	Director Election
LCIV - Baillie Gifford	Metals & Mining	01-Nov-23	Management	Director Election
LCIV - Baillie Gifford	Metals & Mining	01-Nov-23	Management	Director Election
LCIV - Baillie Gifford	Metals & Mining	01-Nov-23	Management	Remuneration Policy & Implementation
LCIV - Baillie Gifford	Metals & Mining	01-Nov-23	Management	Equity Compensation Plan
LCIV - Baillie Gifford	Metals & Mining	01-Nov-23	Management	Severance Agreement
LCIV - Baillie Gifford	Professional Services	09-Nov-23	Management	Director Election
LCIV - Baillie Gifford	Professional Services	09-Nov-23	Management	Director Election
LCIV - Baillie Gifford	Professional Services	09-Nov-23	Management	Director Election
LCIV - Baillie Gifford	Professional Services	09-Nov-23	Management	Director Election
LCIV - Baillie Gifford	Professional Services	09-Nov-23	Management	Director Election
LCIV - Baillie Gifford	Professional Services	09-Nov-23	Management	Director Election
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LCIV - Baillie Gifford	Professional Services	09-Nov-23	Management	Director Election
LCIV - Baillie Gifford	Professional Services	09-Nov-23	Management	Director Election
LCIV - Baillie Gifford	Professional Services	09-Nov-23	Management	Director Election
LCIV - Baillie Gifford	Professional Services	09-Nov-23	Management	Director Election
LCIV - Baillie Gifford	Professional Services	09-Nov-23	Management	Director Election
LCIV - Baillie Gifford	Professional Services	09-Nov-23	Management	Remuneration Policy & Implementation
LCIV - Baillie Gifford	Professional Services	09-Nov-23	Management	Remuneration Policy & Implementation
LCIV - Baillie Gifford	Professional Services	09-Nov-23	Management	Auditor Related
LCIV - Baillie Gifford	Beverages	10-Nov-23	Management	Routine Business
LCIV - Baillie Gifford	Beverages	10-Nov-23	Management	Routine Business
LCIV - Baillie Gifford	Beverages	10-Nov-23	Management	Routine Business
LCIV - Baillie Gifford	Beverages	10-Nov-23	Management	Director Election
LCIV - Baillie Gifford	Beverages	10-Nov-23	Management	Director Election
LCIV - Baillie Gifford	Beverages	10-Nov-23	Management	Director Election
LCIV - Baillie Gifford	Beverages	10-Nov-23	Management	Director Election
LCIV - Baillie Gifford	Beverages	10-Nov-23	Management	Auditor Related
LCIV - Baillie Gifford	Beverages	10-Nov-23	Management	Directors' Compensation
LCIV - Baillie Gifford	Beverages	10-Nov-23	Management	Remuneration Policy & Implementation
LCIV - Baillie Gifford	Beverages	10-Nov-23	Management	Remuneration Policy & Implementation
LCIV - Baillie Gifford	Beverages	10-Nov-23	Management	Directors' Compensation
LCIV - Baillie Gifford	Beverages	10-Nov-23	Management	Remuneration Policy & Implementation
LCIV - Baillie Gifford	Beverages	10-Nov-23	Management	Related-Party Transactions
LCIV - Baillie Gifford	Beverages	10-Nov-23	Management	Capital Structure - Repurchase
LCIV - Baillie Gifford	Beverages	10-Nov-23	Management	Capital Structure Related
LCIV - Baillie Gifford	Beverages	10-Nov-23	Management	Capital Issuance
LCIV - Baillie Gifford	Beverages	10-Nov-23	Management	Capital Issuance
LCIV - Baillie Gifford	Beverages	10-Nov-23	Management	Capital Issuance
LCIV - Baillie Gifford	Beverages	10-Nov-23	Management	Capital Structure - Placement
LCIV - Baillie Gifford	Beverages	10-Nov-23	Management	Capital Issuance
LCIV - Baillie Gifford	Beverages	10-Nov-23	Management	Capital Structure Related
LCIV - Baillie Gifford	Beverages	10-Nov-23	Management	Employee Stock Ownership/Purchase Plan
LCIV - Baillie Gifford	Beverages	10-Nov-23	Management	Employee Stock Ownership/Purchase Plan
LCIV - Baillie Gifford	Beverages	10-Nov-23	Management	Formalities
LCIV - Baillie Gifford	Personal Care Products	17-Nov-23	Management	Director Election
LCIV - Baillie Gifford	Personal Care Products	17-Nov-23	Management	Director Election
LCIV - Baillie Gifford	Personal Care Products	17-Nov-23	Management	Director Election
LCIV - Baillie Gifford	Personal Care Products	17-Nov-23	Management	Director Election

LCIV - Baillie Gifford	Personal Care Products	17-Nov-23	Management	Director Election
LCIV - Baillie Gifford	Personal Care Products	17-Nov-23	Management	Auditor Related
LCIV - Baillie Gifford	Personal Care Products	17-Nov-23	Management	Remuneration Policy & Implementation
LCIV - Baillie Gifford	Personal Care Products	17-Nov-23	Management	Remuneration Policy & Implementation
LCIV - Baillie Gifford	Software	07-Dec-23	Management	Director Election
LCIV - Baillie Gifford	Software	07-Dec-23	Management	Director Election
LCIV - Baillie Gifford	Software	07-Dec-23	Management	Director Election
LCIV - Baillie Gifford	Software	07-Dec-23	Management	Director Election
LCIV - Baillie Gifford	Software	07-Dec-23	Management	Director Election
LCIV - Baillie Gifford	Software	07-Dec-23	Management	Director Election
LCIV - Baillie Gifford	Software	07-Dec-23	Management	Director Election
LCIV - Baillie Gifford	Software	07-Dec-23	Management	Director Election
LCIV - Baillie Gifford	Software	07-Dec-23	Management	Director Election
LCIV - Baillie Gifford	Software	07-Dec-23	Management	Director Election
LCIV - Baillie Gifford	Software	07-Dec-23	Management	Director Election
LCIV - Baillie Gifford	Software	07-Dec-23	Management	Remuneration Policy & Implementation
LCIV - Baillie Gifford	Software	07-Dec-23	Management	Remuneration Policy & Implementation
LCIV - Baillie Gifford	Software	07-Dec-23	Management	Auditor Related
LCIV - Baillie Gifford	Software	07-Dec-23	Shareholder	Counter
LCIV - Baillie Gifford	Software	07-Dec-23	Shareholder	Counter
LCIV - Baillie Gifford	Software	07-Dec-23	Shareholder	Counter
LCIV - Baillie Gifford	Software	07-Dec-23	Shareholder	Weapons
LCIV - Baillie Gifford	Software	07-Dec-23	Shareholder	Climate
LCIV - Baillie Gifford	Software	07-Dec-23	Shareholder	Miscellaneous
LCIV - Baillie Gifford	Software	07-Dec-23	Shareholder	Human Rights
LCIV - Baillie Gifford	Software	07-Dec-23	Shareholder	Political Spending
LCIV - Baillie Gifford	Software	07-Dec-23	Shareholder	Miscellaneous
LCIV - Baillie Gifford	Media	08-Dec-23	Management	Routine Business
LCIV - Baillie Gifford	Media	08-Dec-23	Management	Director Election
LCIV - Baillie Gifford	Media	08-Dec-23	Management	Director Election
LCIV - Baillie Gifford	Media	08-Dec-23	Management	Director Election
LCIV - Baillie Gifford	Media	08-Dec-23	Management	Director Election
LCIV - Baillie Gifford	Media	08-Dec-23	Management	Director Election
LCIV - Baillie Gifford	Media	08-Dec-23	Management	Director Election
LCIV - Baillie Gifford	Media	08-Dec-23	Management	Director Election
LCIV - Baillie Gifford	Media	08-Dec-23	Management	Director Election
LCIV - Baillie Gifford	Media	08-Dec-23	Management	Board Related
LCIV - Baillie Gifford	Media	08-Dec-23	Management	Equity Compensation Plan

Elect Director	Yes
Ratify Auditors	Yes
Advisory Vote to Ratify Named Executive Officers' Compensation	Yes
Advisory Vote on Say on Pay Frequency	Yes
Elect Director	Yes
Elect Director	Yes
Elect Director	Yes
Elect Director	Yes
Elect Director	Yes
Elect Director	Yes
Elect Director	Yes
Elect Director	Yes
Elect Director	Yes
Elect Director	Yes
Elect Director	Yes
Elect Director	Yes
Elect Director	Yes
Elect Director	Yes
Advisory Vote to Ratify Named Executive Officers' Compensation	Yes
Advisory Vote on Say on Pay Frequency	Yes
Ratify Auditors	Yes
Miscellaneous -- Environmental & Social Counterproposal	Yes
Miscellaneous -- Environmental & Social Counterproposal	Yes
Miscellaneous -- Environmental & Social Counterproposal	Yes
Weapons - Related	Yes
Report on Climate Change	Yes
Miscellaneous Proposal - Social	Yes
Operations in High Risk Countries	Yes
Political Contributions Disclosure	Yes
Miscellaneous Proposal - Social	Yes
Approve Allocation of Income and Dividends	Yes
Elect Director	Yes
Elect Director	Yes
Elect Director	Yes
Elect Director	Yes
Elect Director	Yes
Elect Director	Yes
Elect Director	Yes
Elect Director	Yes
Elect Director	Yes
Elect Director	Yes
Elect Alternate/Deputy Directors	Yes
Approve Restricted Stock Plan	Yes

Proposal Text	Management	Voting Policy
	Recommendation	Recommendation
Elect Xiaoqun Clever as Director	For	For
Elect Ian Cockerill as Director	For	For
Elect Gary Goldberg as Director	For	For
Elect Michelle Hinchliffe as Director	For	For
Elect Ken MacKenzie as Director	For	Against
Elect Christine O'Reilly as Director	For	For
Elect Catherine Tanna as Director	For	For
Elect Dion Weisler as Director	For	For
Approve Remuneration Report	For	Against
Approve Grant of Awards to Mike Henry	For	Against
Approve Renewal of Potential Leaving Entitlements	None	For
Elect Director Leslie A. Brun	For	For
Elect Director Pamela L. Carter	For	For
Elect Director Richard J. Daly	For	For
Elect Director Robert N. Duels	For	For
Elect Director Melvin L. Flowers	For	For
Elect Director Timothy C. Gokey	For	For
Elect Director Brett A. Keller	For	For
Elect Director Maura A. Markus	For	Against
Elect Director Eileen K. Murray	For	For
Elect Director Annette L. Nazareth	For	For
Elect Director Amit K. Zavery	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
Advisory Vote on Say on Pay Frequency	One Year	One Year
Ratify Deloitte & Touche LLP as Auditors	For	For
Approve Financial Statements and Statutory Reports	For	For
Approve Consolidated Financial Statements and Statutory Reports	For	For
Approve Allocation of Income and Dividends of EUR 4.70 per Share	For	For
Reelect Kory Sorenson as Director	For	For
Reelect Philippe Petitcolin as Director	For	For
Elect Max Koeune as Director	For	For
Renew Appointment of Deloitte & Associates as Auditor	For	For
Approve Remuneration of Directors in the Aggregate Amount of EUR 1,3	For	For
Approve Compensation of Alexandre Ricard, Chairman and CEO	For	Against
Approve Remuneration Policy of Alexandre Ricard, Chairman and CEO	For	Against
Approve Compensation Report of Corporate Officers	For	For
Approve Remuneration Policy of Directors	For	For
Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For
Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Authorize Decrease in Share Capital via Cancellation of Repurchased Sh	For	For
Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 130 Million	For	For
Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 39 Million	For	For
Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16, 17 and 19	For	For
Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 39 Million	For	For
Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For
Authorize Capitalization of Reserves of Up to EUR 130 Million for Bonus Issue or Increase in Par Value	For	For
Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries	For	For
Authorize Filing of Required Documents/Other Formalities	For	For
Elect Director Charlene Barshefsky	For	Withhold
Elect Director Angela Wei Dong	For	For
Elect Director Fabrizio Freda	For	For
Elect Director Gary M. Lauder	For	For

Elect Director Jane Lauder	For	For
Ratify PricewaterhouseCoopers LLP as Auditors	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
Advisory Vote on Say on Pay Frequency	One Year	One Year
Elect Director Reid G. Hoffman	For	For
Elect Director Hugh F. Johnston	For	For
Elect Director Teri L. List	For	For
Elect Director Catherine MacGregor	For	For
Elect Director Mark A. L. Mason	For	For
Elect Director Satya Nadella	For	For
Elect Director Sandra E. Peterson	For	For
Elect Director Penny S. Pritzker	For	For
Elect Director Carlos A. Rodriguez	For	Against
Elect Director Charles W. Scharf	For	For
Elect Director John W. Stanton	For	For
Elect Director Emma N. Walmsley	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
Advisory Vote on Say on Pay Frequency	One Year	One Year
Ratify Deloitte and & Touche as Auditors	For	For
Report on Gender-Based Compensation and Benefits Inequities	Against	Against
Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	Against	Against
Report on Government Take Down Requests	Against	Against
Report on Risks of Weapons Development	Against	Against
Report on Climate Risk in Retirement Plan Options	Against	Refer
Publish a Tax Transparency Report	Against	Refer
Report on Risks of Operating in Countries with Significant Human Rights Concerns	Against	Refer
Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures	Against	Against
Report on Risks Related to AI Generated Misinformation and Disinformation	Against	Refer
Approve Allocation of Income, with a Final Dividend of JPY 15	For	For
Elect Director Fujita, Susumu	For	For
Elect Director Hidaka, Yusuke	For	For
Elect Director Nakayama, Go	For	For
Elect Director Nakamura, Koichi	For	Against
Elect Director Takaoka, Koza	For	For
Elect Director and Audit Committee Member Shiotsuki, Toko	For	For
Elect Director and Audit Committee Member Horiuchi, Masao	For	Against
Elect Director and Audit Committee Member Nakamura, Tomomi	For	For
Elect Alternate Director and Audit Committee Member Kanzaki, Takahiro	For	For
Approve Deep Discount Stock Option Plan	For	For

	Yes	No	No
	Yes	No	No
Excessive CEO payNo hedging policyOptions/PSUs vest in less than 30	Yes	Yes	No
Annual vote provides for greater shareholder oversight	Yes	No	No
	Yes	No	No
	Yes	No	No
	Yes	No	No
	Yes	No	No
	Yes	No	No
	Yes	No	No
	Yes	No	No
	Yes	No	No
Concerns about remuneration committee performance	Yes	Yes	No
	Yes	No	No
	Yes	No	No
	Yes	No	No
High variable pay ratioExcessive CEO pay	Yes	Yes	No
Annual vote provides for greater shareholder oversight	Yes	No	No
	Yes	No	No
	Yes	No	No
	Yes	No	No
	Yes	No	No
	Yes	No	No
	Yes	Yes	No
	Yes	Yes	No
	Yes	Yes	No
	Yes	No	No
	Yes	Yes	No
	Yes	No	No
	Yes	No	No
	Yes	No	No
	Yes	No	No
Lack of independence on board	Yes	Yes	No
	Yes	No	No
	Yes	No	No
Concerns related to succession planning	Yes	Yes	No
	Yes	No	No
	Yes	No	No
	Yes	No	No