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		Director Election
_CIV - Baillie Gifford	Metals & Mining	01-Nov-23		Director Election
_CIV - Baillie Gifford	Metals & Mining	01-Nov-23		Director Election
_CIV - Baillie Gifford	Metals & Mining	01-Nov-23		Director Election
_CIV - Baillie Gifford	Metals & Mining	01-Nov-23		Director Election
_CIV - Baillie Gifford	Metals & Mining	01-Nov-23	Management	Director Election
CIV - Baillie Gifford	Metals & Mining	01-Nov-23	Management	Remuneration Policy & Implementation
_CIV - Baillie Gifford	Metals & Mining	01-Nov-23	Management	Equity Compensation Plan
.CIV - Baillie Gifford	Metals & Mining	01-Nov-23	Management	Severance Agreement
_CIV - Baillie Gifford	Professional Services	09-Nov-23	Management	Director Election
.CIV - Baillie Gifford	Professional Services	09-Nov-23		Director Election
.CIV - Baillie Gifford	Professional Services	09-Nov-23	Management	Director Election
.CIV - Baillie Gifford	Professional Services	09-Nov-23		Director Election
.CIV - Baillie Gifford	Professional Services	09-Nov-23		Director Election
.CIV - Baillie Gifford	Professional Services	09-Nov-23		Director Election
.CIV - Baillie Gifford	Professional Services	09-Nov-23		Director Election
.CIV - Baillie Gifford	Professional Services	09-Nov-23		Director Election
CIV - Baillie Gifford		09-Nov-23		
	Professional Services			Director Election
CIV - Baillie Gifford	Professional Services	09-Nov-23		Director Election
CIV - Baillie Gifford	Professional Services	09-Nov-23		Director Election
CIV - Baillie Gifford	Professional Services	09-Nov-23		Remuneration Policy & Implementation
.CIV - Baillie Gifford	Professional Services	09-Nov-23		Remuneration Policy & Implementation
.CIV - Baillie Gifford	Professional Services	09-Nov-23		Auditor Related
.CIV - Baillie Gifford	Beverages	10-Nov-23	Management	Routine Business
CIV - Baillie Gifford	Beverages	10-Nov-23	Management	Routine Business
CIV - Baillie Gifford	Beverages	10-Nov-23	Management	Routine Business
.CIV - Baillie Gifford	Beverages	10-Nov-23	Management	Director Election
.CIV - Baillie Gifford	Beverages	10-Nov-23		Director Election
.CIV - Baillie Gifford	Beverages	10-Nov-23		Director Election
.CIV - Baillie Gifford	Beverages	10-Nov-23		Auditor Related
.CIV - Baillie Gifford	Beverages	10-Nov-23		Directors' Compensation
.CIV - Baillie Gifford	Beverages	10-Nov-23	Ŭ	Remuneration Policy & Implementation
CIV - Baillie Gifford	Beverages	10-Nov-23		Remuneration Policy & Implementation
_CIV - Baillie Gifford	Beverages	10-Nov-23		Directors' Compensation
.CIV - Baillie Gifford	Beverages	10-Nov-23	Management	Remuneration Policy & Implementation
.CIV - Baillie Gifford	Beverages	10-Nov-23	Management	Related-Party Transactions
.CIV - Baillie Gifford	Beverages	10-Nov-23	Management	Capital Structure - Repurchase
.CIV - Baillie Gifford	Beverages	10-Nov-23		Capital Structure Related
CIV - Baillie Gifford	Beverages	10-Nov-23	·	Capital Issuance
CIV - Baillie Gifford	Beverages	10-Nov-23	Management	Capital Issuance
_CIV - Baillie Gifford	Beverages	10-Nov-23	Management	Capital Issuance
CIV - Baillie Gifford	Beverages	10-Nov-23	Management	Capital Structure - Placement
.CIV - Baillie Gifford	Beverages	10-Nov-23	Management	Capital Issuance
.CIV - Baillie Gifford	Beverages	10-Nov-23	Management	Capital Structure Related
.CIV - Baillie Gifford	Beverages	10-Nov-23	Management	Employee Stock Ownership/Purchase Plan
.CIV - Baillie Gifford	Beverages	10-Nov-23		Employee Stock Ownership/Purchase Plan
.CIV - Baillie Gifford	Povorages	10 Nov 22	Managamant	Formalities
	Beverages	10-Nov-23	Management	
_CIV - Baillie Gifford	Personal Care Products	17-Nov-23	Management	Director Election
CIV - Baillie Gifford	Personal Care Products	17-Nov-23	Management	Director Election
Civ - baille Gillord				
CIV - 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
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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		Director Election
LCIV - Baillie Gifford	Media	08-Dec-23		Director Election
LCIV - Baillie Gifford	Media	08-Dec-23		Director Election
LCIV - Baillie Gifford	Media	08-Dec-23		Director Election
LCIV - Baillie Gifford	Media	08-Dec-23		Director Election
LCIV - Baillie Gifford	Media	08-Dec-23		Director Election
LCIV - Baillie Gifford	Media	08-Dec-23		Director Election
LCIV - Baillie Gifford	Media	08-Dec-23		Director Election
LCIV - Baillie Gifford	Media	08-Dec-23		Board Related
LCIV - Baillie Gifford	Media	08-Dec-23	Management	Equity Compensation Plan

Proposal Code Description	Votable Proposal
Elect Director	Yes
Elect Director Advisory Vote to Ratify Named Executive Officers'	Yes Yes
Compensation	
Approve Share Plan Grant	Yes
Approve or Amend Severance Agreements/Change-in-Control Agreements	Yes
Elect Director	Yes
Elect Director Elect Director	Yes Yes
Elect Director	Yes
Advisory Vote to Ratify Named Executive Officers' Compensation	Yes
Advisory Vote on Say on Pay Frequency	Yes
Ratify Auditors	Yes
Accept Financial Statements and Statutory Reports	Yes
Accept Consolidated Financial Statements and Statutory Reports	Yes
Approve Allocation of Income and Dividends	Yes
Elect Director	Yes
Elect Director	Yes
Elect Director	Yes
Ratify Auditors	Yes
Approve Remuneration of Directors and/or Committee Members	Yes
Advisory Vote to Ratify Named Executive Officers' Compensation	Yes
Approve Remuneration Policy	Yes
Remuneration-Related	Yes
Approve Remuneration Policy	Yes
Approve Special Auditors' Report Regarding Related-Party Transactions	Yes
Authorize Share Repurchase Program	Yes
Approve Reduction in Share Capital	Yes
Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	Yes
Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Yes
Authorize Board to Increase Capital in the Event of Demand	Yes
Exceeding Amounts Submitted to Shareholder Vote Above	. 55
Approve Issuance of Shares for a Private Placement	Yes
Authorize Capital Increase of up to 10 Percent of Issued Capital	Yes
for Future Acquisitions Authorize Capitalization of Reserves for Bonus Issue or	Yes
Increase in Par Value	Yes
Approve Qualified Employee Stock Purchase Plan Approve Qualified Employee Stock Purchase Plan	Yes
Authorine Filing of Deguined Degunerate (OI)	Vaa
Authorize Filing of Required Documents/Other Formalities Elect Director	Yes Yes
Elect Director	Yes
Elect Director	Yes
Elect Director	Yes

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
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 Alternate/Deputy Directors	Yes
Approve Restricted Stock Plan	Yes

Recommendation Recommendation Recommendation Recommendation For Against For For Against For For For Against For Fo	Proposal Text	Management	Voting Policy
Elect any Colterentia a Director Elect Michelle Hinchiffe as Director Elect Michelle Hinchiffe as Director Elect Ken MacKenzie as Director Elect Christine O'Reilly as Director For For For For For For Against Approve Remuneration Report Approve Remuneration Report Approve Remuneration Report Approve Remuneration Report Elect Director Leslie A. Brun For	Flect Xiaogun Clever as Director		
Elect Gary Goldberg as Director Elect Michel MacKanzle as Director Elect Michel MacKanzle as Director Elect Cartestine O'Reilly as Director Elect Cartestine O'Reilly as Director Elect Cartestine Tanna as Director For			
Elect Michelle Hinchliffe as Director Elect Christine O'Reilly as Director Elect Dion Weisler as Director For For For For For Against Approve Remuneration Report For			For
Elect Christine O'Reilly as Director Elect Catherine Tamna as Director Elect Colon Weisler as Director For For For Against Approve Remuneration Report Approve Remuneration Report Approve Grant of Awards to Mike Henry Approve Remuneration Report Elect Director Lesile A. Brun For For Elect Director Pamela L. Carter Elect Director Pamela L. Carter Elect Director Pamela L. Carter Elect Director Reinard J. Daly For For Elect Director Robert N. Duelks For For Elect Director Robert N. Duelks For For Elect Director Mowin L. Flowers Elect Director Timothy C. Gokey For For Elect Director Stept A. Keller Elect Director Maura A. Markus For For For Elect Director Flowers Elect Director Annette L. Nazareth For For Elect Director Annette L. Nazareth For For For Elect Director Annette L. Nazareth For For Against Advisory Vote on Raity Named Executive Officers' Compensation Advisory Vote on Raity Named Executive Officers' Compensation For Against Advisory Vote on Say on Pay Frequency One Year One Year One Year One Year Approve Allocation of Income and Dividends of EUR 4.70 per Share For For Replect Max Roberts Approve Allocation of Income and Dividends of EUR 4.70 per Share Reelect Kory Sorresson as Director For For For Reelect Max Koeume as Director For For For Reelect Amy Sorresson as Director For For For Reelect Max Koeume as Director For For For Reelect Max Koeume as Director For For For Reprove Remuneration Policy of Alexandre Ricard, Chairman and CEO Approve Remuneration Policy of Policy Inches Socurities with Premembers Births up to Against Authorize Ceptral Report on Related-Party Transactions For For For Approve Remuneration Policy of Reports For For For Approve Remuneration Policy of Reports For For For Approve Remuneration Policy of Repute Nominal Amount of EUR 1.30 Million Authorize Special Report on Related-Party Transactions For	<u> </u>	For	For
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Elect Director Approve Remuneration Report Approve Remuneration Report Approve Remuneration Report Approve Grant of Awards to Mike Henry Approve Grant of Awards to Mike Henry Approve Grant of Awards to Mike Henry Approve Remewal of Potential Leaving Entitlements None For Elect Director Lesile A. Brun Elect Director For Elect Director Pamela L. Carter Elect Director Robert N. Duelks Elect Director Robert N. Duelks For Elect Director Robert N. Duelks For Elect Director Robert N. Duelks For Elect Director Morby C. Gokey For Elect Director For Elect Director For Elect Director Sept A. Keller For Elect Director Sept A. Keller For Elect Director Mura A. Markus For Elect Director Mura A. Markus For Elect Director Raura A. Markus For Elect Director Raura A. Markus For Elect Director Raura A. Rauray For Elect Director Raura A. Rauray For Elect Director Raura A. Rauray For Elect Director Raura E. Nazareth For Elect Director Raura A. Markus For Elect Director Raura E. Nazareth For For Against Advisory Vote on Ratify Named Executive Officers' Compensation For Against Advisory Vote on Say on Pay Frequency One Year One Year One Year Approve Financial Statements and Statutory Reports For Approve Allocation of Income and Dividends of EUR 4.70 per Share For For Approve Allocation of Income and Dividends of EUR 4.70 per Share For Reelect Mary Koewnes as Director For Reelect Mary Koewnes as Director For For Reprove Remuneration Policy of Alexandre Ricard, Chairman and CEO Approve Remuneration Policy of For For Approve Auditors' Special Report on Related-Party Transactions Authorize Capital use to Agaregate Nominal Amount of EUR 1.30 Million Authorize Teapure Reserved Nominal Amount of EUR 1.30 Million Authorize Teapure Reserved Nominal Amount of EUR 1.30 Million For For F	Elect Christine O'Reilly as Director	For	For
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Approve Grant of Awards to Mike Henry Approve Renewal of Potential Leaving Entitlements Rone For Against Approve Renewal of Potential Leaving Entitlements Rone For For Elect Director Lesile A. Brun For Elect Director Pamela L. Carter For Elect Director Richard J. Daly For Elect Director Robert N. Duelks For Elect Director Robert N. Duelks For Elect Director Robert N. Duelks For Elect Director Imothy C. Gokey For Elect Director Strate Melvin L. Flowers Elect Director Broth A. Keller For Elect Director Maura A. Markus For Elect Director Maura A. Markus For Elect Director Maura A. Markus For Elect Director Amare A. Markus For Elect Director Robert N. Event For Elect Director Robert N. Burray For Advisory Vote on Say on Pay Frequency One Year One Year One Year One Year Approve Consolidated Financial Statements and Statutory Reports For Approve Consolidated Financial Statements and Statutory Reports For For Reelect Kory Sorenson as Director For Reelect Mory Sorenson as Director For Reelect Mory Sorenson as Director For Reelect Mory Sorenson as Director For For Approve Remuneration Policy of Alexandre Ricard, Chairman and CEO For Approve Remuneration Policy of Alexandre Ricard, Chairman and CEO For Approve Remuneration Policy of Directors Approve Remuneration Policy of Directors For For For For For For For	Elect Dion Weisler as Director	For	For
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Elect Director Robert N. Duelks Elect Director Melvin L. Flowers Elect Director Timothy C. Gokey For	Elect Director Pamela L. Carter	For	For
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Elect Director Maura A. Markus Elect Director Eileen K. Murray For	Elect Director Timothy C. Gokey	For	For
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Floot Director Cary M. Lauder	Elect Director Fabrizio Freda 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	Against	Against
Expenditures	<u> </u>	D (
Report on Risks Related to Al 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, Kozo	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
		•

Voting Policy Rationale	Voted	Vote Against Management	Vote Against Policy
	Yes	No	No
	Yes	No	No
	Yes	Yes	Yes
	Yes	No	No
Inadequate management of climate-related risks from exposure to coal		Yes	No
	Yes	Yes	Yes
	Yes	No	No
	Yes	No	No
Pay is misaligned with EOS remuneration principles	Yes	Yes	No
Pay is misaligned with EOS remuneration principles	Yes	Yes	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 payOptions/PSUs vest in less than 36 months	Yes	Yes	No
Annual vote provides for greater shareholder oversight	Yes	No	No
	Yes	No	No
Pay is misaligned with EOS remuneration principles	Yes	Yes	No
Pay is misaligned with EOS remuneration principles	Yes	Yes	No
- a) is initially that that a second the second that a second the second that a second	Yes	No	No
	Yes	No	No
Concerns related to succession planningConcerns to protect shareholder valueConcerns about overall board structureConcerns	Yes	Yes	No
about remuneration committee performanceLack of independent representation at board committees			I I
	Yes	No	No
about remuneration committee performanceLack of independent representation at board committees	Yes Yes	No No	No No

	Yes	No	No
	Yes	No	No
Excessive CEO payNo hedging policyOptions/PSUs vest in less than 36	Yes	Yes	No
Annual vote provides for greater shareholder oversight	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	Yes	No
	Yes	Yes	No
	Yes	Yes	No
	Yes	No	No
	Yes	Yes	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