

Vote Summary Report

Reporting period: 01/01/2024 to 31/03/2024

Meeting Overview

	Total	Percent
Votable Meetings	135	
Meetings Voted	134	99.26%

Ballot Overview

	Total	Percent
Votable Ballots	418	
Ballots Voted	416	99.52%

Proposal Overview

	Total	Percent	Management Proposals	
			Total	Percent
Votable Proposals	1376		1360	
Proposals Voted	1360	98.84%	1344	98.82%
FOR Votes	1229	89.32%	1224	90.00%
AGAINST Votes	106	7.70%	93	6.84%
ABSTAIN Votes	35	2.54%	35	2.57%
WITHHOLD Votes	1	0.07%	1	0.07%
DNV Proposals	0	0.00%	0	0.00%
Votes WITH Management	1255	91.21%	1241	91.25%
Votes AGAINST Management	118	8.58%	114	8.38%
Votes WITH Policy	1350	98.11%	1332	97.94%
Votes AGAINST Policy	25	1.82%	25	1.84%

Company Name

Company Name	Meeting Date	Meeting Type	Voting Policy	Proponent
Zscaler, Inc.	05-Jan-24	Annual	Liontrust	Management
Zscaler, Inc.	05-Jan-24	Annual	Liontrust	Management
Zscaler, Inc.	05-Jan-24	Annual	Liontrust	Management
TCS Group Holding Plc	08-Jan-24	Extraordinary Share	ISS	Management
TCS Group Holding Plc	08-Jan-24	Extraordinary Share	ISS	Management
TCS Group Holding Plc	08-Jan-24	Extraordinary Share	ISS	Management
TCS Group Holding Plc	08-Jan-24	Extraordinary Share	ISS	Management
TCS Group Holding Plc	08-Jan-24	Extraordinary Share	ISS	Management
TCS Group Holding Plc	08-Jan-24	Extraordinary Share	ISS	Management
TCS Group Holding Plc	08-Jan-24	Extraordinary Share	ISS	Management
TCS Group Holding Plc	08-Jan-24	Extraordinary Share	ISS	Management
TCS Group Holding Plc	08-Jan-24	Extraordinary Share	ISS	Management
TCS Group Holding Plc	08-Jan-24	Extraordinary Share	ISS	Management
TCS Group Holding Plc	08-Jan-24	Extraordinary Share	ISS	Management
TCS Group Holding Plc	08-Jan-24	Extraordinary Share	ISS	Management
TCS Group Holding Plc	08-Jan-24	Extraordinary Share	ISS	Management
TCS Group Holding Plc	08-Jan-24	Extraordinary Share	ISS	Management
TCS Group Holding Plc	08-Jan-24	Extraordinary Share	ISS	Management
HDFC Bank Ltd.	09-Jan-24	Special	ISS	Management
HDFC Bank Ltd.	09-Jan-24	Special	ISS	Management
HDFC Bank Ltd.	09-Jan-24	Special	ISS	Management
HDFC Bank Ltd.	09-Jan-24	Special	ISS	Management
Ashok Leyland Limited	10-Jan-24	Special	ISS	Management
Emami Limited	13-Jan-24	Special	ISS	Management
Emami Limited	13-Jan-24	Special	ISS	Management
Emami Limited	13-Jan-24	Special	ISS	Management
Emami Limited	13-Jan-24	Special	ISS	Management
KFin Technologies Ltd.	13-Jan-24	Special	ISS	Management
Mondi Plc	15-Jan-24	Special	Global Fundamental	Management
Mondi Plc	15-Jan-24	Special	Global Fundamental	Management
Mondi Plc	15-Jan-24	Special	Global Fundamental	Management
Mondi Plc	15-Jan-24	Special	Global Fundamental	Management
Mondi Plc	15-Jan-24	Special	Global Fundamental	Management
Diploma Plc	17-Jan-24	Annual	Global Fundamental	Management
Diploma Plc	17-Jan-24	Annual	Global Fundamental	Management
Diploma Plc	17-Jan-24	Annual	Global Fundamental	Management
Diploma Plc	17-Jan-24	Annual	Global Fundamental	Management

Shareholder Proposals**Total****Percent**

16	
16	100.00%
5	31.25%
13	81.25%
0	0.00%
0	0.00%
0	0.00%
14	87.50%
4	25.00%
18	112.50%
0	0.00%

Proposal Number Proposal Text**Management Recommendation**

1	Elect Director Jagtar (Jay) Chaudhry	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
1	Elect Chairman of Meeting	For
2	Amend Articles of Association	For
3	Approve the Company's Deregistering from the Republic of Cyprus and R	For
4	Submit Application to the Cypriot Registrar to Authorize Company's Re-dc	For
5	Approve Interim Report	For
6	Authorize Issuance of Equity or Equity-Linked Securities without Preempti	For
7	Approve Submission of Application and Required Documentation in Relat	For
8	Authorize Board to Complete Formalities in Relation to Redomiciliation	For
9	Approve Change of Jurisdiction from Cyprus to Russia	For
10	Approve Change of Company Name	For
11	Approve Change of Company's Address	For
12	Approve New Charter Capital	For
13	Adopt New Charter	For
14	Elect Konstantin Konstantinovich Markelov as General Director	For
15	Elect Directors (Bundled)	For
16	Appoint "Independent Registrar Company R.O.S.T." as the Registrar that	For
1	Approve Reappointment and Remuneration of M.D. Ranganath as Indepe	For
2	Approve Reappointment and Remuneration of Sandeep Parekh as Indepe	For
3	Approve Reappointment and Remuneration of Sashidhar Jagdishan as M	For
4	Approve Appointment and Remuneration of V. Srinivasa Rangan as Exec	For
1	Approve Material Related Party Transactions	For
1	Approve Revision of Remuneration by Including Payment of Commission	For
2	Approve Revision of Remuneration by Including Payment of Commission	For
3	Approve Revision of Remuneration by Including Payment of Commission	For
4	Approve Reappointment and Remuneration of Prashant Goenka as Whol	For
1	Approve Shifting of Registered Office of the Company and Amend Memo	For
1	Approve Special Dividend	For
2	Approve Share Consolidation	For
3	Authorise Issue of Equity	For
4	Authorise Issue of Equity without Pre-emptive Rights	For
5	Authorise Market Purchase of Ordinary Shares	For
1	Accept Financial Statements and Statutory Reports	For
2	Approve Final Dividend	For
3	Re-elect David Lowden as Director	For
4	Re-elect Johnny Thomson as Director	For

5	Re-elect Chris Davies as Director	For
6	Re-elect Andy Smith as Director	For
7	Re-elect Anne Thorburn as Director	For
8	Elect Jennifer Ward as Director	For
9	Re-elect Geraldine Huse as Director	For
10	Re-elect Dean Finch as Director	For
11	Reappoint PricewaterhouseCoopers LLP as Auditors	For
12	Authorise Board to Fix Remuneration of Auditors	For
13	Approve Remuneration Report	For
14	Authorise Issue of Equity	For
15	Authorise Issue of Equity without Pre-emptive Rights	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with a	For
17	Authorise Market Purchase of Ordinary Shares	For
18	Approve Matters Relating to the Dividend Rectification	None
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
1a	Elect Director Susan L. Decker	For
1b	Elect Director Kenneth D. Denman	For
1c	Elect Director Helena B. Foulkes	For
1d	Elect Director Richard A. Galanti	For
1e	Elect Director Hamilton E. James	For
1f	Elect Director W. Craig Jelinek	For
1g	Elect Director Sally Jewell	For
1h	Elect Director Jeffrey S. Raikes	For
1i	Elect Director John W. Stanton	For
1j	Elect Director Ron M. Vachris	For
1k	Elect Director Mary Agnes (Maggie) Wilderotter	For
2	Ratify KPMG LLP as Auditors	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
4	Issue Audited Report on Fiduciary Relevance of Decarbonization Goal	Against
1a	Elect Director Eve Burton	For
1a	Elect Director Eve Burton	For
1b	Elect Director Scott D. Cook	For
1b	Elect Director Scott D. Cook	For
1c	Elect Director Richard L. Dalzell	For
1c	Elect Director Richard L. Dalzell	For
1d	Elect Director Sasan K. Goodarzi	For
1d	Elect Director Sasan K. Goodarzi	For
1e	Elect Director Deborah Liu	For
1e	Elect Director Deborah Liu	For
1f	Elect Director Tekedra Mawakana	For
1f	Elect Director Tekedra Mawakana	For
1g	Elect Director Suzanne Nora Johnson	For
1g	Elect Director Suzanne Nora Johnson	For
1h	Elect Director Ryan Roslansky	For
1h	Elect Director Ryan Roslansky	For
1i	Elect Director Thomas Szkutak	For
1i	Elect Director Thomas Szkutak	For
1j	Elect Director Raul Vazquez	For
1j	Elect Director Raul Vazquez	For
1k	Elect Director Eric S. Yuan	For
1k	Elect Director Eric S. Yuan	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
3	Advisory Vote on Say on Pay Frequency	One Year
3	Advisory Vote on Say on Pay Frequency	One Year
4	Ratify Ernst & Young LLP as Auditors	For
4	Ratify Ernst & Young LLP as Auditors	For
5	Amend Omnibus Stock Plan	For
5	Amend Omnibus Stock Plan	For
6	Report on Climate Risk in Retirement Plan Options	Against
6	Report on Climate Risk in Retirement Plan Options	Against
6	Report on Climate Risk in Retirement Plan Options	Against
1	Elect Ajay Tyagi as Director	For
2	Elect P. R. Ramesh as Director	For
3	Approve Material Related Party Transactions with Larsen Toubro Arabia I	For

4	Approve Material Related Party Transactions with L&T Metro Rail (Hyderab	For
1a	Elect Director Richard M. Beyer	For
1a	Elect Director Richard M. Beyer	For
1b	Elect Director Lynn A. Dugle	For
1b	Elect Director Lynn A. Dugle	For
1c	Elect Director Steven J. Gomo	For
1c	Elect Director Steven J. Gomo	For
1d	Elect Director Linnie M. Haynesworth	For
1d	Elect Director Linnie M. Haynesworth	For
1e	Elect Director Mary Pat McCarthy	For
1e	Elect Director Mary Pat McCarthy	For
1f	Elect Director Sanjay Mehrotra	For
1f	Elect Director Sanjay Mehrotra	For
1g	Elect Director Robert E. Switz	For
1g	Elect Director Robert E. Switz	For
1g	Elect Director Robert E. Switz	For
1h	Elect Director MaryAnn Wright	For
1h	Elect Director MaryAnn Wright	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
3	Advisory Vote on Say on Pay Frequency	One Year
3	Advisory Vote on Say on Pay Frequency	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	For
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
1	Reelect Arvind Singhal as Director	For
1	Accept Financial Statements and Statutory Reports	For
2	Approve Final Dividend	For
3	Re-elect Philip Dudderidge as Director	For
4	Re-elect Tim Carroll as Director	For
5	Re-elect Sally McKone as Director	For
6	Re-elect David Bezem as Director	For
7	Re-elect Naomi Climer as Director	For
8	Re-elect Mike Butterworth as Director	For
9	Reappoint KPMG LLP as Auditors and Authorise Their Remuneration	For
10	Authorise Issue of Equity	For
11	Authorise Issue of Equity without Pre-emptive Rights	For
12	Authorise Issue of Equity without Pre-emptive Rights in Connection with a	For
13	Authorise Market Purchase of Ordinary Shares	For
1	Approve Matters Relating to the Recommended Cash Acquisition of Small	For
1	Approve Matters Relating to the Recommended Cash Acquisition of Small	For
1	Approve Scheme of Arrangement	For
1	Approve Scheme of Arrangement	For
1a	Elect Director Judy Lin	For
1b	Elect Director Sara Liu	For
1c	Elect Director Yih-Shyan (Wally) Liaw	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
3	Ratify Ernst & Young LLP as Auditors	For
4	Amend Omnibus Stock Plan	For
1a	Elect Director Thomas N. Kelly, Jr.	For
1b	Elect Director Brian E. Sandoval	For
1c	Elect Director Peter E. Shumlin	For
1d	Elect Director John R. Vines	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
3	Ratify Deloitte & Touche LLP as Auditors	For
4	Amend Omnibus Stock Plan	For
1	Elect Arun Khurana as Director and Approve Appointment and Remunera	For
1a	Elect Director Lloyd A. Carney	For
1b	Elect Director Kermit R. Crawford	For
1c	Elect Director Francisco Javier Fernandez-Carbajal	For
1d	Elect Director Ramon Laguarta	For
1e	Elect Director Teri L. List	For
1f	Elect Director John F. Lundgren	For

1g	Elect Director Ryan McInerney	For
1h	Elect Director Denise M. Morrison	For
1i	Elect Director Pamela Murphy	For
1j	Elect Director Linda J. Rendle	For
1k	Elect Director Maynard G. Webb, Jr.	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
3	Ratify KPMG LLP as Auditors	For
4	Approve Class B Exchange Offer Program Certificate Amendments	For
5	Adjourn Meeting	For
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
1	Approve Scheme of Amalgamation	For
1	Accept Financial Statements and Statutory Reports	For
2	Approve Remuneration Report	For
3	Approve Final Dividend	For
4	Re-elect Ryan Govender as Director	For
5	Re-elect Christine Sisler as Director	For
6	Re-elect Philip O'Connor as Director	For
7	Re-elect Vijay Thakrar as Director	For
8	Re-elect David Johnston as Director	For
9	Elect Bronagh Kennedy as Director	For
10	Reappoint BDO LLP as Auditors	For
11	Authorise Board to Fix Remuneration of Auditors	For
12	Approve Share Incentive Plan	For
13	Approve Long-Term Incentive Plan	For
14	Authorise Issue of Equity	For
15	Authorise Issue of Equity without Pre-emptive Rights	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with a	For
17	Authorise Market Purchase of Ordinary Shares	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
1	Accept Financial Statements and Statutory Reports	For
2	Approve Remuneration Report	For
3	Re-elect Richard Pennycook as Director	For
4	Re-elect Simon Cooper as Director	For
5	Re-elect Shaun Morton as Director	For
6	Re-elect David Kelly as Director	For
7	Re-elect Elaine O'Donnell as Director	For
8	Re-elect Justine Greening as Director	For
9	Re-elect Zoe Harris as Director	For
10	Elect Veronica Sharma as Director	For
11	Elect Jon Wormald as Director	For
12	Reappoint Ernst & Young LLP as Auditors	For
13	Authorise Board to Fix Remuneration of Auditors	For
14	Authorise Issue of Equity	For
15	Authorise UK Political Donations and Expenditure	For
16	Authorise Issue of Equity without Pre-emptive Rights	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with a	For
18	Authorise Market Purchase of Ordinary Shares	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
1	Accept Financial Statements and Statutory Reports	For
2	Approve Remuneration Report	For
3	Approve Final Dividend	For
4	Elect Colette Burke as Director	For
5	Re-elect Annette Court as Director	For
6	Re-elect Carl Cowling as Director	For
7	Re-elect Nicky Dulieu as Director	For
8	Re-elect Simon Emeny as Director	For
9	Re-elect Robert Moorhead as Director	For
10	Re-elect Marion Sears as Director	For
11	Reappoint PricewaterhouseCoopers LLP as Auditors	For
12	Authorise the Audit Committee to Fix Remuneration of Auditors	For
13	Authorise UK Political Donations and Expenditure	For
14	Authorise Issue of Equity	For
15	Authorise Issue of Equity without Pre-emptive Rights	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with a	For

17	Authorise Market Purchase of Ordinary Shares	For
18	Adopt New Articles of Association	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
1	Elect Douglas Anderson Baillie as Director	For
1	Accept Financial Statements and Statutory Reports	For
1	Accept Financial Statements and Statutory Reports	For
1	Accept Financial Statements and Statutory Reports	For
2	Approve Remuneration Report	For
2	Approve Remuneration Report	For
2	Approve Remuneration Report	For
3	Approve Final Dividend	For
3	Approve Final Dividend	For
3	Approve Final Dividend	For
4	Elect Fiona Clutterbuck as Director	For
4	Elect Fiona Clutterbuck as Director	For
4	Elect Fiona Clutterbuck as Director	For
5	Re-elect Michael Summersgill as Director	For
5	Re-elect Michael Summersgill as Director	For
5	Re-elect Michael Summersgill as Director	For
6	Re-elect Peter Birch as Director	For
6	Re-elect Peter Birch as Director	For
6	Re-elect Peter Birch as Director	For
7	Re-elect Roger Stott as Director	For
7	Re-elect Roger Stott as Director	For
7	Re-elect Roger Stott as Director	For
8	Re-elect Evelyn Bourke as Director	For
8	Re-elect Evelyn Bourke as Director	For
8	Re-elect Evelyn Bourke as Director	For
9	Re-elect Eamonn Flanagan as Director	For
9	Re-elect Eamonn Flanagan as Director	For
9	Re-elect Eamonn Flanagan as Director	For
10	Elect Fiona Fry as Director	For
10	Elect Fiona Fry as Director	For
10	Elect Fiona Fry as Director	For
11	Re-elect Margaret Hassall as Director	For
11	Re-elect Margaret Hassall as Director	For
11	Re-elect Margaret Hassall as Director	For
12	Re-elect Les Platts as Director	For
12	Re-elect Les Platts as Director	For
12	Re-elect Les Platts as Director	For
13	Re-elect Simon Turner as Director	For
13	Re-elect Simon Turner as Director	For
13	Re-elect Simon Turner as Director	For
14	Reappoint BDO LLP as Auditors	For
14	Reappoint BDO LLP as Auditors	For
14	Reappoint BDO LLP as Auditors	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	For
16	Authorise Issue of Equity	For
16	Authorise Issue of Equity	For
16	Authorise Issue of Equity	For
17	Authorise Issue of Equity without Pre-emptive Rights	For
17	Authorise Issue of Equity without Pre-emptive Rights	For
17	Authorise Issue of Equity without Pre-emptive Rights	For
18	Authorise Market Purchase of Ordinary Shares	For
18	Authorise Market Purchase of Ordinary Shares	For
18	Authorise Market Purchase of Ordinary Shares	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
1a	Elect Director Susan M. Cameron	For
1b	Elect Director Greg Creed	For
1c	Elect Director Brian M. DeGhiaccio	For
1d	Elect Director Bridgette P. Heller	For

1e	Elect Director Kenneth M. Keverian	For
1f	Elect Director Karen M. King	For
1g	Elect Director Patricia E. Lopez	For
1h	Elect Director Stephen I. Sadove	For
1i	Elect Director Kevin G. Wills	For
1j	Elect Director John J. Zillmer	For
2	Ratify Deloitte & Touche LLP as Auditors	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
1	Accept Financial Statements and Statutory Reports	For
2	Reappoint BDO LLP as Auditors and Authorise Their Remuneration	For
3	Approve Final Dividend	For
4	Elect Imogen Moorhouse as Director	For
5	Re-elect David Quantrell as Director	For
6	Re-elect Naomi Climer as Director	For
7	Authorise Issue of Equity	For
8	Authorise Issue of Equity without Pre-emptive Rights	For
9	Authorise Market Purchase of Ordinary Shares	For
1	Accept Financial Statements and Statutory Reports	For
2	Approve Remuneration Report	For
3	Approve Final Dividend	For
4	Elect Roisin Donnelly as Director	For
5	Re-elect Andrew Duff as Director	For
6	Re-elect Sangeeta Anand as Director	For
7	Re-elect John Bates as Director	For
8	Re-elect Jonathan Bewes as Director	For
9	Re-elect Maggie Jones as Director	For
10	Re-elect Annette Court as Director	For
11	Re-elect Derek Harding as Director	For
12	Re-elect Steve Hare as Director	For
13	Re-elect Jonathan Howell as Director	For
14	Reappoint Ernst & Young LLP as Auditors	For
15	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For
16	Authorise UK Political Donations and Expenditure	For
17	Authorise Issue of Equity	For
18	Authorise Issue of Equity without Pre-emptive Rights	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with a	For
20	Authorise Market Purchase of Ordinary Shares	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
1	Approve 2-for-1 Stock Split and Amend Article 7 Accordingly	For
1	Approve 2-for-1 Stock Split and Amend Article 7 Accordingly	For
2	Amend Articles	For
2	Amend Articles	For
3	In the Event of a Second Call, Can the Voting Instructions Contained in th	None
3	In the Event of a Second Call, Can the Voting Instructions Contained in th	None
1	Authorise Market Purchase of Ordinary Shares	For
1	Accept Financial Statements and Statutory Reports	For
2	Approve Final Dividend	For
3	Approve Remuneration Report	For
4	Re-elect Richard Huntingford as Director	For
5	Elect Jon Steinberg as Director	For
6	Re-elect Meredith Amdur as Director	For
7	Re-elect Mark Brooker as Director	For
8	Re-elect Rob Hattrell as Director	For
9	Re-elect Penny Ladkin-Brand as Director	For
10	Re-elect Alan Newman as Director	For
11	Re-elect Angela Seymour-Jackson as Director	For
12	Elect Ivana Kirkbride as Director	For
13	Reappoint Deloitte LLP as Auditors	For
14	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For
15	Authorise Issue of Equity	For
16	Authorise UK Political Donations and Expenditure	For
17	Authorise Issue of Equity without Pre-emptive Rights	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with a	For
19	Authorise Market Purchase of Ordinary Shares	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	For

1	Accept Financial Statements and Statutory Reports	For
1	Accept Financial Statements and Statutory Reports	For
1	Accept Financial Statements and Statutory Reports	For
2	Approve Remuneration Report	For
2	Approve Remuneration Report	For
2	Approve Remuneration Report	For
3	Approve Final Dividend	For
3	Approve Final Dividend	For
3	Approve Final Dividend	For
4	Elect Petros Parras as Director	For
4	Elect Petros Parras as Director	For
4	Elect Petros Parras as Director	For
5	Elect Leanne Wood as Director	For
5	Elect Leanne Wood as Director	For
5	Elect Leanne Wood as Director	For
6	Re-elect Ian Meakins as Director	For
6	Re-elect Ian Meakins as Director	For
6	Re-elect Ian Meakins as Director	For
7	Re-elect Dominic Blakemore as Director	For
7	Re-elect Dominic Blakemore as Director	For
7	Re-elect Dominic Blakemore as Director	For
8	Re-elect Palmer Brown as Director	For
8	Re-elect Palmer Brown as Director	For
8	Re-elect Palmer Brown as Director	For
9	Re-elect Stefan Bomhard as Director	For
9	Re-elect Stefan Bomhard as Director	For
9	Re-elect Stefan Bomhard as Director	For
10	Re-elect John Bryant as Director	For
10	Re-elect John Bryant as Director	For
10	Re-elect John Bryant as Director	For
11	Re-elect Arlene Isaacs-Lowe as Director	For
11	Re-elect Arlene Isaacs-Lowe as Director	For
11	Re-elect Arlene Isaacs-Lowe as Director	For
12	Re-elect Anne-Francoise Nesmes as Director	For
12	Re-elect Anne-Francoise Nesmes as Director	For
12	Re-elect Anne-Francoise Nesmes as Director	For
13	Re-elect Sundar Raman as Director	For
13	Re-elect Sundar Raman as Director	For
13	Re-elect Sundar Raman as Director	For
14	Re-elect Nelson Silva as Director	For
14	Re-elect Nelson Silva as Director	For
14	Re-elect Nelson Silva as Director	For
15	Re-elect Ireena Vittal as Director	For
15	Re-elect Ireena Vittal as Director	For
15	Re-elect Ireena Vittal as Director	For
16	Reappoint KPMG LLP as Auditors	For
16	Reappoint KPMG LLP as Auditors	For
16	Reappoint KPMG LLP as Auditors	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	For
18	Authorise UK Political Donations and Expenditure	For
18	Authorise UK Political Donations and Expenditure	For
18	Authorise UK Political Donations and Expenditure	For
19	Authorise Issue of Equity	For
19	Authorise Issue of Equity	For
19	Authorise Issue of Equity	For
20	Authorise Issue of Equity without Pre-emptive Rights	For
20	Authorise Issue of Equity without Pre-emptive Rights	For
20	Authorise Issue of Equity without Pre-emptive Rights	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with a	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with a	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with a	For
22	Authorise Market Purchase of Ordinary Shares	For
22	Authorise Market Purchase of Ordinary Shares	For

22	Authorise Market Purchase of Ordinary Shares	For
23	Authorise the Company to Call General Meeting with 14 Clear Days' Notic	For
23	Authorise the Company to Call General Meeting with 14 Clear Days' Notic	For
23	Authorise the Company to Call General Meeting with 14 Clear Days' Notic	For
1	Accept Financial Statements and Statutory Reports	For
1	Accept Financial Statements and Statutory Reports	For
2	Approve Remuneration Report	For
2	Approve Remuneration Report	For
3	Approve Final Dividend	For
3	Approve Final Dividend	For
4	Re-elect Sir Stephen Hester as Director	For
4	Re-elect Sir Stephen Hester as Director	For
5	Re-elect Johan Lundgren as Director	For
5	Re-elect Johan Lundgren as Director	For
6	Re-elect Kenton Jarvis as Director	For
6	Re-elect Kenton Jarvis as Director	For
7	Re-elect Catherine Bradley as Director	For
7	Re-elect Catherine Bradley as Director	For
8	Re-elect Rianne van der Eijk as Director	For
8	Re-elect Rianne van der Eijk as Director	For
9	Re-elect Harald Eisenacher as Director	For
9	Re-elect Harald Eisenacher as Director	For
10	Re-elect Sheikh Mansurah Tal-At Mannings as Director	For
10	Re-elect Sheikh Mansurah Tal-At Mannings as Director	For
11	Re-elect David Robbie as Director	For
11	Re-elect David Robbie as Director	For
12	Re-elect Detlef Trefzger as Director	For
12	Re-elect Detlef Trefzger as Director	For
13	Elect Sue Clark as Director	For
13	Elect Sue Clark as Director	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	For
16	Authorise UK Political Donations and Expenditure	For
16	Authorise UK Political Donations and Expenditure	For
17	Authorise Issue of Equity	For
17	Authorise Issue of Equity	For
18	Authorise Issue of Equity without Pre-emptive Rights	For
18	Authorise Issue of Equity without Pre-emptive Rights	For
19	Authorise Market Purchase of Ordinary Shares	For
19	Authorise Market Purchase of Ordinary Shares	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022/23 (Non-Voting)	
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022/23 (Non-Voting)	
2	Approve Allocation of Income and Dividends of EUR 4.70 per Share	For
2	Approve Allocation of Income and Dividends of EUR 4.70 per Share	For
3.1	Approve Discharge of Management Board Member Roland Busch for Fisc	For
3.1	Approve Discharge of Management Board Member Roland Busch for Fisc	For
3.2	Approve Discharge of Management Board Member Cedrik Neike for Fisc	For
3.2	Approve Discharge of Management Board Member Cedrik Neike for Fisc	For
3.3	Approve Discharge of Management Board Member Matthias Rebellius for	For
3.3	Approve Discharge of Management Board Member Matthias Rebellius for	For
3.4	Approve Discharge of Management Board Member Ralf Thomas for Fisc	For
3.4	Approve Discharge of Management Board Member Ralf Thomas for Fisc	For
3.5	Approve Discharge of Management Board Member Judith Wiese for Fisc	For
3.5	Approve Discharge of Management Board Member Judith Wiese for Fisc	For
4.1	Approve Discharge of Supervisory Board Member Jim Snabe for Fiscal Y	For
4.1	Approve Discharge of Supervisory Board Member Jim Snabe for Fiscal Y	For
4.2	Approve Discharge of Supervisory Board Member Birgit Steinborn for Fisc	For
4.2	Approve Discharge of Supervisory Board Member Birgit Steinborn for Fisc	For
4.3	Approve Discharge of Supervisory Board Member Werner Brandt for Fisc	For
4.3	Approve Discharge of Supervisory Board Member Werner Brandt for Fisc	For
4.4	Approve Discharge of Supervisory Board Member Tobias Baeumler for Fi	For

4.4	Approve Discharge of Supervisory Board Member Tobias Baeumler for Fi	For
4.5	Approve Discharge of Supervisory Board Member Michael Diekmann (unl	For
4.5	Approve Discharge of Supervisory Board Member Michael Diekmann (unl	For
4.6	Approve Discharge of Supervisory Board Member Regina Dugan (from F	For
4.6	Approve Discharge of Supervisory Board Member Regina Dugan (from F	For
4.7	Approve Discharge of Supervisory Board Member Andrea Fehrmann for F	For
4.7	Approve Discharge of Supervisory Board Member Andrea Fehrmann for F	For
4.8	Approve Discharge of Supervisory Board Member Bettina Haller for Fisca	For
4.8	Approve Discharge of Supervisory Board Member Bettina Haller for Fisca	For
4.9	Approve Discharge of Supervisory Board Member Oliver Hartmann (from	For
4.9	Approve Discharge of Supervisory Board Member Oliver Hartmann (from	For
4.10	Approve Discharge of Supervisory Board Member Keryn Lee James (fron	For
4.10	Approve Discharge of Supervisory Board Member Keryn Lee James (fron	For
4.11	Approve Discharge of Supervisory Board Member Harald Kern for Fiscal `	For
4.11	Approve Discharge of Supervisory Board Member Harald Kern for Fiscal `	For
4.12	Approve Discharge of Supervisory Board Member Juergen Kerner for Fis	For
4.12	Approve Discharge of Supervisory Board Member Juergen Kerner for Fis	For
4.13	Approve Discharge of Supervisory Board Member Martina Merz (from Fel	For
4.13	Approve Discharge of Supervisory Board Member Martina Merz (from Fel	For
4.14	Approve Discharge of Supervisory Board Member Christian Pfeiffer (from	For
4.14	Approve Discharge of Supervisory Board Member Christian Pfeiffer (from	For
4.15	Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal	For
4.15	Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal	For
4.16	Approve Discharge of Supervisory Board Member Hagen Reimer for Fisc	For
4.16	Approve Discharge of Supervisory Board Member Hagen Reimer for Fisc	For
4.17	Approve Discharge of Supervisory Board Member Norbert Reithofer (until	For
4.17	Approve Discharge of Supervisory Board Member Norbert Reithofer (until	For
4.18	Approve Discharge of Supervisory Board Member Kasper Rorsted for Fis	For
4.18	Approve Discharge of Supervisory Board Member Kasper Rorsted for Fis	For
4.19	Approve Discharge of Supervisory Board Member Nemat Shafik (until Fel	For
4.19	Approve Discharge of Supervisory Board Member Nemat Shafik (until Fel	For
4.20	Approve Discharge of Supervisory Board Member Nathalie von Siemens	For
4.20	Approve Discharge of Supervisory Board Member Nathalie von Siemens	For
4.21	Approve Discharge of Supervisory Board Member Michael Sigmund (until	For
4.21	Approve Discharge of Supervisory Board Member Michael Sigmund (until	For
4.22	Approve Discharge of Supervisory Board Member Dorothea Simon for Fis	For
4.22	Approve Discharge of Supervisory Board Member Dorothea Simon for Fis	For
4.23	Approve Discharge of Supervisory Board Member Grazia Vittadini for Fisc	For
4.23	Approve Discharge of Supervisory Board Member Grazia Vittadini for Fisc	For
4.24	Approve Discharge of Supervisory Board Member Matthias Zachert for Fi	For
4.24	Approve Discharge of Supervisory Board Member Matthias Zachert for Fi	For
4.25	Approve Discharge of Supervisory Board Member Gunnar Zukunft (until F	For
4.25	Approve Discharge of Supervisory Board Member Gunnar Zukunft (until F	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023/2	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023/2	For
6	Approve Remuneration Policy	For
6	Approve Remuneration Policy	For
7	Approve Remuneration Report	For
7	Approve Remuneration Report	For
8	Approve Creation of EUR 480 Million Pool of Capital with Partial Exclusi	For
8	Approve Creation of EUR 480 Million Pool of Capital with Partial Exclusi	For
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible	For
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible	For
1	Approve Matters Relating to the Recommended Cash Offer for Sopheon	For
1	Approve Scheme of Arrangement	For
1	Approve Scheme of Amalgamation	For
1	Authorise Issue of Equity in Connection with the Proposed Merger of the	For
1	Reelect Shalini Gupta as Director	For
1	Authorise Market Purchase of Ordinary Shares	For
1	Receive Board's and Auditor's Reports	
2	Approve Financial Statements	For
3	Approve Dividends	For
4	Approve Remuneration of Directors	For
5.1	Approve Discharge of Director Dominic Gaillard	For
5.2	Approve Discharge of Director Philippe Hoss	For

5.3	Approve Discharge of Director Dorothee Wetzel	For
5.4	Approve Discharge of Director Ruth Bueltmann	For
6.1	Re-Elect Dominic Gaillard as Director	For
6.2	Re-Elect Philippe Hoss as Director	For
6.3	Re-Elect Dorothee Wetzel as Director	For
6.4	Re-Elect Ruth Bueltmann as Director	For
7	Renew Appointment of Ernst & Young as Auditor	For
8	Transact Other Business (Non-Voting)	
1	Accept Financial Statements and Statutory Reports	For
2	Approve Remuneration Report	For
3	Re-elect Julia Chapman as Director	For
4	Re-elect Michael Gray as Director	For
5	Re-elect Steven Wilderspin as Director	For
6	Re-elect Dawn Crichard as Director	For
7	Re-elect Andrew Didham as Director	For
8	Re-elect Alex Yew as Director	For
9	Approve the Company's Dividend Policy	For
10	Ratify KPMG Channel Islands Limited as Auditors	For
11	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For
12	Authorise the Company to Cancel or Hold Treasury Shares	For
13	Authorise Market Purchase of Ordinary Shares	For
14	Authorise Issue of Equity without Pre-emptive Rights	For
1.1	Elect Director Neil Barua	For
1.2	Elect Director Mark Benjamin	For
1.3	Elect Director Janice Chaffin	For
1.4	Elect Director Amar Hanspal	For
1.5	Elect Director Michal Katz	For
1.6	Elect Director Paul Lacy	For
1.7	Elect Director Corinna Lathan	For
1.8	Elect Director Janesh Moorjani	For
1.9	Elect Director Robert Schechter	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	For
1	Accept Financial Statements and Statutory Reports	For
2	Approve Remuneration Report	For
3	Re-elect Robert Orr as Director	For
4	Re-elect Taco de Groot as Director	For
5	Re-elect Keith Mansfield as Director	For
6	Re-elect Eva-Lotta Sjostedt as Director	For
7	Re-elect Sarah Whitney as Director	For
8	Reappoint KPMG LLP as Auditors	For
9	Authorise Board to Fix Remuneration of Auditors	For
10	Authorise Directors to Declare and Pay All Dividends of the Company as I	For
11	Authorise Issue of Equity	For
12	Authorise Issue of Equity without Pre-emptive Rights	For
13	Authorise Issue of Equity without Pre-emptive Rights in Connection with a	For
14	Authorise Market Purchase of Ordinary Shares	For
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
1	Approve Matters Relating to the All-Share Merger of Belvoir Group Plc an	For
1	Approve Scheme of Arrangement	For
1	Elect Nitin Keshav Paranjpe as Director	For
2	Reelect Chitra Nayak as Director	For
1	Accept Financial Statements and Statutory Reports	For
2	Approve Remuneration Report	For
3	Approve Final Dividend	For
4	Re-elect Julie Southern as Director	For
5	Re-elect Andrew Brode as Director	For
6	Re-elect David Clayton as Director	For
7	Re-elect Frances Earl as Director	For
8	Re-elect Gordon Stuart as Director	For
9	Re-elect Ian El-Mokadem as Director	For
10	Re-elect Candida Davies as Director	For
11	Elect Paul Abbott as Director	For
12	Elect Graham Cooke as Director	For
13	Reappoint Ernst & Young LLP as Auditors	For

14	Authorise Board to Fix Remuneration of Auditors	For
15	Authorise Issue of Equity	For
16	Authorise Issue of Equity without Pre-emptive Rights	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with a	For
18	Authorise Market Purchase of Ordinary Shares	For
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	
2	Approve Allocation of Income and Dividends of EUR 0.35 per Share	For
3.1	Approve Discharge of Management Board Member Jochen Hanebeck for	For
3.2	Approve Discharge of Management Board Member Constanze Hufenbecl	For
3.3	Approve Discharge of Management Board Member Sven Schneider for Fi	For
3.4	Approve Discharge of Management Board Member Andreas Urschitz for I	For
3.5	Approve Discharge of Management Board Member Rutger Wijburg for Fi	For
4.1	Approve Discharge of Supervisory Board Member Herbert Diess (from Fe	For
4.2	Approve Discharge of Supervisory Board Member Xiaoqun Clever-Steg fc	For
4.3	Approve Discharge of Supervisory Board Member Johann Dechant for Fi	For
4.4	Approve Discharge of Supervisory Board Member Wolfgang Eder (until F	For
4.5	Approve Discharge of Supervisory Board Member Friedrich Eichiner for F	For
4.6	Approve Discharge of Supervisory Board Member Annette Engelfried for I	For
4.7	Approve Discharge of Supervisory Board Member Peter Gruber for Fiscal	For
4.8	Approve Discharge of Supervisory Board Member Klaus Helmrich (from F	For
4.9	Approve Discharge of Supervisory Board Member Hans-Ulrich Holdenriec	For
4.10	Approve Discharge of Supervisory Board Member Susanne Lachenmann	For
4.11	Approve Discharge of Supervisory Board Member Geraldine Picaud (until	For
4.12	Approve Discharge of Supervisory Board Member Manfred Puffer for Fisc	For
4.13	Approve Discharge of Supervisory Board Member Melanie Riedl for Fisca	For
4.14	Approve Discharge of Supervisory Board Member Juergen Scholz for Fis	For
4.15	Approve Discharge of Supervisory Board Member Ulrich Spiesshofer for I	For
4.16	Approve Discharge of Supervisory Board Member Margret Suckale for Fi	For
4.17	Approve Discharge of Supervisory Board Member Mirco Synde for Fiscal	For
4.18	Approve Discharge of Supervisory Board Member Diana Vitale for Fiscal	For
4.19	Approve Discharge of Supervisory Board Member Ute Wolf (from April 22	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024 and for the Review	For
6.1	Elect Ute Wolf to the Supervisory Board	For
6.2	Elect Hermann Eul to the Supervisory Board	For
7	Approve Remuneration Policy for the Supervisory Board	For
8	Approve Creation of EUR 490 Million Pool of Authorized Capital with or wi	For
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible	For
10	Approve Remuneration Report	For
1	Elect Sharad Mahendra as Director	For
2	Approve Appointment and Remuneration of Sharad Mahendra as Whole-	For
3	Elect Ashok Ramachandran as Director	For
4	Approve Appointment and Remuneration of Ashok Ramachandran as Wf	For
1	Elect Zhang Yi as Director	For
2	Elect Lou Xiaohui as Director	For
3	Elect Liu Xiaolei as Director	For
4	Approve Issuance Quota and Issuance Arrangement of Total Loss-Absorl	For
1	Accept Financial Statements and Statutory Reports	For
2	Approve Remuneration Report	For
3	Approve Remuneration Policy	For
4	Appoint Deloitte LLP as Auditors	For
5	Authorise Board to Fix Remuneration of Auditors	For
1	Approve Matters Relating to the Merger of LondonMetric Property plc and	For
1	Approve Scheme of Arrangement	For
1	Approve Matters Relating to the All-Share Merger of LXi REIT Plc and Lo	For
1	Accept Financial Statements and Statutory Reports	For
2	Approve Remuneration Report	For
3	Approve Final Dividend	For
4	Re-elect Richard Elsy as Director	For
5	Re-elect Louise Evans as Director	For
6	Re-elect Richard Hickinbotham as Director	For
7	Re-elect Sarah Matthews-DeMers as Director	For
8	Re-elect James Routh as Director	For
9	Reappoint Grant Thornton UK LLP as Auditors and Authorise Their Remu	For
10	Authorise Issue of Equity	For
11	Authorise Issue of Equity without Pre-emptive Rights	For

1a	Elect Director Wanda Austin	For
1b	Elect Director Tim Cook	For
1c	Elect Director Alex Gorsky	For
1d	Elect Director Andrea Jung	For
1e	Elect Director Art Levinson	For
1f	Elect Director Monica Lozano	For
1g	Elect Director Ron Sugar	For
1h	Elect Director Sue Wagner	For
2	Ratify Ernst & Young LLP as Auditors	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For
4	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEC	Against
5	Report on Standards and Procedures to Curate App Content	Against
6	Report on Median Gender/Racial Pay Gap	Against
7	Report on Use of Artificial Intelligence	Against
8	Report on Congruency of Company's Privacy and Human Rights Policies	Against
1	Elect Chairman of Meeting	
1	Elect Chairman of Meeting	
2	Approve Report of Board	For
2	Approve Report of Board	For
3	Accept Financial Statements and Statutory Reports	For
3	Accept Financial Statements and Statutory Reports	For
4	Approve Allocation of Income	For
4	Approve Allocation of Income	For
5	Approve Remuneration Report (Advisory Vote)	For
5	Approve Remuneration Report (Advisory Vote)	For
6	Approve Remuneration of Directors	For
6	Approve Remuneration of Directors	For
7	Approve Remuneration Policy	For
7	Approve Remuneration Policy	For
8	Amend Articles Re: Board-Related	For
8	Amend Articles Re: Board-Related	For
9.1.a	Reelect Claus Dalgaard as Member of Committee of Representatives	For
9.1.a	Reelect Claus Dalgaard as Member of Committee of Representatives	For
9.1.b	Reelect Poul Johnsen Hoj as Member of Committee of Representatives	For
9.1.b	Reelect Poul Johnsen Hoj as Member of Committee of Representatives	For
9.1.c	Reelect Carl Erik Kristensen as Member of Committee of Representatives	For
9.1.c	Reelect Carl Erik Kristensen as Member of Committee of Representatives	For
9.1.d	Reelect Karsten Madsen as Member of Committee of Representatives	For
9.1.d	Reelect Karsten Madsen as Member of Committee of Representatives	For
9.1.e	Reelect Bjarne Bjornkjaer Nielsen as Member of Committee of Representatives	For
9.1.e	Reelect Bjarne Bjornkjaer Nielsen as Member of Committee of Representatives	For
9.1.f	Reelect Marianne Oksbjerg as Member of Committee of Representatives	For
9.1.f	Reelect Marianne Oksbjerg as Member of Committee of Representatives	For
9.1.g	Reelect Yvonne Skagen as Member of Committee of Representatives	For
9.1.g	Reelect Yvonne Skagen as Member of Committee of Representatives	For
9.1.h	Reelect Peer Buch Sorensen as Member of Committee of Representatives	For
9.1.h	Reelect Peer Buch Sorensen as Member of Committee of Representatives	For
9.1.i	Reelect Dorte Zacho as Member of Committee of Representatives	For
9.1.i	Reelect Dorte Zacho as Member of Committee of Representatives	For
9.1.j	Reelect John Christian Aasted as Member of Committee of Representatives	For
9.1.j	Reelect John Christian Aasted as Member of Committee of Representatives	For
9.1.k	Elect Mattias Manstrup as Member of Committee of Representatives	For
9.1.k	Elect Mattias Manstrup as Member of Committee of Representatives	For
9.1.l	Elect Tommy Rahbek Nielsen as Member of Committee of Representatives	For
9.1.l	Elect Tommy Rahbek Nielsen as Member of Committee of Representatives	For
9.1.m	Elect Birgitte Rom as Member of Committee of Representatives	For
9.1.m	Elect Birgitte Rom as Member of Committee of Representatives	For
9.2.a	Reelect Anette Orbaek Andersen as Member of Committee of Representatives	For
9.2.a	Reelect Anette Orbaek Andersen as Member of Committee of Representatives	For
9.2.b	Reelect Dennis Conradsen as Member of Committee of Representatives	For
9.2.b	Reelect Dennis Conradsen as Member of Committee of Representatives	For
9.2.c	Reelect Erik Jensen as Member of Committee of Representatives	For
9.2.c	Reelect Erik Jensen as Member of Committee of Representatives	For
9.2.d	Reelect Anne Kaptain as Member of Committee of Representatives	For
9.2.d	Reelect Anne Kaptain as Member of Committee of Representatives	For

9.2.e	Reelect Jacob Moller as Member of Committee of Representatives	For
9.2.e	Reelect Jacob Moller as Member of Committee of Representatives	For
9.2.f	Reelect Lars Moller as Member of Committee of Representatives	For
9.2.f	Reelect Lars Moller as Member of Committee of Representatives	For
9.2.g	Reelect Bente Skjorbaek Olesen as Member of Committee of Representatives	For
9.2.g	Reelect Bente Skjorbaek Olesen as Member of Committee of Representatives	For
9.2.h	Reelect Karsten Sandal as Member of Committee of Representatives	For
9.2.h	Reelect Karsten Sandal as Member of Committee of Representatives	For
9.2.i	Reelect Lone Rejkjaer Sollmann as Member of Committee of Representatives	For
9.2.i	Reelect Lone Rejkjaer Sollmann as Member of Committee of Representatives	For
9.2.j	Reelect Egon Sorensen as Member of Committee of Representatives	For
9.2.j	Reelect Egon Sorensen as Member of Committee of Representatives	For
9.2.k	Reelect Lise Kvist Thomsen as Member of Committee of Representatives	For
9.2.k	Reelect Lise Kvist Thomsen as Member of Committee of Representatives	For
10	Ratify PricewaterhouseCoopers as Auditors	For
10	Ratify PricewaterhouseCoopers as Auditors	For
11	Authorize Share Repurchase Program	For
11	Authorize Share Repurchase Program	For
12.a	Amend Articles: Approve Creation of DKK 5.5 Million Pool of Capital with	For
12.a	Amend Articles: Approve Creation of DKK 5.5 Million Pool of Capital with	For
12.b	Approve DKK 784,600 Reduction in Share Capital via Share Cancellation	For
12.b	Approve DKK 784,600 Reduction in Share Capital via Share Cancellation	For
12.c	Authorize Editorial Changes to Adopted Resolutions in Connection with R	For
12.c	Authorize Editorial Changes to Adopted Resolutions in Connection with R	For
1	Accept Financial Statements and Statutory Reports	For
2	Re-elect Richard Bailey as Director	For
3	Re-elect John Lewis as Director	For
4	Elect Deb Oxley as Director	For
5	Reappoint Beever & Struthers as Auditors	For
6	Authorise Board to Fix Remuneration of Auditors	For
7	Approve Final Dividend	For
8	Authorise Issue of Equity	For
9	Authorise Issue of Equity without Pre-emptive Rights	For
10	Authorise Market Purchase of Ordinary Shares	For
1	Elect Michael O'Donnell as Director	For
1	Elect Michael O'Donnell as Director	For
1	Elect Zhang Wenwu as Director	For
2	Elect Murray Horn as Director	For
3	Approve Issuance Amount of Total Loss-Absorbing Capacity Non-Capital	For
4	Approve Fixed Asset Investment Budget	For
1	Accept Financial Statements and Statutory Reports	For
2	Approve Remuneration Report	For
3	Re-elect Richard Cranfield as Director	For
4	Re-elect Alexander Scott as Director	For
5	Re-elect Jonathan Gunby as Director	For
6	Re-elect Michael Howard as Director	For
7	Elect Euan Marshall as Director	For
8	Re-elect Caroline Banzsky as Director	For
9	Re-elect Victoria Cochrane as Director	For
10	Re-elect Rita Dhut as Director	For
11	Re-elect Charles Robert Lister as Director	For
12	Re-elect Christopher Munro as Director	For
13	Reappoint Ernst & Young LLP as Auditors	For
14	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For
15	Authorise UK Political Donations and Expenditure	For
16	Authorise Issue of Equity	For
17	Authorise Issue of Equity without Pre-emptive Rights	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with a	For
19	Authorise Market Purchase of Ordinary Shares	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
1	Approve Financial Statements and Statutory Reports; Approve Allocation	For
2.1	Elect and/or Ratify Jorge Ballesteros Franco as Director and Jorge A. Lar	For
2.2	Elect and/or Ratify Emilio Carrillo Gamboa as Director and Fernando Lop	For
2.3	Elect and/or Ratify Antonio Cosio Arino as Director and Antonio Cosio Pa	For
2.4	Elect and/or Ratify Valentin Diez Morodo as Director and Emilio Cadena F	For

2.5	Elect and/or Ratify Pablo R. Gonzalez Guajardo as Director and Esteban For	
2.6	Elect and/or Ratify Claudio X. Gonzalez Laporte as Director and Guillermo For	
2.7	Elect and/or Ratify Michael Hsu as Director and Paola Morales Vargas as For	
2.8	Elect and/or Ratify Alison Lewis as Director and Alicia Maria Enciso Cord For	
2.9	Elect and/or Ratify Esteban Malpica Fomperosa as Director and Fernando For	
2.10	Elect and/or Ratify Fernando Senderos Mestre as Director and Daniela Ri For	
2.11	Elect and/or Ratify Russell Torres as Director and Jorge Leon Orantes Ba For	
2.12	Elect and/or Ratify Nelson Urdaneta as Director and Sergio Chagoya Diaz For	
2.13	Elect and/or Ratify Emilio Carrillo Gamboa as Chairman of Audit and Cor For	
2.14	Elect and/or Ratify Alberto G. Saavedra Olavarrieta as Board Secretary For	
3	Approve Remuneration of Principal and Alternate Members of Board of D For	
4	Set Maximum Amount of Share Repurchase Reserve of up to MXN 1 Billi For	
5	Approve Cash Dividends of MXN 1.86 per Series A and B Shares; Such [For	
6	Authorize Board to Ratify and Execute Approved Resolutions For	
1	Open Meeting	
2	Call the Meeting to Order	
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	
4	Acknowledge Proper Convening of Meeting	
5	Prepare and Approve List of Shareholders	
6	Receive Financial Statements and Statutory Reports	
7	Accept Financial Statements and Statutory Reports For	
8	Approve Allocation of Income and Dividends of EUR 1.7475 per Class A For	
9	Approve Discharge of Board and President For	
10	Approve Remuneration Report (Advisory Vote) For	
11	Approve Remuneration Policy And Other Terms of Employment For Exec For	
12	Approve Remuneration of Directors in the Amount of EUR 220,000 for Ch For	
13	Fix Number of Directors at Nine For	
14.a	Reelect Matti Alahuhta as Director For	
14.b	Reelect Susan Duinhoven as Director For	
14.c	Reelect Marika Fredriksson as Director For	
14.d	Reelect Antti Herlin as Director For	
14.e	Reelect Iiris Herlin as Director For	
14.f	Reelect Jussi Herlin as Director For	
14.g	Elect Timo Ihamuotila as New Director For	
14.h	Reelect Ravi Kant as Director For	
14.i	Reelect Krishna Mikkilineni as Director For	
15	Approve Remuneration of Auditors For	
16	Fix Number of Auditors at One For	
17	Ratify Ernst & Young as Auditors For	
18	Authorize Share Repurchase Program For	
19	Approve Issuance of Shares and Options without Preemptive Rights For	
20	Close Meeting	
1	Approve Issuance of Equity or Equity-Linked Securities without Preemptiv For	
1	Receive Report of Board	
2	Accept Financial Statements and Statutory Reports For	
3	Approve Allocation of Income and Omission of Dividends For	
4	Approve Remuneration Report (Advisory Vote) For	
5	Approve Remuneration of Directors in the Amount of DKK 1.35 Million for For	
6.a	Reelect Bo Rygaard (Chair) as Director For	
6.b	Reelect Juha Christensen (Vice Chair) as Director For	
6.c	Reelect Asa Riisberg as Director For	
6.d	Reelect Susan Cooklin as Director For	
6.e	Reelect Bart Walterus as Director For	
7	Ratify Ernst & Young as Auditor For	
8	Authorize Share Repurchase Program	
9.a	Approve Creation of DKK 5 Million Pool of Capital without Preemptive Rig For	
9.b	Amend Articles For	
10	Other Business	
1	Approve Annual Report, Financial Statements, Statutory Reports, Financi For	
2	Approve Allocation of Income For	
3	Approve Remuneration and Tantiem of Directors and Commissioners For	
4	Approve Auditors of the Company and the Micro and Small Enterprise Ful For	
5	Accept Report on the Use of Proceeds	
6	Amend Articles of Association For	
7	Approve Changes in the Boards of the Company For	

1	Elect Manisha Girotra as Director	For
1	Approve Material Modification in the Approved Related Party Transaction(For
2	Approve Material Modification in the Approved Related Party Transaction(For
3	Approve Material Modification in the Approved Related Party Transaction(For
4	Approve Material Related Party Transactions with Tata Capital Ltd	For
1	Approve Adoption of Novonesis AS as Secondary Name	For
2.a	Elect Jesper Brandgaard (Vice Chair) as Director	For
3.a	Elect Lise Kaae as Director	For
3.b	Elect Kevin Lane as Director	For
3.c	Elect Kim Stratton as Director	For
4	Authorize Editorial Changes to Adopted Resolutions in Connection with R	For
1	Reelect Pradip Panalal Shah as Director	For
2	Elect Vinita Bali as Director	For
3	Approve Continuation of Directorship of Rishabnayan Baja as Divisional M	For
1.1	Accept Financial Statements and Statutory Reports	For
1.2	Approve Non-Financial Report	For
2	Approve Discharge of Board and Senior Management	For
3	Approve Allocation of Income and Dividends of CHF 3.30 per Share	For
4	Approve CHF 42.9 Million Reduction in Share Capital via Cancellation of f	For
5.1	Approve Remuneration of Directors in the Amount of CHF 8.8 Million	For
5.2	Approve Maximum Remuneration of Executive Committee in the Amount	For
5.3	Approve Remuneration Report	For
6.1	Reelect Joerg Reinhardt as Director and Board Chair	For
6.2	Reelect Nancy Andrews as Director	For
6.3	Reelect Ton Buechner as Director	For
6.4	Reelect Patrice Bula as Director	For
6.5	Reelect Elizabeth Doherty as Director	For
6.6	Reelect Bridgette Heller as Director	For
6.7	Reelect Daniel Hochstrasser as Director	For
6.8	Reelect Frans van Houten as Director	For
6.9	Reelect Simon Moroney as Director	For
6.10	Reelect Ana de Pro Gonzalo as Director	For
6.11	Reelect Charles Sawyers as Director	For
6.12	Reelect William Winters as Director	For
6.13	Reelect John Young as Director	For
7.1	Reappoint Patrice Bula as Member of the Compensation Committee	For
7.2	Reappoint Bridgette Heller as Member of the Compensation Committee	For
7.3	Reappoint Simon Moroney as Member of the Compensation Committee	For
7.4	Reappoint William Winters as Member of the Compensation Committee	For
8	Ratify KPMG AG as Auditors	For
9	Designate Peter Zahn as Independent Proxy	For
10	Transact Other Business (Voting)	For
1.1	Accept Financial Statements and Statutory Reports	For
1.2	Approve Non-Financial Report	For
2	Approve Discharge of Board and Senior Management	For
3	Approve Allocation of Income and Dividends of CHF 3.30 per Share	For
4	Approve CHF 42.9 Million Reduction in Share Capital via Cancellation of f	For
5.1	Approve Remuneration of Directors in the Amount of CHF 8.8 Million	For
5.2	Approve Maximum Remuneration of Executive Committee in the Amount	For
5.3	Approve Remuneration Report	For
6.1	Reelect Joerg Reinhardt as Director and Board Chair	For
6.2	Reelect Nancy Andrews as Director	For
6.3	Reelect Ton Buechner as Director	For
6.4	Reelect Patrice Bula as Director	For
6.5	Reelect Elizabeth Doherty as Director	For
6.6	Reelect Bridgette Heller as Director	For
6.7	Reelect Daniel Hochstrasser as Director	For
6.8	Reelect Frans van Houten as Director	For
6.9	Reelect Simon Moroney as Director	For
6.10	Reelect Ana de Pro Gonzalo as Director	For
6.11	Reelect Charles Sawyers as Director	For
6.12	Reelect William Winters as Director	For
6.13	Reelect John Young as Director	For
7.1	Reappoint Patrice Bula as Member of the Compensation Committee	For
7.2	Reappoint Bridgette Heller as Member of the Compensation Committee	For

7.3	Reappoint Simon Moroney as Member of the Compensation Committee	For
7.4	Reappoint William Winters as Member of the Compensation Committee	For
8	Ratify KPMG AG as Auditors	For
9	Designate Peter Zahn as Independent Proxy	For
10	Transact Other Business (Voting)	For
1	Accept Financial Statements and Statutory Reports	For
2	Approve Remuneration Report	For
3	Approve the Company's Dividend Policy	For
4	Elect Duncan Neale as Director	For
5	Re-elect Juliet Davenport as Director	For
6	Re-elect Faye Goss as Director	For
7	Reappoint BDO LLP as Auditors	For
8	Authorise Board to Fix Remuneration of Auditors	For
9	Authorise Issue of Equity	For
10	Authorise Issue of Equity without Pre-emptive Rights	For
11	Authorise Issue of Equity without Pre-emptive Rights in Connection with a	For
12	Authorise Market Purchase of Ordinary Shares	For
13	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
1	Accept Financial Statements and Statutory Reports	For
2	Approve Remuneration Report	For
3	Approve Final Dividend	For
4	Elect Zoe Howorth as Director	For
5	Re-elect Robert East as Director	For
6	Re-elect Nigel Terrington as Director	For
7	Re-elect Richard Woodman as Director	For
8	Re-elect Tanvi Davda as Director	For
9	Re-elect Peter Hill as Director	For
10	Re-elect Alison Morris as Director	For
11	Re-elect Barbara Ridpath as Director	For
12	Re-elect Hugo Tudor as Director	For
13	Re-elect Graeme Yorston as Director	For
14	Reappoint KPMG LLP as Auditors	For
15	Authorise Board to Fix Remuneration of Auditors	For
16	Authorise UK Political Donations and Expenditure	For
17	Authorise Issue of Equity	For
18	Authorise Issue of Equity without Pre-emptive Rights	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with a	For
20	Authorise Market Purchase of Ordinary Shares	For
21	Authorise Issue of Equity in Relation to Additional Tier 1 Securities	For
22	Authorise Issue of Equity without Pre-emptive Rights in Relation to Additic	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
1a	Elect Director Rani Borkar	For
1b	Elect Director Judy Bruner	For
1c	Elect Director Xun (Eric) Chen	For
1d	Elect Director Aart J. de Geus	For
1e	Elect Director Gary E. Dickerson	For
1f	Elect Director Thomas J. Iannotti	For
1g	Elect Director Alexander A. Karsner	For
1h	Elect Director Kevin P. March	For
1i	Elect Director Yvonne McGill	For
1j	Elect Director Scott A. McGregor	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
3	Ratify KPMG LLP as Auditors	For
4	Report on Lobbying Payments and Policy	Against
5	Report on Median and Adjusted Gender/Racial Pay Gaps	Against
1	Approve Sale of JSC Polymetal to JSC Mangazeya Plus	
1	Approve Annual Report, Financial Statements, Statutory Reports, Report	For
2	Approve Allocation of Income	For
3	Approve Remuneration and Tantiem of Directors and Commissioners	For
4	Appoint Auditors of the Company and the Micro and Small Business Func	For
5	Accept Report on the Use of Proceeds from the Shelf Public Offering of Shelf Green Bonds I Tranche I of B:	
6	Approve Company's Recovery Plan Update	For
7	Amend Articles of Association	For
8	Approve Changes in the Boards of the Company	For
1	Open Meeting	

2	Call the Meeting to Order	
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	
4	Acknowledge Proper Convening of Meeting	
5	Prepare and Approve List of Shareholders	
6	Receive Financial Statements and Statutory Reports	
7	Accept Financial Statements and Statutory Reports	For
8	Approve Allocation of Income and Dividends of EUR 0.32 Per Share	For
9	Approve Discharge of Board and President	For
10	Approve Remuneration Report (Advisory Vote)	For
11	Approve Remuneration of Directors in the Amount of EUR 200,000 for Ch	For
12	Fix Number of Directors at Eight	For
13	Reelect Karen Bomba, Morten H. Engelstoff, Karin Falk, Johan Forssell, T	For
14	Approve Remuneration of Auditors	For
15	Ratify PricewaterhouseCoopers as Auditors	For
16	Approve Remuneration of the Assurance Firm for the Corporate Sustaina	For
17	Elect PricewaterhouseCoopers as Assurance Firm for the Corporate Sust	For
18	Amend Articles Re: General Meeting	For
19	Authorize Share Repurchase Program	For
20	Approve Issuance of up to 57 Million Shares without Preemptive Rights	For
21	Close Meeting	
1	Approve Remuneration Policy	For
1	Approve Sale of Yandex Russia	For
2	Amend Articles of Association	For
1	Approve Sale of Yandex Russia	For
2	Amend Articles of Association	For
3	Adopt Annual Accounts 2021	For
4	Adopt Annual Accounts 2022	For
5	Authorize Repurchase of Issued Class A Share Capital	For
6	Approve Cancellation of the Priority Share	For
1	Approve Sub-Division of Equity Shares and Amend Memorandum and Arl	For
2	Approve Amendment in Scheme Document of Persistent Employee Stock	For
3	Approve Amendment in Scheme Document of Persistent Employee Stock	For
4	Approve Amendment in Clause of Persistent Employee Stock Option Sch	For
5	Approve Amendment in Clause of Persistent Employee Stock Option Sch	For
1	Accept Financial Statements and Statutory Reports	For
2	Approve Remuneration Report	For
2	Approve Remuneration Report	For
3	Re-elect Sally Bridgeland as Director	For
4	Re-elect Ian Simm as Director	For
5	Re-elect Arnaud de Servigny as Director	For
6	Re-elect Annette Wilson as Director	For
7	Re-elect Lindsey Martinez as Director	For
8	Re-elect William O'Regan as Director	For
9	Elect Karen Cockburn as Director	For
10	Elect Julia Bond as Director	For
11	Reappoint KPMG LLP as Auditors	For
12	Authorise Board to Fix Remuneration of Auditors	For
13	Approve Final Dividend	For
14	Authorise Issue of Equity	For
15	Authorise Issue of Equity without Pre-emptive Rights	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with a	For
17	Authorise Market Purchase of Ordinary Shares	For
1	Receive Report of Board	
2	Accept Financial Statements and Statutory Reports	For
3	Approve Discharge of Management and Board	For
4	Approve Allocation of Income and Omission of Dividend	For
5	Approve Remuneration Report (Advisory Vote)	For
6	Approve Remuneration of Directors in the Amount of DKK 1.6 Million for C	For
7.a	Determine Number of Members (6) and Deputy Members (0) of Board	For
7.b.1	Reelect Jukka Pekka Pertola as Director	For
7.b.2	Reelect Klaus Holse as Director	For
7.b.3	Reelect Helene Barnekow as Director	For
7.b.4	Reelect Anette Weber as Director	For
7.b.5	Elect Kim Vejlbj Hansen as New Director	For
7.b.6	Elect Jorgen Bundgaard Hansen as New Director	For

8	Ratify PricewaterhouseCoopers as Auditors	For
9.a	Approve Creation of DKK 301.8 Million Pool of Capital with Preemptive Ri	For
9.b	Approve Creation of DKK 60.4 Million Pool of Capital without Preemptive	For
9.c	Authorize Share Repurchase Program	For
9.d	Approve Guidelines for Incentive-Based Compensation for Executive Mar	For
9.e1	Approve Indemnification of Members of the Board of Directors and Execu	For
9.e2	Amend Articles Re: Indemnification	For
9.e3	Amend Remuneration Policy	For
10	Other Proposals from Shareholders (None Submitted)	
11	Other Business (Non-Voting)	
1a	Elect Director Ritch Allison	For
1b	Elect Director Andy Campion	For
1c	Elect Director Beth Ford	For
1d	Elect Director Mellody Hobson	For
1e	Elect Director Jorgen Vig Knudstorp	For
1f	Elect Director Neal Mohan	For
1g	Elect Director Satya Nadella	For
1h	Elect Director Laxman Narasimhan	For
1i	Elect Director Daniel Servitje	For
1j	Elect Director Mike Sievert	For
1k	Elect Director Wei Zhang	For
1l	Elect Dissident Nominee Director Maria Echaveste	
1m	Elect Dissident Nominee Director Joshua Gotbaum	
1n	Elect Dissident Nominee Director Wilma B. Liebman	
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
3	Ratify Deloitte & Touche LLP as Auditors	For
4	Report on Plant-Based Milk Pricing	Against
5	Conduct Audit and Report on Systemic Discrimination	Against
6	Report on Congruency of Company's Privacy and Human Rights Policies	Against
1.1	Elect Director Mala Anand	For
1.2	Elect Director Koh Boon Hwee	For
1.3	Elect Director Michael R. McMullen	For
1.4	Elect Director Daniel K. Podolsky	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	For
4	Adopt Simple Majority Vote	None
1	Approve Proposed Acquisition of the Entire Issued Share Capital of Amer	For
1	Receive Report of Board	
1	Receive Report of Board	
2	Accept Financial Statements and Statutory Reports	For
2	Accept Financial Statements and Statutory Reports	For
3	Approve Remuneration Report (Advisory Vote)	For
3	Approve Remuneration Report (Advisory Vote)	For
4	Approve Remuneration of Directors	For
4	Approve Remuneration of Directors	For
5	Approve Allocation of Income and Dividends of DKK 18.00 Per Share	For
5	Approve Allocation of Income and Dividends of DKK 18.00 Per Share	For
6.1	Reelect Peter A. Ruzicka as Director	For
6.1	Reelect Peter A. Ruzicka as Director	For
6.2	Reelect Christian Frigast as Director	For
6.2	Reelect Christian Frigast as Director	For
6.3	Reelect Lilian Fossum Biner as Director	For
6.3	Reelect Lilian Fossum Biner as Director	For
6.4	Reelect Birgitta Stymne Goransson as Director	For
6.4	Reelect Birgitta Stymne Goransson as Director	For
6.5	Reelect Marianne Kirkegaard as Director	For
6.5	Reelect Marianne Kirkegaard as Director	For
6.6	Reelect Catherine Spindler as Director	For
6.6	Reelect Catherine Spindler as Director	For
6.7	Reelect Jan Zijderveld as Director	For
6.7	Reelect Jan Zijderveld as Director	For
7	Ratify Ernst & Young as Auditor	For
7	Ratify Ernst & Young as Auditor	For
8	Approve Discharge of Management and Board	For
8	Approve Discharge of Management and Board	For

9.1	Approve DKK 7 Million Reduction in Share Capital via Share Cancellation For	
9.1	Approve DKK 7 Million Reduction in Share Capital via Share Cancellation For	
9.2	Amend Remuneration Policy (Indemnification Scheme) For	
9.2	Amend Remuneration Policy (Indemnification Scheme) For	
9.3A	Amend Remuneration Policy (Specification of the Derogation Clause) For	
9.3A	Amend Remuneration Policy (Specification of the Derogation Clause) For	
9.3B	Amend Remuneration Policy (Short-Term Incentive Plan) For	
9.3B	Amend Remuneration Policy (Short-Term Incentive Plan) For	
9.3C	Amend Remuneration Policy (Travel Allowance for Board Members) For	
9.3C	Amend Remuneration Policy (Travel Allowance for Board Members) For	
9.4	Authorize Share Repurchase Program For	
9.4	Authorize Share Repurchase Program For	
9.5	Authorize Editorial Changes to Adopted Resolutions in Connection with R For	
9.5	Authorize Editorial Changes to Adopted Resolutions in Connection with R For	
10	Other Business	
10	Other Business	
1	Approve Financial Statements and Allocation of Income For	
2.1	Elect Choi Jun-young as Inside Director For	
2.2	Elect Lee In-gyeong as Outside Director For	
3	Elect Lee In-gyeong as a Member of Audit Committee For	
4	Elect Cho Hwa-soon as Outside Director to Serve as an Audit Committee For	
5	Approve Total Remuneration of Inside Directors and Outside Directors For	
1	Approve Material Related Party Transactions with respect to Area-1 Offsh For	
2	Approve Material Related Party Transactions with respect to Area-1 Offsh For	
1	Approve Financial Statements and Statutory Reports For	
2	Approve Allocation of Income and Cash Dividends For	
3	Set Maximum Amount of Share Repurchase Reserve For	
4.a	Elect Jose Antonio Fernandez Carbajal as Director Representing Series A Shareholders	
4.b	Elect Javier Gerardo Astaburuaga Sanjines as Director Representing Series A Shareholders	
4.c	Elect Federico Jose Reyes Garcia as Director Representing Series A Shareholders	
4.d	Elect Ricardo Guajardo Touche as Director Representing Series A Shareholders	
4.e	Elect Enrique F. Senior Hernandez as Director Representing Series A Shareholders	
4.f	Elect Jose Henrique Cutrale as Director Representing Series A Shareholders	
4.g	Elect Luis Alfonso Nicolau Gutierrez as Director Representing Series A Shareholders	
4.h	Elect Francisco Zambrano Rodriguez as Director Representing Series A Shareholders	
4.i	Elect Luis Rubio Freidberg as Director Representing Series A Shareholders	
4.j	Elect John Murphy as Director Representing Series D Shareholders	
4.k	Elect Jose Octavio Reyes Lagunes as Director Representing Series D Shareholders	
4.l	Elect Nikos Koumettis as Director Representing Series D Shareholders	
4.m	Elect Jennifer Mann as Director Representing Series D Shareholders	
4.n	Elect Victor Alberto Tiburcio Celorio as Director Representing Series L Sh For	
4.o	Elect Olga Gonzalez Aponte as Director Representing Series L Shareholc For	
4.p	Elect Amy Eschliman as Director Representing Series L Shareholders For	
5	Elect Board Chairman and Secretaries; Approve Remuneration of Directo For	
6	Elect Members of Planning and Financing Committee, Audit Committee a For	
7	Authorize Board to Ratify and Execute Approved Resolutions For	
8	Approve Minutes of Meeting For	
1	Approve Reappointment and Remuneration of Praveen Kumar Maheshwε For	
2	Elect Arun Adhikari as Director For	
3	Elect Sushil Agarwal as Director For	
4	Reelect Vikas Balia as Director For	
5	Approve Reappointment and Remuneration of Satish Pai as Managing Di For	
1	Approve Financial Statements For	
2	Approve Appropriation of Income For	
3.1	Elect Keith Witek as Outside Director For	
3.2	Elect Park Gi-tae as Inside Director For	
4	Elect Keith Witek as a Member of Audit Committee For	
5	Elect Kang Jin-ah as Outside Director to Serve as an Audit Committee Mε For	
6	Approve Total Remuneration of Inside Directors and Outside Directors For	
7	Amend Articles of Incorporation For	
1	Approve Financial Statements and Allocation of Income For	
2	Elect Shin Je-yoon as Outside Director For	
3	Elect Cho Hye-gyeong as Outside Director to Serve as an Audit Committe For	
4	Elect Yoo Myeong-hui as a Member of Audit Committee For	
5	Approve Total Remuneration of Inside Directors and Outside Directors For	

6	Amend Articles of Incorporation	For
1	Approve Financial Statements and Allocation of Income	For
2	Elect Shin Je-yoon as Outside Director	For
3	Elect Cho Hye-gyeong as Outside Director to Serve as an Audit Committee	For
4	Elect Yoo Myeong-hui as a Member of Audit Committee	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	For
6	Amend Articles of Incorporation	For
1	Approve Financial Statements and Allocation of Income	For
2.1	Elect Kim Jong-seong as Inside Director	For
2.2	Elect Park Jin as Inside Director	For
3	Approve Total Remuneration of Inside Directors and Outside Directors	For
1	Open Meeting	
1	Open Meeting	
2	Elect Chairman of Meeting	For
2	Elect Chairman of Meeting	For
3	Prepare and Approve List of Shareholders	For
3	Prepare and Approve List of Shareholders	For
4	Approve Agenda of Meeting	For
4	Approve Agenda of Meeting	For
5	Designate Inspector(s) of Minutes of Meeting	For
5	Designate Inspector(s) of Minutes of Meeting	For
6	Acknowledge Proper Convening of Meeting	For
6	Acknowledge Proper Convening of Meeting	For
7	Receive Financial Statements and Statutory Reports	
7	Receive Financial Statements and Statutory Reports	
8	Accept Financial Statements and Statutory Reports	For
8	Accept Financial Statements and Statutory Reports	For
9	Approve Allocation of Income and Dividends of SEK 13.00 Per Share	For
9	Approve Allocation of Income and Dividends of SEK 13.00 Per Share	For
10	Approve Remuneration Report	For
10	Approve Remuneration Report	For
11	Approve Discharge of Board and President	For
11	Approve Discharge of Board and President	For
12	Authorize Repurchase of up to 120 Million Class A and/or B Shares and F	For
12	Authorize Repurchase of up to 120 Million Class A and/or B Shares and F	For
13	Authorize Share Repurchase Program	For
13	Authorize Share Repurchase Program	For
14	Approve Issuance of Convertible Capital Instruments Corresponding to a	For
14	Approve Issuance of Convertible Capital Instruments Corresponding to a	For
15	Amend Articles Re: Chairman of Shareholders Meetings	For
15	Amend Articles Re: Chairman of Shareholders Meetings	For
16	Determine Number of Directors (9)	For
16	Determine Number of Directors (9)	For
17	Determine Number of Auditors (2)	For
17	Determine Number of Auditors (2)	For
18	Approve Remuneration of Directors in the Amount of SEK 3.9 Million for C	For
18	Approve Remuneration of Directors in the Amount of SEK 3.9 Million for C	For
19.1	Reelect Jon Fredrik Baksaas as Director	For
19.1	Reelect Jon Fredrik Baksaas as Director	For
19.2	Reelect Helene Barnekow as Director	For
19.2	Reelect Helene Barnekow as Director	For
19.3	Reelect Stina Bergfors as Director	For
19.3	Reelect Stina Bergfors as Director	For
19.4	Reelect Hans Biorck as Director	For
19.4	Reelect Hans Biorck as Director	For
19.5	Reelect Par Boman as Director	For
19.5	Reelect Par Boman as Director	For
19.6	Reelect Kerstin Hessius as Director	For
19.6	Reelect Kerstin Hessius as Director	For
19.7	Elect Louise Lindh as New Director	For
19.7	Elect Louise Lindh as New Director	For
19.8	Reelect Fredrik Lundberg as Director	For
19.8	Reelect Fredrik Lundberg as Director	For
19.9	Reelect Ulf Riese as Director	For
19.9	Reelect Ulf Riese as Director	For

20	Reelect Par Boman as Board Chairman	For
20	Reelect Par Boman as Board Chairman	For
21	Ratify PricewaterhouseCoopers and Deloitte as Auditors	For
21	Ratify PricewaterhouseCoopers and Deloitte as Auditors	For
22	Approve Remuneration Policy And Other Terms of Employment For Exec	For
22	Approve Remuneration Policy And Other Terms of Employment For Exec	For
23	Approve Proposal Concerning the Appointment of Auditors in Foundation	For
23	Approve Proposal Concerning the Appointment of Auditors in Foundation	For
24	Amend Bank's Mainframe Computers Software	None
24	Amend Bank's Mainframe Computers Software	None
25	Close Meeting	
25	Close Meeting	
1	Approve Reappointment and Remuneration of Bikramjit Ahluwalia as Mar	For
2	Elect Sunil Kumar Sachdeva as Director	For
3	Elect Ashok Khurana as Director	For
1	Approve CEO's Report on Results and Operations of Company, Auditor's	For
2	Approve Allocation of Income and Cash Dividends of MXN 3.80 Per Share	For
3	Set Maximum Amount of Share Repurchase Reserve	For
4	Authorize Reduction in Variable Portion of Capital via Cancellation of Rep	For
5	Elect Directors, Verify their Independence Classification, Approve their Re	For
6	Elect Chairman of Audit and Corporate Practices Committee; Approve Re	For
7	Appoint Legal Representatives	For
8	Approve Minutes of Meeting	For
1	Amend Articles 11, 19, 23, 27, 30, 32, 35 and 39	For
2	Appoint Legal Representatives	For
3	Approve Minutes of Meeting	For
1.A	Approve Consolidated and Standalone Financial Statements	For
1.B	Approve Non-Financial Information Statement	For
1.C	Approve Discharge of Board	For
2	Approve Allocation of Income and Dividends	For
3.A	Fix Number of Directors at 15	For
3.B	Elect Juan Carlos Barrabes Consul as Director	For
3.C	Elect Antonio Francesco Weiss as Director	For
3.D	Reelect Javier Botin-Sanz de Sautuola y O'Shea as Director	For
3.E	Reelect German de la Fuente Escamilla as Director	For
3.F	Reelect Henrique de Castro as Director	For
3.G	Reelect Jose Antonio Alvarez Alvarez as Director	For
3.H	Reelect Belen Romana Garcia as Director	For
4	Renew Appointment of PricewaterhouseCoopers as Auditor	For
5.A	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or E	For
5.B	Approve Reduction in Share Capital via Amortization of Treasury Shares	For
5.C	Approve Reduction in Share Capital via Amortization of Treasury Shares	For
6.A	Approve Remuneration Policy	For
6.B	Approve Remuneration of Directors	For
6.C	Fix Maximum Variable Compensation Ratio	For
6.D	Approve Deferred Multiyear Objectives Variable Remuneration Plan	For
6.E	Approve Buy-out Policy	For
6.F	Advisory Vote on Remuneration Report	For
7	Authorize Board to Ratify and Execute Approved Resolutions	For
1	Approve Consolidated and Standalone Financial Statements	For
2	Approve Non-Financial Information Statement	For
3	Approve Discharge of Board	For
4	Approve Allocation of Income and Dividends	For
5	Renew Appointment of PricewaterhouseCoopers as Auditor	For
6.1	Elect Gloria Ortiz Portero as Director	For
6.2	Elect Teresa Paz-Ares Rodriguez as Director	For
6.3	Fix Number of Directors at 11	For
7	Approve Restricted Capitalization Reserve	For
8	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or E	For
9	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Oth	For
10.1	Approve Remuneration Policy	For
10.2	Approve Delivery of Shares under FY 2023 Variable Pay Scheme	For
10.3	Fix Maximum Variable Compensation Ratio	For
11	Authorize Board to Ratify and Execute Approved Resolutions	For
12	Advisory Vote on Remuneration Report	For

1.1	Approve Consolidated and Standalone Financial Statements	For
1.2	Approve Non-Financial Information Statement	For
1.3	Approve Discharge of Board	For
2	Approve Allocation of Income and Dividends	For
3	Renew Appointment of PricewaterhouseCoopers as Auditor	For
4	Reelect Maria Veronica Fisas Verges as Director	For
5.1	Approve Reduction in Share Capital via Amortization of Treasury Shares	For
5.2	Approve Reduction in Share Capital via Amortization of Treasury Shares	For
5.3	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or E	For
5.4	Authorize Board to Issue Contingent Convertible Securities for up to EUR	For
6.1	Amend Remuneration Policy	For
6.2	Approve 2024 Variable Remuneration Scheme	For
6.3	Fix Maximum Variable Compensation Ratio	For
6.4	Advisory Vote on Remuneration Report	For
7	Authorize Board to Ratify and Execute Approved Resolutions	For
8.1	Receive Amendments to Board of Directors Regulations	
8.2	Receive Board of Directors Report	
1	Reelect Priya Paul as Director	For
1	Receive Report of Board	
2	Accept Financial Statements and Statutory Reports	For
3	Approve Allocation of Income and Dividends of DKK 6.40 Per Share	For
4	Approve Remuneration Report (Advisory Vote)	For
5.1	Approve Remuneration of Directors in the Amount of DKK 3.4 Million for t	For
5.2a	Approve Indemnification of Board of Directors	For
5.2b	Approve Indemnification of Executive Management	For
5.2c	Amend Articles Re: Indemnification Scheme	For
5.3	Approve Guidelines for Incentive-Based Compensation for Executive Mar	For
6.1	Reelect Helge Lund (Chair) as Director	For
6.2	Reelect Henrik Poulsen (Vice Chair) as Director	For
6.3a	Reelect Laurence Debroux as Director	For
6.3b	Reelect Andreas Fibig as Director	For
6.3c	Reelect Sylvie Gregoire as Director	For
6.3d	Reelect Kasim Kutay as Director	For
6.3e	Reelect Christina Law as Director	For
6.3f	Reelect Martin Mackay as Director	For
7	Ratify Deloitte as Auditor	For
8.1	Approve DKK 4.5 Million Reduction in Share Capital via Share Cancellatic	For
8.2	Authorize Share Repurchase Program	For
8.3	Approve Creation of DKK 44.7 Million Pool of Capital with Preemptive Rig	For
9	Other Business	
1	Receive Report of Board	
2.a	Accept Financial Statements and Statutory Reports	For
2.b	Approve Discharge of Management and Board	For
3	Approve Allocation of Income and Omission of Dividends	For
4	Approve Remuneration Report (Advisory Vote)	For
5	Approve Remuneration of Directors in the Amount of DKK 1.35 Million for	For
6.a	Approve DKK 92 Million Reduction in Share Capital via Share Cancellatio	For
6.b	Approve Creation of DKK 308 Million Pool of Capital with Preemptive Rig	For
6.c	Authorize Share Repurchase Program	For
6.d	Amend Indemnification of Members of the Board of Directors and Executi	For
6.e	Approve Guidelines for Incentive-Based Compensation for Executive Mar	For
7.1	Reelect Jukka Pertola as Member of Board	For
7.2	Reelect Carl-Viggo Ostlund as Member of Board	For
7.3	Reelect Mengmeng Du as Member of Board	For
7.4	Reelect Thomas Hofman-Bang as Director	For
7.5	Reelect Steffen Kragh as Director	For
7.6	Elect Benedicte Bakke Agerup as New Director	For
7.7	Elect Jorn Rise Andersen as New Director	For
7.8	Elect Claus Wistof as New Director	For
7.9	Elect Anne Kaltoft as New Director	For
8	Ratify PricewaterhouseCoopers as Auditors and Authorized Sustainability	For
9	Authorize Editorial Changes to Adopted Resolutions in Connection with R	For
10	Other Business	
1	Approve Financial Statements and Statutory Reports	For
2	Approve Allocation of Income and Cash Dividends of USD 120 Millions	For

3	Set Maximum Amount of Share Repurchase Reserve	For
4	Approve Five Year Extension of Current Restricted Stock Incentive Plan for	For
5.A	Elect Rogelio Zambrano Lozano as Board Chairman	For
5.B	Elect Fernando Angel Gonzalez Olivieri as Director	For
5.C	Elect Marcelo Zambrano Lozano as Director	For
5.D	Elect Armando J. Garcia Segovia as Director	For
5.E	Elect Francisco Javier Fernandez Carbajal as Director	For
5.F	Elect Rodolfo Garcia Muriel as Director	For
5.G	Elect Armando Garza Sada as Director	For
5.H	Elect David Martinez Guzman as Director	For
5.I	Elect Everardo Elizondo Almaguer as Director	For
5.J	Elect Ramiro Gerardo Villarreal Morales as Director	For
5.K	Elect Gabriel Jaramillo Sanint as Director	For
5.L	Elect Isabel Maria Aguilera Navarro as Director	For
5.M	Elect Maria de Lourdes Melgar Palacios as Director	For
5.N	Elect Roger Saldana Madero as Board Secretary	For
5.O	Elect Rene Delgadillo Galvan as Deputy Secretary	For
6.A	Elect Everardo Elizondo Almaguer as Chairman of Audit Committee	For
6.B	Elect Francisco Javier Fernandez Carbajal as Member of Audit Committee	For
6.C	Elect Gabriel Jaramillo Sanint as Member of Audit Committee	For
6.D	Elect Roger Saldana Madero as Secretary of Audit Committee	For
6.E	Elect Rene Delgadillo Galvan as Deputy Secretary of Audit Committee	For
7.A	Elect Francisco Javier Fernandez Carbajal as Chairman of Corporate Practices and Finance	For
7.B	Elect Rodolfo Garcia Muriel as Member of Corporate Practices and Finance	For
7.C	Elect Ramiro Gerardo Villarreal Morales as Member of Corporate Practices and Finance	For
7.D	Elect Roger Saldana Madero as Secretary of Corporate Practices and Finance	For
7.E	Elect Rene Delgadillo Galvan as Deputy Secretary of Corporate Practices and Finance	For
8.A	Elect Armando J. Garcia Segovia as Chairman of Sustainability, Climate and Social Impact	For
8.B	Elect Marcelo Zambrano Lozano as Member of Sustainability, Climate and Social Impact	For
8.C	Elect Isabel Maria Aguilera Navarro as Member of Sustainability, Climate and Social Impact	For
8.D	Elect Maria de Lourdes Melgar Palacios as Member of Sustainability, Climate and Social Impact	For
8.E	Elect Roger Saldana Madero as Secretary of Sustainability, Climate and Social Impact	For
8.F	Elect Rene Delgadillo Galvan as Deputy Secretary of Sustainability, Climate and Social Impact	For
9	Approve Remuneration of Directors and Members of Audit, Corporate Practices and Finance	For
10	Authorize Board to Ratify and Execute Approved Resolutions	For
1	Approve Financial Statements and Statutory Reports	For
2	Approve Allocation of Income and Cash Dividends	For
3	Set Maximum Amount of Share Repurchase Reserve; Receive Report on Share Repurchase Reserve	For
4.a	Elect Jose Antonio Fernandez Carbajal as Director	For
4.b	Elect Barbara Garza Laguera Gonda as Director	For
4.c	Elect Mariana Garza Laguera Gonda as Director	For
4.d	Elect Francisco Jose Calderon Rojas as Director	For
4.e	Elect Alfonso Garza Garza as Director	For
4.f	Elect Bertha Paula Michel Gonzalez as Director	For
4.g	Elect Alejandro Bailleres Gual as Director	For
4.h	Elect Paulina Garza Laguera Gonda as Director	For
4.i	Elect Olga Gonzalez Aponte as Director	For
4.j	Elect Michael Larson as Director	For
4.k	Elect Ricardo E. Saldivar Escajadillo as Director	For
4.l	Elect Victor Alberto Tiburcio Celorio as Director	For
4.m	Elect Daniel Alegre as Director	For
4.n	Elect Gibu Thomas as Director	For
4.o	Elect Elane Stock as Director	For
4.p	Elect Michael Kahn as Alternate Director	For
4.q	Elect Francisco Zambrano Rodriguez as Alternate Director	For
4.r	Elect Alfonso Gonzalez Migoya as Alternate Director	For
4.s	Elect Jaime A. El Koury as Alternate Director	For
5	Elect Board Chairman and Secretaries; Approve Remuneration of Directors and Members of Audit, Corporate Practices and Finance	For
6	Elect Members and Chairmen of Operation and Strategy, Audit, and Corporate Practices and Finance	For
7	Authorize Board to Ratify and Execute Approved Resolutions	For
8	Approve Minutes of Meeting	For
1	Accept Financial Statements and Statutory Reports	For
2	Approve Final Dividend	For
3	Re-elect David Brind as Director	For
4	Re-elect Benjamin Maxted as Director	For

5	Re-elect Gerard Murray as Director	For
6	Re-elect Teresa Octavio as Director	For
7	Re-elect Stephen Smith as Director	For
8	Reappoint Grant Thornton UK LLP as Auditors	For
9	Authorise Board to Fix Remuneration of Auditors	For
10	Authorise Issue of Equity	For
11	Authorise Issue of Equity without Pre-emptive Rights	For
12	Authorise Issue of Equity without Pre-emptive Rights in Connection with a	For
13	Authorise Market Purchase of Ordinary Shares	For
14	Authorise UK Political Donations and Expenditure	For
1	Adopt the New Investment Objective and Policy	For
2	Approve the Field Sale	For
3	Approve the LED Facility Sale	For
4	Approve Amendment to the Investment Management Agreement	For
4	Accept Financial Statements and Statutory Reports	For
1	Approve Allocation of Income, with a Final Dividend of JPY 65	For
2.1	Elect Director Koji, Akiyoshi	For
2.2	Elect Director Katsuki, Atsushi	For
2.3	Elect Director Tanimura, Keizo	For
2.4	Elect Director Sakita, Kaoru	For
2.5	Elect Director Christina L. Ahmadjian	For
2.6	Elect Director Sasae, Kenichiro	For
2.7	Elect Director Ohashi, Tetsuji	For
2.8	Elect Director Matsunaga, Mari	For
2.9	Elect Director Nishinaka, Naoko	For
2.10	Elect Director Sato, Chika	For
2.11	Elect Director Melanie Brock	For
3	Appoint Statutory Auditor Oshima, Akiko	For
4	Approve Compensation Ceiling for Directors	For
5	Approve Compensation Ceiling for Statutory Auditors	For
1	Elect G Murlidhar as Director	For
2	Elect Vipin Sondhi as Director	For
1	Approve Allocation of Income, with a Final Dividend of JPY 100	For
2.1	Elect Director Ishibashi, Shuichi	For
2.2	Elect Director Higashi, Masahiro	For
2.3	Elect Director Scott Trevor Davis	For
2.4	Elect Director Okina, Yuri	For
2.5	Elect Director Masuda, Kenichi	For
2.6	Elect Director Yamamoto, Kenzo	For
2.7	Elect Director Shiba, Yojiro	For
2.8	Elect Director Suzuki, Yoko	For
2.9	Elect Director Kobayashi, Yukari	For
2.10	Elect Director Nakajima, Yasuhiro	For
2.11	Elect Director Matsuda, Akira	For
2.12	Elect Director Yoshimi, Tsuyoshi	For
1	Approve Financial Statements and Allocation of Income	For
2.1	Elect Lee Du-soon as Inside Director	For
2.2	Elect Jeong Seong-gwon as Outside Director	For
3	Elect Jeong Seong-gwon as a Member of Audit Committee	For
4	Elect Park Chan-seok as Outside Director to Serve as an Audit Committee	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	For
1	Approve Financial Statements and Allocation of Income	For
2.1	Amend Articles of Incorporation (Amendments Relating to Auditors and A	For
2.2	Amend Articles of Incorporation (Amendments Relating to Record Date)	For
2.3	Amend Articles of Incorporation (Issuance of Bonds)	For
3	Elect Byeon Jae-sang as Outside Director to Serve as an Audit Committee	For
4	Elect Samuel Rhee as Outside Director	For
5	Elect Samuel Rhee as a Member of Audit Committee	For
6	Approve Total Remuneration of Inside Directors and Outside Directors	For
1	Elect Ramesh Kailasam as Director	For
2	Elect Uma Shankar as Director	For
1	Approve Financial Statements and Discharge Directors	For
1	Approve Financial Statements and Discharge Directors	For
2	Approve Consolidated Financial Statements and Statutory Reports	For
2	Approve Consolidated Financial Statements and Statutory Reports	For

3	Approve Allocation of Income and Dividends of EUR 0.69 per Share	For
3	Approve Allocation of Income and Dividends of EUR 0.69 per Share	For
4	Approve Remuneration Policy of Directors; Approve Remuneration of Directors	For
4	Approve Remuneration Policy of Directors; Approve Remuneration of Directors	For
5	Approve Compensation Report of Corporate Officers	For
5	Approve Compensation Report of Corporate Officers	For
6	Approve Compensation of Joachim Kreuzburg, Chairman and CEO from January 1, 2023 to December 31, 2023	For
6	Approve Compensation of Joachim Kreuzburg, Chairman and CEO from January 1, 2023 to December 31, 2023	For
7	Approve Compensation of Rene Faber, Vice-CEO from January 1, 2023 to December 31, 2023	For
7	Approve Compensation of Rene Faber, Vice-CEO from January 1, 2023 to December 31, 2023	For
8	Approve Compensation of Joachim Kreuzburg, Chairman of the Board from January 1, 2023 to December 31, 2023	For
8	Approve Compensation of Joachim Kreuzburg, Chairman of the Board from January 1, 2023 to December 31, 2023	For
9	Approve Compensation of Rene Faber, CEO from March 28, 2023 to December 31, 2023	For
9	Approve Compensation of Rene Faber, CEO from March 28, 2023 to December 31, 2023	For
10	Approve Remuneration Policy of Chairman of the Board	For
10	Approve Remuneration Policy of Chairman of the Board	For
11	Approve Remuneration Policy of CEO	For
11	Approve Remuneration Policy of CEO	For
12	Reelect Susan Dexter as Director	For
12	Reelect Susan Dexter as Director	For
13	Reelect Anne-Marie Graffin as Director	For
13	Reelect Anne-Marie Graffin as Director	For
14	Appoint PricewaterhouseCoopers Audit as Auditor	For
14	Appoint PricewaterhouseCoopers Audit as Auditor	For
15	Appoint PricewaterhouseCoopers Audit as Sustainability Auditor	For
15	Appoint PricewaterhouseCoopers Audit as Sustainability Auditor	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For
17	Amend Articles 17 and 22 of Bylaws Re: General Meetings	For
17	Amend Articles 17 and 22 of Bylaws Re: General Meetings	For
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	For
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	For
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For
20	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Subsequent Offerings	For
20	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Subsequent Offerings	For
21	Authorize Board to Increase Capital in the Event of Additional Demand	For
21	Authorize Board to Increase Capital in the Event of Additional Demand	For
22	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contingent Capital	For
22	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contingent Capital	For
23	Authorize Capitalization of Reserves of Up to EUR 6 Million for Bonus Issuance	For
23	Authorize Capitalization of Reserves of Up to EUR 6 Million for Bonus Issuance	For
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For
25	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	For
25	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	For
26	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For
26	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For
1	Accept Financial Statements and Statutory Reports	For
2	Approve Allocation of Income and Dividends of CHF 3.30 per Share	For
3	Approve Discharge of Board of Directors	For
4.1.1	Reelect Viktor Balli as Director	For
4.1.2	Reelect Lucrece Foufopoulos-De Ridder as Director	For
4.1.3	Reelect Justin Howell as Director	For
4.1.4	Reelect Gordana Landen as Director	For
4.1.5	Reelect Monika Ribar as Director	For
4.1.6	Reelect Paul Schuler as Director	For
4.1.7	Reelect Thierry Vanlancker as Director	For
4.2	Elect Thomas Aebischer as Director	For
4.3	Elect Thierry Vanlancker as Board Chair	For
4.4.1	Reappoint Justin Howell as Member of the Nomination and Compensation Committee	For
4.4.2	Reappoint Gordana Landen as Member of the Nomination and Compensation Committee	For
4.4.3	Appoint Paul Schuler as Member of the Nomination and Compensation Committee	For
4.5	Ratify KPMG AG as Auditors	For
4.6	Designate Jost Windlin as Independent Proxy	For

5	Approve Sustainability Report	For
6.1	Approve Remuneration Report	For
6.2	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	For
6.3	Approve Remuneration of Executive Committee in the Amount of CHF 23	For
7	Transact Other Business (Voting)	For
1	Present Board Chairman Report of the Annual and Sustainability Report	
2	Present Audited Consolidated Financial Statements of Credicorp and its Subsidiaries for FY 2023, Including	
3	Approve Tanaka, Valdivia & Asociados, Member Firm of Ernst & Young, ε	For
1	Approve Scheme of Arrangement	For
1	Accept Financial Statements and Statutory Reports	For
2	Ratify EY as Auditors	For
3	Authorise Board to Fix Remuneration of Auditors	For
1	Accept Financial Statements and Statutory Reports	For
2	Approve Final Dividend	For
3	Re-elect Emily Rees as Director	For
4	Re-elect Andrew Walters as Director	For
5	Elect Alison Seekings as Director	For
6	Elect Ian Spence as Director	For
7	Reappoint PKF Littlejohn LLP as Auditors	For
8	Authorise Board to Fix Remuneration of Auditors	For
9	Authorise Issue of Equity	For
10	Authorise Issue of Equity without Pre-emptive Rights	For
11	Authorise Market Purchase of Ordinary Shares	For
1	Approve Financial Statements and Allocation of Income	For
2	Amend Articles of Incorporation	For
3	Elect Ahn Hyeon as Inside Director	For
4	Elect Son Hyeon-cheol as Outside Director	For
5	Elect Jang Yong-ho as Non-Independent Non-Executive Director	For
6	Elect Yang Dong-hun as Outside Director to Serve as an Audit Committee	For
7	Approve Total Remuneration of Inside Directors and Outside Directors	For
8	Approve Terms of Retirement Pay	For
1	Approve Allocation of Income, with a Final Dividend of JPY 37	For
2.1	Appoint Statutory Auditor Yoshino, Takashi	For
2.2	Appoint Statutory Auditor Hieda, Sayaka	For
2.3	Appoint Statutory Auditor Chikada, Naohiro	For
3	Appoint Alternate Statutory Auditor Yamaguchi, Takao	For
1	Open Meeting	
2A	Elect Julia Solovieva to Supervisory Board	For
2B	Elect Azer Talybov to Supervisory Board	For
2C	Elect Alexey Kornya to Supervisory Board	For
3	Amend Remuneration Policy of Management Board	For
4	Any Other Business and Conclusion	
1	Amend Article 3 Re: Corporate Purpose	For
2	Amend Article 5 to Reflect Changes in Capital	For
3	Approve Increase in Authorized Capital and Amend Article 7 Accordingly	For
4	Amend Article 20 Re: Decrease in Board Size	For
5	Consolidate Bylaws	For
6	Approve Agreement to Absorb VIP S.A. Empreendimentos e Participacoes	For
7	Ratify Grant Thornton Auditores Independentes Ltda. as Independent Firm	For
8	Approve Independent Firm's Appraisals	For
9	Approve Absorption of VIP S.A. Empreendimentos e Participacoes Imobil	For
10	Authorize Board to Ratify and Execute Approved Resolutions	For
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended	For
2	Fix Number of Directors at Nine	For
3	Do You Wish to Adopt Cumulative Voting for the Election of the Members	None
4	Elect Directors	For
5	In Case There is Any Change to the Board Slate Composition, May Your	None
6	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute	None
7.1	Percentage of Votes to Be Assigned - Elect Marcos Antonio Molina dos S	None
7.2	Percentage of Votes to Be Assigned - Elect Marcia Aparecida Pascoal Mε	None
7.3	Percentage of Votes to Be Assigned - Elect Sergio Agapito Lires Rial as [None
7.4	Percentage of Votes to Be Assigned - Elect Marcos Fernando Marcal dos	None
7.5	Percentage of Votes to Be Assigned - Elect Flavia Maria Bittencourt as In	None
7.6	Percentage of Votes to Be Assigned - Elect Pedro de Camargo Neto as Ir	None
7.7	Percentage of Votes to Be Assigned - Elect Augusto Marques da Cruz Fil	None

7.8	Percentage of Votes to Be Assigned - Elect Eduardo Augusto Rocha Poci	None
7.9	Percentage of Votes to Be Assigned - Elect Marcio Hamilton Ferreira as [None
8	As an Ordinary Shareholder, Would You like to Request a Separate Mini	None
9	Elect Marcos Antonio Molina dos Santos as Board Chairman and Marcia	For
10	Approve Remuneration of Company's Management	For
11.1	Elect Marco Antonio Peixoto Simoes Velozo as Fiscal Council Member ar	For
11.2	Elect Ricardo Florence dos Santos as Fiscal Council Member and Antonik	For
11.3	Elect Alexandre Eduardo de Melo as Fiscal Council Member and Jose Lu	For
12	Approve Remuneration of Fiscal Council Members	For
1	Approve Allocation of Income, with a Final Dividend of JPY 40	For
2	Amend Articles to Reduce Directors' Term	For
3.1	Elect Director Okuda, Osamu	For
3.2	Elect Director Taniguchi, Iwaaki	For
3.3	Elect Director Iikura, Hitoshi	For
3.4	Elect Director Momoi, Mariko	For
3.5	Elect Director Tateishi, Fumio	For
3.6	Elect Director Teramoto, Hideo	For
3.7	Elect Director Christoph Franz	For
3.8	Elect Director James H. Sabry	For
3.9	Elect Director Teresa A. Graham	For
4.1	Appoint Statutory Auditor Masuda, Kenichi	For
4.2	Appoint Statutory Auditor Yunoki, Mami	For
5	Approve Compensation Ceiling for Statutory Auditors	For
1.1	Elect Director Hashimoto, Mayuki	For
1.2	Elect Director Awa, Toshihiro	For
1.3	Elect Director Ryuta, Jiro	For
1.4	Elect Director Kubozoe, Shinichi	For
1.5	Elect Director Kato, Takeo	For
1.6	Elect Director Kato, Akane	For
2.1	Elect Director and Audit Committee Member Fujii, Atsuro	For
2.2	Elect Director and Audit Committee Member Tanaka, Hitoshi	For
2.3	Elect Director and Audit Committee Member Mitomi, Masahiro	For
2.4	Elect Director and Audit Committee Member Ota, Shinichiro	For
2.5	Elect Director and Audit Committee Member Sue, Masahiko	For
2.6	Elect Director and Audit Committee Member Amy Shigemi Hatta	For
1	Approve Prolonging of Cooperation and Support Agreement between Telk	For
2	Approve Long-Term Incentive Plan	For
3	Amend Articles and Consolidate Bylaws	For
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended	For
2	Approve Allocation of Income and Dividends	For
3	Ratify Gigliola Bonino as Director	For
4	Fix Number of Fiscal Council Members at Three	For
5	Elect Fiscal Council Members	For
6	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a S	None
7	As an Ordinary Shareholder, Would You Like to Request a Separate Elec	None
8	Approve Remuneration of Company's Management, Committee Members	For
1	Reelect Mary Beth Boucher as Director	For
2	Elect Anil Kumar Chanana as Director	For
3	Elect Durgesh Kumar Singh as Director	For
4	Approve Amendment to Coforge Employee Stock Option Plan 2005	For
1	Approve Revision of Remuneration of Non-Executive Directors (Including	For
2	Elect Harsh Kumar Bhanwala as Director	For
3	Approve Material Related Party Transactions with HDB Financial Services	For
4	Approve Material Related Party Transactions with HDFC Securities Limite	For
5	Approve Material Related Party Transactions with HDFC Life Insurance C	For
6	Approve Material Related Party Transactions with HDFC ERGO General	For
7	Approve Material Related Party Transactions with with HDFC Credila Fin	For
8	Approve Material Related Party Transactions with HCL Technologies Limi	For
1	Appoint Chairman of the Meeting	For
2	Accept Annual Standalone Financial Statements	For
3	Accept IFRS Financial Statements	For
4	Accept Board Report	For
5	Accept Audit Report	For
6	Accept Annual Report	For
7	Ratify Auditors	For

8	Approve Remuneration of External Auditors	For
9	Approve Omission of Dividends	For
10	Approve Director Remuneration	For
11	Elect Sergei Koltunov, Axana Mansourian, Maria Egorova, Alexey Smagir	For
12	Elect Axana Mansourian, Maria Egorova and Alexey Smagin as Members	For
13	Other Business	

For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
Against	Against	Yes	Yes	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
Against	Against	Yes	Yes	No
For	For	No	No	No
Refer	Against	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
Against	Against	Yes	Yes	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
One Year	One Year	No	No	No
One Year	One Year	No	No	No
For	For	No	No	No
Against	Against	Yes	Yes	No
For	For	No	No	No
For	For	No	No	No
Against	Against	No	No	No
Refer	Against	No	No	No
Refer	For	Yes	Yes	No
For	Abstain	Yes	Yes	Yes
For	Abstain	Yes	Yes	Yes
For	For	No	No	No

For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
Against	Against	Yes	Yes	No
Against	For	No	No	Yes
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
One Year	One Year	No	No	No
One Year	One Year	No	No	No
For	For	No	No	No
Against	Against	Yes	Yes	No
Against	For	No	No	Yes
Against	Against	No	No	No
Refer	Against	No	No	No
For	Abstain	Yes	Yes	Yes
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
For	For	No	No	No
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Against	Abstain	Yes	Yes	Yes
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Abstain	Abstain	Yes	Yes	No
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Abstain	Abstain	Yes	Yes	No
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