

# Ballot Status Report

Mar 31, 2025 to Apr 30, 2025

Abbott Laboratories

Decision StatusApproved

Vote Deadline Date04/24/2025Share BlockingNo

Country Of TradeUS

Ballot Sec IDCUSIP9-002824100

Annual Meeting Agenda (04/25/2025)		Mgmt Rec	Discretion Policy	Vote Cast
1a.	Elect Robert J. Alpern	For	For	For
1b.	Elect Claire Babineaux-Fontenot	For	For	For
1c.	Elect Sally E. Blount	For	For	For
1d.	Elect Robert B. Ford	For	For	For
1e.	Elect Paola Gonzalez	For	For	For
1f.	Elect Michelle A. Kumbier	For	For	For
1g.	Elect Darren W. McDew	For	For	For
1h.	Elect Nancy McKinstry	For	Against	Against
Vote Note:Serves on too many boards				
1i.	Elect Michael G. O'Grady	For	For	For
1j.	Elect Michael F. Roman	For	For	For
1k.	Elect Daniel J. Starks	For	For	For
1l.	Elect John G. Stratton	For	For	For
2.	Ratification of Auditor	For	For	For
3.	Advisory Vote on Executive Compensation	For	For	For

Decision Status

Approved

Vote Deadline Date

04/08/2025

Share Blocking

No

Country Of Trade

IN

Ballot Sec ID

ISIN-  
INE814H01011

Other Meeting Agenda (04/12/2025)

- 1
- Authority to Issue Shares w/o Preemptive Rights  
Non-Voting Meeting Note

Mgmt Rec

For

Discretion Policy

For

Vote Cast

For



Decision Status

Approved

Vote Deadline Date

04/16/2025

Country Of Trade

US

Ballot Sec ID

CUSIP9-00724F101

Share Blocking

No

Annual Meeting Agenda (04/22/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
1a.	Elect Cristiano R. Amon	For	For	For
1b.	Elect Amy L. Banse	For	For	For
1c.	Elect Melanie Boulden	For	For	For
1d.	Elect Frank A. Calderoni	For	For	For
1e.	Elect Laura B. Desmond	For	For	For
1f.	Elect Shantanu Narayen	For	For	For
1g.	Elect Spencer Neumann	For	For	For
1h.	Elect Kathleen Oberg	For	For	For
1i.	Elect Dheeraj Pandey	For	For	For
1j.	Elect David A. Ricks	For	For	For
1k.	Elect Daniel Rosensweig	For	For	For
2.	Amendment to the 2019 Equity Incentive Plan	For	For	For
3.	Ratification of Auditor	For	For	For
4.	Advisory Vote on Executive Compensation	For	For	For
<div><div>SHP</div></div> 5.	Shareholder Proposal Regarding Severance Approval Policy	Against	Against	Against

Decision Status

Approved

Vote Deadline Date

04/21/2025

Country Of Trade

US

Ballot Sec ID

CUSIP9-00724F101

Share Blocking

No

Annual Meeting Agenda (04/22/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
1a.	Elect Cristiano R. Amon	For	For	For
1b.	Elect Amy L. Banse	For	For	For
1c.	Elect Melanie Boulden	For	For	For
1d.	Elect Frank A. Calderoni	For	For	For
1e.	Elect Laura B. Desmond	For	For	For
1f.	Elect Shantanu Narayen	For	For	For
1g.	Elect Spencer Neumann	For	For	For
1h.	Elect Kathleen Oberg	For	For	For
1i.	Elect Dheeraj Pandey	For	For	For
1j.	Elect David A. Ricks	For	For	For
1k.	Elect Daniel Rosensweig	For	For	For
2.	Amendment to the 2019 Equity Incentive Plan	For	For	For
3.	Ratification of Auditor	For	For	For
4.	Advisory Vote on Executive Compensation	For	For	For
<div>SHP</div> 5.	Shareholder Proposal Regarding Severance Approval Policy	Against	Against	Against

Decision StatusApproved

Vote Deadline Date04/01/2025  
Country Of TradeNL  
Ballot Sec IDISIN-  
NL0000235190

Share BlockingNo

Annual Meeting Agenda (04/15/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
1	Accounts and Reports	For	For	For
2	Allocation of Dividends	For	For	For
3	Special Dividend	For	For	For
4	Ratification of Non-Executives' Acts	For	For	For
5	Ratification of Executives' Acts	For	For	For
6	Appointment of Auditor (FY2025)	For	For	For
7	Appointment of Auditor (FY2026)	For	For	For
8	Remuneration Report	For	For	For
9	Remuneration Policy	For	For	For
10	Election Guillaume Faury to the Board of Directors	For	For	For
11	Elect Catherine Guillouard to the Board of Directors	For	For	For
12	Elect Irene Rummelhoff to the Board of Directors	For	For	For
13	Elect Doris H�pke to the Board of Directors	For	For	For
14	Authority to Issue Shares w/ or w/o Preemptive Rights (Equity Plans)	For	For	For
15	Additional Authority to Issue Shares w/ or w/o Preemptive Rights	For	For	For
16	Authority to Repurchase Shares	For	For	For
17	Cancellation of Shares	For	For	For

Decision StatusNew

Vote Deadline Date04/14/2025

Country Of TradeNL

Ballot Sec IDISIN-NL0013267909

Share BlockingNo

Annual Meeting Agenda (04/25/2025)

	Mgmt Rec	Discretion Policy	Vote Cast
Non-Voting Meeting Note			
Non-Voting Meeting Note			
1. Non-Voting Agenda Item			
2.a. Non-Voting Agenda Item			
3.a. Accounts and Reports	For		
3.b. Non-Voting Agenda Item			
3.c. Allocation of Dividends	For		
3.d. Remuneration Report	For		
4.a. Ratification of Management Board Acts	For		
4.b. Ratification of Supervisory Board Acts	For		
5.a. Appointment of Auditor	For		
5.b. Appointment of Auditor for Sustainability Reporting	For		
6.a. Management Board Remuneration Policy	For		
6.b. Supervisory Board Remuneration Policy	For		
7.a. Elect Hans-Joachim Müller to the Supervisory Board	For		
8.a. Authority to Issue Shares	For		
8.b. Authority to Suppress Preemptive Rights	For		
9. Authority to Repurchase Shares	For		
10. Cancellation of Shares	For		
11. Non-Voting Agenda Item			
Non-Voting Meeting Note			
Non-Voting Meeting Note			

Decision StatusApproved

Vote Deadline Date03/19/2025Share BlockingNo

Country Of TradeKR

Ballot Sec IDCINS-Y0R93X109

Annual Meeting Agenda (03/31/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
1	Financial Statements and Allocation of Profits/Dividends	For	For	For
2.1	Elect PARK Soon Jae	For	For	For
2.2	Elect CHOI Sang Rak	For	For	For
3	Election of Corporate Auditor	For	For	For
4	Directors' Fees	For	For	For
5	Corporate Auditors' Fees	For	For	For
6	Share Option Grant	For	For	For

Decision Status

Approved

Vote Deadline Date

04/14/2025

Share Blocking

No

Country Of Trade

CN

Ballot Sec ID

ISIN-  
CNE1000001T8

Special Meeting Agenda (04/24/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
1	Non-Voting Meeting Note Merger by Absorption	For	For	For



Decision StatusNew

Vote Deadline Date04/28/2025  
Country Of TradeUS  
Ballot Sec IDCUSIP9-025816109

Share BlockingNo

Annual Meeting Agenda (04/29/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
1a.	Elect Michael J. Angelakis	For		
1b.	Elect Thomas J. Baltimore, Jr.	For		
1c.	Elect John J. Brennan	For		
1d.	Elect Theodore J. Leonsis	For		
1e.	Elect Deborah P. Majoras	For		
1f.	Elect Karen L. Parkhill	For		
1g.	Elect Charles E. Phillips, Jr.	For		
1h.	Elect Lynn A. Pike	For		
1i.	Elect Stephen J. Squeri	For		
1j.	Elect Daniel Luzius Vasella	For		
1k.	Elect Lisa W. Wardell	For		
1l.	Elect Christopher D. Young	For		
2.	Ratification of Auditor	For		
3.	Advisory Vote on Executive Compensation	For		
<div>SHP</div> 4.	Shareholder Proposal Regarding Eliminating DEI Goals from Compensation Inducements	Against		
<div>SHP</div> 5.	Shareholder Proposal Regarding Report on Risk from Discriminatory Ad Policies	Against		

Decision StatusApproved

Vote Deadline Date03/18/2025Share BlockingNo

Country Of TradeKR

Ballot Sec IDCINS-Y0R9CJ118

Annual Meeting Agenda (03/31/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
1	Financial Statements and Allocation of Profits/Dividends	For	For	For
2	Amendments to Articles	For	For	For
3	Directors' Fees	For	For	For



Decision StatusApproved

Vote Deadline Date03/31/2025Share BlockingNo

Country Of TradeVN

Ballot Sec IDCINS-Y0324N101

Annual Meeting Agenda (04/08/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
1	Directors' Report	For	For	For
2	Supervisors' Report	For	For	For
3	Accounts and Reports	For	For	For
4	Allocation of Profits/Dividends	For	For	For
5	Issuance of Shares to Distribute Dividends and Increase in Authorized Capital	For	For	For
6	Directors' and Supervisors' Fees	For	For	For
7	Appointment of Auditor	For	Abstain	Abstain
Vote Note:Insufficient information provided				
8	Approve Remedial Plan in Case of Early Intervention	For	For	For
9	Listing of Bonds	For	For	For
10	Amendments to Company Charter	For	For	For
11	Amendments to Procedural Rules on Corporate Governance	For	For	For
12	Amendments to Procedural Rules of the Board of Directors	For	For	For
13	Amendments to Procedural Rules of the Supervisory Board	For	For	For
14	Transaction of Other Business	For	Against	Against
Vote Note:Granting unfettered discretion is unwise				
	Non-Voting Meeting Note			

Decision StatusNew

Vote Deadline Date04/11/2025Share BlockingNo

Country Of TradeNL

Ballot Sec IDCINS-N07059202

Annual Meeting Agenda (04/23/2025)

	Mgmt Rec	Discretion Policy	Vote Cast
1. Non-Voting Agenda Item			
2. Non-Voting Agenda Item			
3.a. Remuneration Report	For		
3.b. Accounts and Reports	For		
3.c. Non-Voting Agenda Item			
3.d. Allocation of Dividends	For		
4.a. Ratification of Management Board Acts	For		
4.b. Ratification of Supervisory Board Acts	For		
5. Long Term Incentive Plan; Authority to Issue Shares	For		
6. Management Board Remuneration Policy	For		
7. Supervisory Board Remuneration Policy	For		
8.a. Elect Birgit Conix to the Supervisory Board	For		
8.b. Elect Karien van Gennip to the Supervisory Board	For		
8.c. Non-Voting Agenda Item			
9.a. Appointment of Auditor	For		
9.b. Appointment of Auditor for Sustainability Reporting	For		
10.a. Authority to Issue Shares w/ Preemptive Rights (5% for General Purposes; 5% for M&A Purposes)	For		
10.b. Authority to Suppress Preemptive Rights (5% for General Purposes; 5% for M&A Purposes)	For		
11. Authority to Repurchase Shares	For		
12. Cancellation of Shares	For		
13. Non-Voting Agenda Item			
14. Non-Voting Agenda Item			
Non-Voting Meeting Note			
Non-Voting Meeting Note			
Non-Voting Meeting Note			
Non-Voting Meeting Note			

Annual Meeting Agenda (04/11/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
1	Accounts and Reports	For	For	For
2	Allocation of Profits/Dividends	For	For	For
3	Appointment of Auditor	For	For	For
4	Authority to Set Auditor's Fees	For	For	For
5.A	Elect Michel Demaré	For	For	For
5.B	Elect Pascal Soriot	For	For	For
5.C	Elect Aradhana Sarin	For	For	For
5.D	Elect Philip Broadley	For	For	For
5.E	Elect Euan Ashley	For	For	For
5.F	Elect Birgit Conix	For	For	For
5.G	Elect Rene Haas	For	For	For
5.H	Elect Karen Knudsen	For	For	For
5.I	Elect Diana Layfield	For	For	For
5.J	Elect Anna Manz	For	For	For
5.K	Elect Sherilyn S. McCoy	For	For	For
5.L	Elect Tony Mok	For	For	For
5.M	Elect Nazneen Rahman	For	For	For
5.N	Elect Marcus Wallenberg	For	For	For
6	Remuneration Report	For	For	For
7	Authorisation of Political Donations	For	For	For
8	Authority to Issue Shares w/ Preemptive Rights	For	For	For
9	Authority to Issue Shares w/o Preemptive Rights	For	For	For
10	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	For
11	Authority to Repurchase Shares	For	For	For
12	Authority to Set General Meeting Notice Period at 14 Days	For	For	For

Special Meeting Agenda (04/03/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
	Non-Voting Meeting Note			
1	Revised of the H-Share Restricted Share Plan (Draft)	For	Against	Against
	Vote Note:NEDs may participate in executive plan; Issue price discount not disclosed			
2	The 10% Mandate Limit and H-Share Scheme Mandate Limit, Subject to the Adoption of the H-Share Restricted Share Plan	For	Against	Against
	Vote Note:Not in shareholders' best interests			
3	The Service Provider Sublimit, Subject to the Adoption of the H-Share Restricted Share Plan	For	Against	Against
	Vote Note:Not in shareholders' best interests			
4	Board Authorization and its Delegates to Handle Matters Regarding to the Revised of the H-Share Restricted Share Plan (Draft)	For	Against	Against
	Vote Note:Not in shareholders' best interests			
5	2025 Employee Restricted Shares Plan (Draft) and its Revised Plan	For	Against	Against
	Vote Note:NEDs may participate in executive plan			
6	Board Authorization to Handle Matters Regarding to the 2025 Employee Restricted Shares Plan	For	Against	Against
	Vote Note:Not in shareholders' best interests			
7	Establishment of Appraisal Management Measures to the 2025 Employee Restricted Shares Plan	For	Against	Against
	Vote Note:Not in shareholders' best interests			
8	Repurchase and Cancellation of Part of the Restricted A-Shares Granted under the 2020 Restricted A-Share Incentive Plan	For	For	For
9	Amendments to Articles	For	For	For
10	Shares Granted to Related Parties under the H-Share Restricted Shares Plan	For	Against	Against
	Vote Note:Not in shareholders' best interests			

Decision Status

Approved

Vote Deadline Date

03/27/2025

Share Blocking

No

Country Of Trade

CN

Ballot Sec ID

CINS-Y0370S111

Other Meeting Agenda (04/03/2025)

	Non-Voting Meeting Note	Mgmt Rec	Discretion Policy	Vote Cast
1	Repurchase and Cancellation of Part of the Restricted A-Shares Granted under the 2020 Restricted A-Share Incentive Plan	For	For	For
2	Amendments to Articles	For	For	For

Decision StatusNew

Vote Deadline Date04/07/2025Share BlockingNo

Country Of TradePH

Ballot Sec IDCINS-Y0488F100

Annual Meeting Agenda (04/24/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
1	CALL TO ORDER			
2	CERTIFICATION OF NOTICE AND QUORUM			
3	MATTERS FOR APPROVAL OF STOCKHOLDERS I. APPROVAL OF MINUTES OF PREVIOUS MEETING II. RATIFICATION OF THE ACTS OF THE BOARD OF DIRECTORS AND MANAGEMENT III. APPROVAL OF THE AMENDMENT TO THE SEVENTH ARTICLE OF THE ARTICLES OF INCORPORATION TO DECREASE THE AUTHORIZED CAPITAL STOCK FROM PHP21,437,602,946.40 TO PHP20,437,602,946.40 THROUGH THE RETIREMENT OF 1 BN COMMON SHARES HELD IN TREASURY IV. APPROVAL OF ALI PERFORMANCE SHARES PLAN V. ELECTION OF DIRECTORS (INCLUDING THE INDEPENDENT DIRECTORS) VI. ELECTION OF EXTERNAL AUDITOR AND FIXING OF ITS REMUNERATION: VII. APPROVAL OF THE AUDITED FINANCIAL STATEMENTS, INCLUDING NOTING OF ANNUAL REPORT			
4	CONSIDERATION OF SUCH OTHER BUSINESS AS MAY PROPERLY COME BEFORE THE MEETING			
5	PRESENTATION OF MANAGEMENT AND OPEN FORUM			
6	ADJOURNMENT			



Decision StatusApproved

Vote Deadline Date04/21/2025  
Country Of TradeUS  
Ballot Sec IDCUSIP9-060505104

Share BlockingNo

Annual Meeting Agenda (04/22/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
1a.	Elect Sharon L. Allen	For	For	For
1b.	Elect José E. Almeida	For	For	For
1c.	Elect Pierre J. P. de Weck	For	For	For
1d.	Elect Arnold W. Donald	For	For	For
1e.	Elect Linda P. Hudson	For	For	For
1f.	Elect Monica C. Lozano	For	For	For
1g.	Elect Maria N. Martinez	For	For	For
1h.	Elect Brian T. Moynihan	For	For	For
1i.	Elect Lionel L. Nowell, III	For	For	For
1j.	Elect Denise L. Ramos	For	For	For
1k.	Elect Clayton S. Rose	For	For	For
1l.	Elect Michael D. White	For	For	For
1m.	Elect Thomas D. Woods	For	For	For
1n.	Elect Maria T. Zuber	For	Against	Against
Vote Note:Affiliate/Insider on nominating/governance committee				
2.	Advisory Vote on Executive Compensation	For	For	For
3.	Ratification of Auditor	For	For	For
4.	Amendment to the Equity Plan	For	For	For
<div>SHP</div> 5.	Shareholder Proposal Regarding Multiple Board Nominees	Against	Against	Against
Vote Note:This proposal is not in the best interest of shareholders.				
<div>SHP</div> 6.	Shareholder Proposal Regarding Report on Oversight of Animal Welfare	Against	Against	Against
Vote Note:This proposal is not in the best interest of shareholders.				
<div>SHP</div> 7.	Shareholder Proposal Regarding Lobbying Activity Alignment with Sectoral and Net Zero Targets	Against	Against	Against
Vote Note:This proposal is not in the best interest of shareholders.				
<div>SHP</div> 8.	Shareholder Proposal Regarding Energy Supply Ratio	Against	Against	Against
Vote Note:This proposal is not in the best interest of shareholders.				

Decision Status

Approved

Vote Deadline Date

03/28/2025

Country Of Trade

CN

Ballot Sec ID

ISIN-  
CNE100000205

Share Blocking

No

Special Meeting Agenda (04/08/2025)

	Non-Voting Meeting Note			
1	2024 Financial Report	Mgmt Rec	Discretion Policy	Vote Cast
2	2024 Profit Distribution Plan	For	For	For

Decision StatusApproved

Vote Deadline Date03/31/2025

Country Of TradeCN

Share BlockingNo

Ballot Sec IDISIN-CNE1000000S2

Special Meeting Agenda (04/08/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
1	2024 Financial Report	For	For	For
2	2024 Profit Distribution Plan	For	For	For

Decision StatusNew

Vote Deadline Date04/02/2025Share BlockingNo

Country Of TradePH

Ballot Sec IDCINS-Y07775102

Annual Meeting Agenda (04/25/2025)		Mgmt Rec	Discretion Policy	Vote Cast
	Non-Voting Meeting Note			
1	CALL TO ORDER	For		
2	Proof of Notice and Determination of Quorum	For		
3	Meeting Minutes	For		
4	Accounts and Reports	For		
5	OPEN FORUM	For		
6	Ratification of Board Acts	For		
7	Elect Jones M. Castro Jr.	For		
8	Elect Dioscoro I. Ramos	For		
9	Elect Teresita T. Sy	For		
10	Elect Josefina N. Tan	For		
11	Elect Nestor V. Tan	For		
12	Elect George T. Barcelon	For		
13	Elect Estela P. Bernabe	For		
14	Elect Vipul Bhagat	For		
15	Elect Franklin M. Drilon	For		
16	Elect Alfredo E. Pascual	For		
17	Elect Vicente S. Perez Jr.	For		
18	Authority to Allocate Up to 2% of Common Shares for Future Awards under the Bank's Employee Stock Option Plan	For		
19	Appointment of Auditor and Authority to Set Fees	For		
20	Transaction of Other Business	For		
21	Right to Adjourn Meeting	For		

Decision StatusNew

Vote Deadline Date04/28/2025

Country Of TradeUS

Ballot Sec IDCUSIP9-M2029K104

Share BlockingNo

Annual Meeting Agenda (04/29/2025)

1. Accounts and Reports
2. Elect Nisha Kumar
3. Elect Nikhil Kumar Thukral
4. Appointment of Auditor

Mgmt Rec

For

For

For

For

Discretion Policy

Vote Cast

Decision Status

Approved

Vote Deadline Date

04/03/2025

Country Of Trade

IE

Share Blocking

Yes

Ballot Sec ID

CINS-G4953W390

Annual Meeting Agenda (04/18/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
1	Accounts and Reports	For	For	For
2	Appointment of Auditor	For	For	For
3	Authority to Set Auditor's Fees	For	For	For
4	Elect Ros O'Shea	For	For	For
5	Elect Padraig Kenny	For	For	For
6	Elect Deirdre Somers	For	For	For
7	Elect William McKechnie	For	For	For
8	Elect Manuela Sperandeo	For	For	For
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			

Decision Status

Approved

Vote Deadline Date

04/03/2025

Country Of Trade

IE

Share Blocking

Yes

Ballot Sec ID

CINS-G4953W663

Annual Meeting Agenda (04/18/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
1	Accounts and Reports	For	For	For
2	Appointment of Auditor	For	For	For
3	Authority to Set Auditor's Fees	For	For	For
4	Elect Ros O'Shea	For	For	For
5	Elect Padraig Kenny	For	For	For
6	Elect Deirdre Somers	For	For	For
7	Elect William McKechnie	For	For	For
8	Elect Manuela Sperandeo	For	For	For
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			

Decision Status

Approved

Vote Deadline Date

04/03/2025

Country Of Trade

IE

Share Blocking

Yes

Ballot Sec ID

CINS-G4953W150

Annual Meeting Agenda (04/18/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
1	Accounts and Reports	For	For	For
2	Appointment of Auditor	For	For	For
3	Authority to Set Auditor's Fees	For	For	For
4	Elect Ros O'Shea	For	For	For
5	Elect Padraig Kenny	For	For	For
6	Elect Deirdre Somers	For	For	For
7	Elect William McKechnie	For	For	For
8	Elect Manuela Sperandeo	For	For	For
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			



Decision Status

Approved

Vote Deadline Date

04/03/2025

Country Of Trade

IE

Share Blocking

Yes

Ballot Sec ID

CINS-G4953W317

Annual Meeting Agenda (04/18/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
1	Accounts and Reports	For	For	For
2	Appointment of Auditor	For	For	For
3	Authority to Set Auditor's Fees	For	For	For
4	Elect Ros O'Shea	For	For	For
5	Elect Padraig Kenny	For	For	For
6	Elect Deirdre Somers	For	For	For
7	Elect William McKechnie	For	For	For
8	Elect Manuela Sperandeo	For	For	For
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			

Decision Status

Approved

Vote Deadline Date

04/03/2025

Country Of Trade

IE

Share Blocking

Yes

Ballot Sec ID

CINS-G4954W266

Annual Meeting Agenda (04/18/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
1	Accounts and Reports	For	For	For
A	Non-Voting Agenda Item			
2	Appointment of Auditor	For	For	For
3	Authority to Set Auditor's Fees	For	For	For
4	Elect Ros O'Shea	For	For	For
5	Elect Padraig Kenny	For	For	For
6	Elect Deirdre Somers	For	For	For
7	Elect William McKechnie	For	For	For
8	Elect Manuela Sperandeo	For	For	For
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			

Decision Status

Approved

Vote Deadline Date

04/11/2025

Country Of Trade

IE

Ballot Sec ID

ISIN-IE00B4JNQZ49

Share Blocking

Yes

Annual Meeting Agenda (04/18/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
1	Accounts and Reports	For	For	For
A	Non-Voting Agenda Item			
2	Appointment of Auditor	For	For	For
3	Authority to Set Auditor's Fees	For	For	For
4	Elect Ros O'Shea	For	For	For
5	Elect Padraig Kenny	For	For	For
6	Elect Deirdre Somers	For	For	For
7	Elect William McKechnie	For	For	For
8	Elect Manuela Sperandeo	For	For	For
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			

Decision Status

Approved

Vote Deadline Date

04/17/2025

Country Of Trade

US

Ballot Sec ID

CUSIP9-11135F101

Share Blocking

No

Annual Meeting Agenda (04/21/2025)

	Mgmt Rec	Discretion Policy	Vote Cast
1a. Elect Diane M. Bryant	For	For	For
1b. Elect Gayla J. Delly	For	For	For
1c. Elect Kenneth Y. Hao	For	For	For
1d. Elect Eddy W. Hartenstein	For	For	For
1e. Elect Check Kian Low	For	For	For
1f. Elect Justine F. Page	For	For	For
1g. Elect Henry S. Samueli	For	For	For
1h. Elect Hock E. Tan	For	For	For
1i. Elect Harry L. You	For	For	For
2. Ratification of Auditor	For	For	For
3. Advisory Vote on Executive Compensation	For	For	For

Decision StatusApproved

Vote Deadline Date04/14/2025Share BlockingNo

Country Of TradeUS

Ballot Sec IDISIN-US11135F1012

Annual Meeting Agenda (04/21/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
1a	Elect Diane M. Bryant	For	For	For
1b	Elect Gayla J. Delly	For	For	For
1c	Elect Kenneth Y. Hao	For	For	For
1d	Elect Eddy W. Hartenstein	For	For	For
1e	Elect Check Kian Low	For	For	For
1f	Elect Justine F. Page	For	For	For
1g	Elect Henry S. Samueli	For	For	For
1h	Elect Hock E. Tan	For	For	For
1i	Elect Harry L. You	For	For	For
2	Ratification of Auditor	For	For	For
3	Advisory Vote on Executive Compensation	For	For	For

Decision StatusApproved

Vote Deadline Date04/14/2025Share BlockingNo

Country Of TradeGB

Ballot Sec IDISIN-GB00B0744B38

Annual Meeting Agenda (04/23/2025)		Mgmt Rec	Discretion Policy	Vote Cast
01	Accounts and Reports	For	For	For
02	Final Dividend	For	For	For
03	Elect Peter Ventress	For	For	For
04	Elect Frank van Zanten	For	For	For
05	Elect Richard Howes	For	For	For
06	Elect Stephan R. Nanninga	For	For	For
07	Elect Vin Murria	For	For	For
08	Elect Pamela J. Kirby	For	For	For
09	Elect Jacky Simmonds	For	For	For
10	Elect Daniela Barone Soares	For	For	For
11	Elect Julia Wilson	For	For	For
12	Appointment of Auditor	For	For	For
13	Authority to Set Auditor's Fees	For	For	For
14	Remuneration Report	For	For	For
15	Authority to Issue Shares w/ Preemptive Rights	For	For	For
16	Authority to Issue Shares w/o Preemptive Rights	For	For	For
17	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	For
18	Authority to Repurchase Shares	For	For	For
19	Authority to Set General Meeting Notice Period at 14 Days	For	For	For

Decision StatusApproved

Vote Deadline Date04/04/2025Share BlockingNo

Country Of TradeCN

Ballot Sec IDCINS-Y1023R104

Special Meeting Agenda (04/15/2025)

	Non-Voting Meeting Note			
1	Approval of the 2025 Employee Share Ownership Plan (Draft)	For	For	For
2	Management Measures for the 2025 Employee Share Ownership Plan	For	For	For
3	Board Authorization to Handle Matters in Relation to the 2025 Employee Share Ownership Plan	For	For	For

Decision StatusApproved

Vote Deadline Date04/08/2025Share BlockingNo

Country Of TradeCN

Ballot Sec IDCINS-Y1023R120

Special Meeting Agenda (04/15/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
1	Approval of the 2025 Employee Share Ownership Plan (Draft)	For	For	For
2	Management Measures for the 2025 Employee Share Ownership Plan	For	For	For
3	Board Authorization to Handle Matters in Relation to the 2025 Employee Share Ownership Plan	For	For	For



Decision StatusApproved

Vote Deadline Date04/09/2025

Country Of TradeSG

Ballot Sec IDISIN-SGXC16332337

Share BlockingNo

Annual Meeting Agenda (04/17/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
Non-Voting Meeting Note				
1	Accounts and Reports	For	For	For
2	Appointment of Auditor and Authority to Set Fees	For	For	For
3	Authority to Issue Units w/ or w/o Preemptive Rights	For	For	For
4	Authority to Repurchase Units	For	For	For

Decision StatusApproved

Vote Deadline Date04/09/2025Share BlockingNo

Country Of TradeSG

Ballot Sec IDCINS-Y0261Y177

Annual Meeting Agenda (04/17/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
	Non-Voting Meeting Note			
1	Accounts and Reports	For	For	For
2	Appointment of Auditor and Authority to Set Fees	For	For	For
3	Authority to Issue Units w/ or w/o Preemptive Rights	For	For	For
4	Authority to Repurchase Units	For	For	For

Decision StatusRequires Attention

Vote Deadline Date04/08/2025Share BlockingNo

Country Of TradeSG

Ballot Sec IDCINS-Y0261Y177

Annual Meeting Agenda (04/17/2025)

		Mgmt Rec	Non-Discre Policy	Vote Cast
	Non-Voting Meeting Note			
1	Accounts and Reports	For	Manual	
2	Appointment of Auditor and Authority to Set Fees	For	Manual	
3	Authority to Issue Units w/ or w/o Preemptive Rights	For	Manual	
4	Authority to Repurchase Units	For	Manual	

Decision Status

Take No Action

Vote Deadline Date

04/11/2025

Share Blocking

No

Country Of Trade

SG

Ballot Sec ID

ISIN-  
SG1U25933169

Annual Meeting Agenda (04/21/2025)		Mgmt Rec	Discretion Policy	Vote Cast
	Non-Voting Meeting Note			
1	Accounts and Reports	For	For	
2	Appointment of Auditor and Authority to Set Fees	For	For	
3	Authority to Issue Units w/ or w/o Preemptive Rights	For	For	
4	Authority to Repurchase and Reissue Units	For	For	
5	Distribution Reinvestment Plan	For	For	

Decision StatusApproved

Vote Deadline Date04/10/2025Share BlockingNo

Country Of TradeSG

Ballot Sec IDCINS-Y0259J109

Annual Meeting Agenda (04/22/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
	Non-Voting Meeting Note			
1	Accounts and Reports	For	For	For
2	Appointment of Auditor and Authority to Set Fees	For	For	For
3	Authority to Issue Units w/ or w/o Preemptive Rights	For	For	For
4	Authority to Repurchase and Reissue Units	For	For	For

Decision StatusRequires Attention

Vote Deadline Date04/10/2025Share BlockingNo

Country Of TradeSG

Ballot Sec IDCINS-Y0259J109

Annual Meeting Agenda (04/22/2025)

		Mgmt Rec	Non-Discre Policy	Vote Cast
	Non-Voting Meeting Note			
1	Accounts and Reports	For	Manual	
2	Appointment of Auditor and Authority to Set Fees	For	Manual	
3	Authority to Issue Units w/ or w/o Preemptive Rights	For	Manual	
4	Authority to Repurchase and Reissue Units	For	Manual	

Decision StatusApproved

Vote Deadline Date04/15/2025  
Country Of TradeUS  
Ballot Sec IDCUSIP9-143658300

Share BlockingNo

Annual Meeting Agenda (04/16/2025)		Mgmt Rec	Discretion Policy	Vote Cast
1.	Elect Micky Arison	For	For	For
2.	Elect Jonathon Band	For	For	For
3.	Elect Jason G. Cahilly	For	For	For
4.	Elect Nelda J. Connors	For	For	For
5.	Elect Helen Deeble	For	For	For
6.	Elect Jeffrey J. Gearhart	For	For	For
7.	Elect Katie Lahey	For	For	For
8.	Elect Stuart Subotnick	For	For	For
9.	Elect Laura A. Weil	For	For	For
10.	Elect Josh Weinstein	For	For	For
11.	Elect Randall J. Weisenburger	For	For	For
12.	Advisory Vote on Executive Compensation	For	For	For
13.	Remuneration Report	For	For	For
14.	Remuneration Policy	For	For	For
15.	Appointment of Auditor	For	For	For
16.	Authority to Set Auditor's Fees	For	For	For
17.	Accounts and Reports	For	For	For
18.	Authority to Issue Shares w/ Preemptive Rights	For	For	For
19.	Authority to Issue Shares w/o Preemptive Rights	For	For	For
20.	Amendment to the 1993 Employee Stock Purchase Plan	For	For	For

Decision StatusNew

Vote Deadline Date04/16/2025Share BlockingNo

Country Of TradeSG

Ballot Sec IDISIN-SG1T66931158

Annual Meeting Agenda (04/24/2025)

- Non-Voting Meeting Note
- 1

RECEIPT OF THE HBT TRUSTEE-MANAGER S REPORT, THE STATEMENT BY THE CHIEF EXECUTIVE OFFICER OF THE HBT TRUSTEE-MANAGER, THE H-REIT TRUSTEE S REPORT, THE H-REIT MANAGER S REPORT AND THE AUDITED FINANCIAL STATEMENTS OF HBT, H-REIT AND CDL HOSPITALITY TRUSTS FOR THE YEAR ENDED 31 DECEMBER 2024 AND THE AUDITORS REPORT THEREON
- 2

RE-APPOINTMENT OF KPMG LLP AS THE INDEPENDENT AUDITORS AND AUTHORISATION OF THE H-REIT MANAGER AND THE HBT TRUSTEE-MANAGER TO FI X THEIR REMUNERATION
- 3

AUTHORITY TO ISSUE STAPLED SECURITIES AND TO MAKE OR GRANT CONVERTIBLE INSTRUMENTS

Mgmt Rec

Discretion Policy

Vote Cast



Decision Status

Approved

Vote Deadline Date

03/27/2025

Share Blocking

No

Country Of Trade

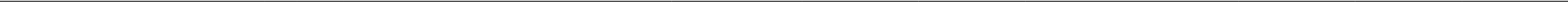
CN

Ballot Sec ID

CINS-Y1R20D109

Special Meeting Agenda (04/02/2025)

1	Elect MA Jian	Mgmt Rec	Discretion Policy	Vote Cast
		For	For	For



Decision StatusApproved

Vote Deadline Date04/10/2025

Country Of Trade ID

Share BlockingNo

Ballot Sec IDISIN-ID1000164700

Annual Meeting Agenda (04/17/2025)		Mgmt Rec	Discretion Policy	Vote Cast
1	Accounts and Reports	For	For	For
2	Allocation of Profits/Dividends	For	For	For
3	Realization Report on Use of Proceeds	For	For	For
4	Appointment of Auditor and Authority to Set Fees	For	For	For
5	Directors' and Commissioners' Fees	For	Against	Against
Vote Note:Poor overall compensation disclosure				

Decision StatusApproved

Vote Deadline Date04/11/2025Share BlockingNo

Country Of Trade ID

Ballot Sec IDCINS-Y163EZ106

Annual Meeting Agenda (04/17/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
1	Accounts and Reports	For	For	For
2	Allocation of Profits/Dividends	For	For	For
3	Realization Report on Use of Proceeds	For	For	For
4	Appointment of Auditor and Authority to Set Fees	For	For	For
5	Directors' and Commissioners' Fees	For	Against	Against

Vote Note:Poor overall compensation disclosure

Decision StatusNew

Vote Deadline Date04/28/2025  
Country Of TradeUS  
Ballot Sec IDCUSIP9-172967424

Share BlockingNo

Annual Meeting Agenda (04/29/2025)

	Mgmt Rec	Discretion Policy	Vote Cast
1a. Elect Titi Cole	For		
1b. Elect Ellen M. Costello	For		
1c. Elect Grace E. Dailey	For		
1d. Elect John C. Dugan	For		
1e. Elect Jane N. Fraser	For		
1f. Elect Duncan P. Hennes	For		
1g. Elect Peter B. Henry	For		
1h. Elect Renée J. James	For		
1i. Elect Gary M. Reiner	For		
1j. Elect Diana L. Taylor	For		
1k. Elect James S. Turley	For		
1l. Elect Casper W. von Koskull	For		
2. Ratification of Auditor	For		
3. Advisory Vote on Executive Compensation	For		
4. Amendment to the 2019 Stock Incentive Plan	For		
<div>SHP</div> 5. Shareholder Proposal Regarding Severance Approval Policy	Against		
<div>SHP</div> 6. Shareholder Proposal Regarding Report on Human Rights Standards for Indigenous Peoples	Against		
<div>SHP</div> 7. Shareholder Proposal Regarding Audited Report on Financial Statement Assumptions Regarding Climate Change	Against		
<div>SHP</div> 8. Shareholder Proposal Regarding Report on Oversight of Animal Welfare	Against		

Decision Status

Approved

Vote Deadline Date

04/23/2025

Country Of Trade

US

Ballot Sec ID

CUSIP9-174610105

Share Blocking

No

Annual Meeting Agenda (04/24/2025)		Mgmt Rec	Discretion Policy	Vote Cast
1a.	Elect Bruce Van Saun	For	For	For
1b.	Elect Lee Alexander	For	For	For
1c.	Elect Tracy A. Atkinson	For	For	For
1d.	Elect Christine M. Cumming	For	For	For
1e.	Elect Kevin Cummings	For	For	For
1f.	Elect William P. Hankowsky	For	For	For
1g.	Elect Edward J. Kelly, III	For	For	For
1h.	Elect Robert G. Leary	For	For	For
1i.	Elect Terrance J. Lillis	For	For	For
1j.	Elect Michele N. Siekerka	For	For	For
1k.	Elect Christopher J. Swift	For	For	For
1l.	Elect Claude E. Wade	For	For	For
1m.	Elect Marita Zuraitis	For	For	For
2.	Advisory Vote on Executive Compensation	For	Against	Against
Vote Note:Pay for performance disconnect; Concerning pay practices				
3.	Ratification of Auditor	For	For	For

Decision StatusNew

Vote Deadline Date04/29/2025  
Country Of TradeUS  
Ballot Sec IDCUSIP9-191216100

Share BlockingNo

Annual Meeting Agenda (04/30/2025)		Mgmt Rec	Discretion Policy	Vote Cast
1a.	Elect Herbert A. Allen, III	For		
1b.	Elect Bela Bajaria	For		
1c.	Elect Ana Patricia Botín-Sanz de Sautuola y O'Shea	For		
1d.	Elect Christopher C. Davis	For		
1e.	Elect Carolyn N. Everson	For		
1f.	Elect Thomas S. Gayner	For		
1g.	Elect Maria Elena Lagomasino	For		
1h.	Elect Amity Millhiser	For		
1i.	Elect James Quincey	For		
1j.	Elect Caroline J. Tsay	For		
1k.	Elect David B. Weinberg	For		
2.	Advisory Vote on Executive Compensation	For		
3.	Ratification of Auditor	For		
<div>SHP</div> 4.	Shareholder Proposal Regarding Third-Party Assessment on Non-Sugar Sweetener Risks	Against		
<div>SHP</div> 5.	Shareholder Proposal Regarding Report on Food Waste	Against		
<div>SHP</div> 6.	Shareholder Proposal Regarding Formation of Improper Influence Committee	Against		
<div>SHP</div> 7.	Shareholder Proposal Regarding Eliminating DEI Goals from Compensation Inducements	Against		
<div>SHP</div> 8.	Shareholder Proposal Regarding Report on Brand Image Impacts	Against		
<div>SHP</div> 9.	Shareholder Proposal Regarding Report on Risk from Discriminatory Ad Policies	Against		

Decision Status

Approved

Vote Deadline Date

04/11/2025

Share Blocking

No

Country Of Trade

IN

Ballot Sec ID

ISIN-  
INE591G01017

Other Meeting Agenda (04/17/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
1	Non-Voting Meeting Note Sub-division/Split of Equity Shares of the Company and Amendments to Memorandum of Association	For	For	For

Annual Meeting Agenda (04/08/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
1	2024 ANNUAL REPORT AND ITS SUMMARY	For	For	For
2	2024 Directors' Report	For	For	For
3	2024 Supervisors' Report	For	For	For
4	2024 Profit Distribution Plan	For	For	For
5	Board Authorization of the 2025 Interim Profit Distribution	For	For	For
6	Confirmation and Determination of Directors' Remunerations in 2024 and 2025	For	For	For
7	Confirmation and Determination of Supervisors' Remunerations in 2024 and 2025	For	For	For
8	Purchase of Liability Insurance for Directors, Supervisors and Senior Managers	For	For	For
9	Re-appointment of Auditor for 2025	For	For	For
10	2025 Application for Comprehensive Credit Line	For	For	For
11	Estimated Guarantee Amount for 2025	For	For	For
12	2025 Hedging Plan	For	For	For
13	Provision of Guarantees for the Bond Issuance of the Company's Subsidiary	For	For	For
14.1	Amendments to the Implementation Rules of Cumulative Voting System	For	For	For
14.2	Amendments to the Management System for External Investment	For	For	For
14.3	Amendments to the Management System for Entrusted Wealth Management	For	For	For
14.4	Amendments to the Management System for Connected Transactions	For	For	For
14.5	Amendments to the Management System for External Guarantees	For	For	For
14.6	Amendments to the Management System for External Donations	For	For	For
14.7	Amendments to the Management System for Fund Raising	For	For	For
14.8	Amendments to the System for Preventing the Occupation of Funds by Controlling Shareholders and Their Related Parties	For	For	For
15.1	Amendments to the Management System for External Investment	For	For	For
15.2	Amendments to the Management System for Connected Transactions	For	For	For



Special Meeting Agenda (04/11/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
	Non-Voting Meeting Note			
1	Satisfaction of Conditions for Issuance of A Shares to Specific Target Subscribers	For	For	For
2	Shipbuilding Contract for Panamax Crude Oil/Product Oil Tankers	For	For	For
3	Shipbuilding Contract for Aframax Crude Oil Tankers	For	For	For
4	Shipbuilding Contract for R2 Crude Oil/Product Oil Tankers	For	For	For
5.1	Class and Par Value	For	For	For
5.2	Method and Time of Issuance	For	For	For
5.3	Target Subscribers and Method of Subscription	For	For	For
5.4	Pricing	For	For	For
5.5	Number of Shares to be Issued	For	For	For
5.6	Lock-up Period	For	For	For
5.7	Amount and Use of Proceeds	For	For	For
5.8	Place of Listing	For	For	For
5.9	Accumulated Profit Arrangement	For	For	For
5.10	Validity Period	For	For	For
6	Preliminary Proposal of the Issuance of A Shares to Specific Target Subscribers	For	For	For
7	Discussion and Analysis Report	For	For	For
8	Feasibility Analysis Report	For	For	For
9	Report on Use of Proceeds	For	For	For
10	Conditional Share Subscription Agreement	For	For	For
11	Waiver of Mandatory Takeover Requirement	For	For	For
12	Future Plan for Return to Shareholders (2025-2027)	For	For	For
13	Dilution and Remedial Measures	For	For	For
14	Approval of the Undertakings Made	For	For	For
15	Specific Mandate	For	For	For
16	Board Authorization	For	For	For

Decision Status

Approved

Vote Deadline Date

04/03/2025

Share Blocking

No

Country Of Trade

CN

Ballot Sec ID

CINS-Y1765K101

Other Meeting Agenda (04/11/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
	Non-Voting Meeting Note			
1.1	Class and Par Value	For	For	For
1.2	Method and Time of Issuance	For	For	For
1.3	Target Subscribers and Method of Subscription	For	For	For
1.4	Pricing	For	For	For
1.5	Number of Shares to be Issued	For	For	For
1.6	Lock-up Period	For	For	For
1.7	Amount and Use of Proceeds	For	For	For
1.8	Place of Listing	For	For	For
1.9	Accumulated Profit Arrangement	For	For	For
1.10	Validity Period	For	For	For
2	Preliminary Proposal	For	For	For
3	Conditional Share Subscription Agreement	For	For	For
4	Specific Mandate	For	For	For
5	Board Authorization	For	For	For

Mix Meeting Agenda (04/24/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
1	Accounts and Reports; Non Tax-Deductible Expenses	For	For	For
2	Consolidated Accounts and Reports	For	For	For
3	Allocation of Profits/Dividends	For	For	For
4	Elect Antoine de Saint-Affrique	For	For	For
5	Elect Géraldine Picaud	For	For	For
6	Elect Susan Roberts	For	For	For
7	Elect Patrice Louvet	For	For	For
8	2024 Remuneration Report	For	For	For
9	2024 Remuneration of Antoine de Saint-Affrique, CEO	For	For	For
10	2024 Remuneration of Gilles Schnepp, Chair	For	For	For
11	2025 Remuneration Policy (Executives)	For	For	For
12	2025 Remuneration Policy (Chair)	For	For	For
13	2025 Remuneration Policy (Board of Directors)	For	For	For
14	Authority to Repurchase and Reissue Shares	For	For	For
15	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	For	For	For
16	Authority to Issue Shares and/or Convertible Debt w/o Preemptive Rights	For	For	For
17	Greenshoe	For	For	For
18	Authority to Increase Capital in Case of Exchange Offers	For	For	For
19	Authority to Increase Capital in Consideration for Contributions In Kind	For	For	For
20	Authority to Increase Capital Through Capitalisations	For	For	For
21	Employee Stock Purchase Plan (French Entities)	For	For	For
22	Stock Purchase Plan for International Employees	For	For	For
23	Authority to Issue Performance Shares	For	For	For
24	Authority to Issue Restricted Shares	For	For	For
25	Authority to Cancel Shares and Reduce Capital	For	For	For
26	Article Amendment Regarding Written Consultations	For	For	For
27	Authorisation of Legal Formalities	For	For	For

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Decision StatusNew

Vote Deadline Date04/09/2025Share BlockingNo

Country Of TradeLUDiscretion Policy

Ballot Sec IDISIN-LU0274211217Vote Cast

Annual Meeting Agenda (04/25/2025)

- 1RECEIVE AND APPROVE BOARD S AND AUDITOR S REPORTS
- 2APPROVE FINANCIAL STATEMENTS
- 3APPROVE ALLOCATION OF INCOME AND DIVIDENDS
- 4RENEW APPOINTMENT OF KPMG AS AUDITOR
- 5APPROVE DISCHARGE OF DIRECTORS
- 6RE-ELECT PHILIPPE AH-SUN AS DIRECTOR
- 7RE-ELECT ALFRED FRANCOIS BRAUSCH AS DIRECTOR
- 8RE-ELECT THILO WENDENBURG AS DIRECTOR
- 9RE-ELECT STEFAN KREUZKAMP AS DIRECTOR
- 10RE-ELECT SIMON KLEIN AS DIRECTOR
- 11APPROVE REMUNERATION OF DIRECTORS ALFRED FRANCOIS BRAUSCH, THILO WENDENBURG AND STEFAN KREUZKAMP
- Non-Voting Meeting Note
- Non-Voting Meeting Note
- Non-Voting Meeting Note
- Non-Voting Meeting Note
- Non-Voting Meeting Note

Mgmt Rec

Discretion Policy

Vote Cast

Annual Meeting Agenda (04/25/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
1	REPORT OF THE BOARD OF DIRECTORS AND THE APPROVED STATUTORY AUDITOR (REVISEUR D ENTREPRISES AGREE) FOR THE FINANCIAL YEAR ENDING 31 DECEMBER 2024			
2	APPROVAL OF THE AUDITED FINANCIAL STATEMENTS OF THE COMPANY FOR THE FINANCIAL YEAR ENDING 31 DECEMBER 2024			
3	ALLOCATION OF THE NET RESULTS FOR THE FINANCIAL YEAR ENDING 31 DECEMBER 2024. FURTHER TO THE INTERIM DIVIDEND PAYMENTS THAT WERE MADE DURING THE FINANCIAL YEAR ENDING 31 DECEMBER 2024 THE REMAINING NET RESULTS FOR THE FINANCIAL YEAR ENDING 31 DECEMBER 2024 WILL BE CARRIED FORWARD. THE INTERIM DIVIDEND PAYMENTS MADE DURING THE FINANCIAL YEAR ENDING 31 DECEMBER 2024 ARE SET OUT IN THE NOTES TO THE FINANCIAL STATEMENTS SECTION OF THE ANNUAL REPORT			
4	RE-ELECTION OF KPMG AUDIT S.A R.L. AS APPROVED STATUTORY AUDITOR (REVISEUR D ENTREPRISES AGREE) OF THE COMPANY UNTIL THE NEXT ANNUAL GENERAL MEETING OF SHAREHOLDERS THAT WILL APPROVE THE ANNUAL ACCOUNTS FOR THE FINANCIAL YEAR ENDING 31 DECEMBER 2025			
5	DISCHARGE OF THE BOARD OF DIRECTORS FOR THE PERFORMANCE OF THEIR DUTIES DURING THE FINANCIAL YEAR ENDING 31 DECEMBER 2024			
6	RE-ELECTION OF PHILIPPE AH-SUN AS DIRECTOR UNTIL THE NEXT ANNUAL GENERAL MEETING OF SHAREHOLDERS THAT WILL APPROVE THE ANNUAL ACCOUNTS FOR THE FINANCIAL YEAR ENDING 31 DECEMBER 2025			
7	RE-ELECTION OF ALFRED FRANCOIS BRAUSCH AS INDEPENDENT DIRECTOR UNTIL THE NEXT ANNUAL GENERAL MEETING OF SHAREHOLDERS THAT WILL APPROVE THE ANNUAL ACCOUNTS FOR THE FINANCIAL YEAR ENDING 31 DECEMBER 2025			
8	RE-ELECTION OF THILO WENDENBURG AS INDEPENDENT DIRECTOR UNTIL THE NEXT ANNUAL GENERAL MEETING OF SHAREHOLDERS THAT WILL APPROVE THE ANNUAL ACCOUNTS FOR THE FINANCIAL YEAR ENDING 31 DECEMBER 2025			

- 9
- RE-ELECTION OF STEFAN KREUZKAMP AS EXTERNAL DIRECTOR UNTIL THE NEXT ANNUAL GENERAL MEETING OF SHAREHOLDERS THAT WILL APPROVE THE ANNUAL ACCOUNTS FOR THE FINANCIAL YEAR ENDING 31 DECEMBER 2025
- 10
- RE-ELECTION OF SIMON KLEIN AS DIRECTOR UNTIL THE NEXT ANNUAL GENERAL MEETING OF SHAREHOLDERS THAT WILL APPROVE THE ANNUAL ACCOUNTS FOR THE FINANCIAL YEAR ENDING 31 DECEMBER 2025
- 11
- APPROVAL OF THE REMUNERATION FOR ALFRED FRANCOIS BRAUSCH AND THILO WENDENBURG AS INDEPENDENT DIRECTORS, AND STEFAN KREUZKAMP AS EXTERNAL DIRECTOR, WHICH WILL BE PAID PRO RATA FOR THE PERFORMANCE OF THEIR DUTIES FOR THE RELEVANT PERIOD ENDING ON THE DATE OF THE AGM. THE PROPOSED AMOUNT FOR ALFRED FRANCOIS BRAUSCH, WHO ACTED AS CHAIRMAN SINCE THE ANNUAL GENERAL MEETING HELD IN 2024, IS 30,000 EUROS PER ANNUM. THE PROPOSED AMOUNT FOR THILO WENDENBURG IS 25,000 EUROS PER ANNUM. THE PROPOSED AMOUNT FOR STEFAN KREUZKAMP IS 12,500 EUROS PER ANNUM. THE PROPOSED AMOUNTS ARE BASED ON THE NUMBER OF SUB-FUNDS AT THE END OF THE FINANCIAL YEAR ENDING ON 31 DECEMBER 2024 AND ARE PAID THROUGH THE FIXED FEE. FOR THE AVOIDANCE OF DOUBT THE NON-INDEPENDENT DIRECTORS DO NOT RECEIVE REMUNERATION FROM THE COMPANY
- Non-Voting Meeting Note
- Non-Voting Meeting Note
- Non-Voting Meeting Note

Decision StatusApproved

Vote Deadline Date04/01/2025  
Country Of TradeDE  
Ballot Sec IDISIN-DE0005557508

Share BlockingNo

Annual Meeting Agenda (04/09/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
1	Non-Voting Agenda Item			
2	Allocation of Dividends	For	For	For
3	Ratification of Management Board Acts	For	For	For
4	Ratification of Supervisory Board Acts	For	For	For
5	Appointment of Auditor	For	For	For
6	Appointment of Auditor for Sustainability Reporting	For	For	For
7.A	Elect Stefan Ramge	For	For	For
7.B	Elect Rachel Empey	For	For	For
7.C	Elect Natalie Knight	For	For	For
8	Amendments to Articles (Virtual Meeting)	For	For	For
9	Authority to Repurchase and Reissue Shares	For	For	For
10	Authority to Repurchase Shares Using Equity Derivatives	For	For	For
11	Remuneration Report	For	For	For
12	Management Board Remuneration Policy	For	For	For
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			



Decision StatusApproved

Vote Deadline Date04/07/2025Share BlockingNo

Country Of TradeSG

Ballot Sec IDCINS-Y2076L101

Annual Meeting Agenda (04/16/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
	Non-Voting Meeting Note			
1	Accounts and Reports	For	For	For
2	Appointment of Auditor and Authority to Set Fees	For	For	For
3	Authority to Issue Units w/ or w/o Preemptive Rights	For	For	For
4	Authority to Repurchase and Reissue Units	For	For	For

Decision StatusNew

Vote Deadline Date04/22/2025Share BlockingNo

Country Of TradeIN

Ballot Sec IDCINS-Y97112109

Other Meeting Agenda (04/25/2025)

- Non-Voting Meeting Note
- 1

APPROVAL OF SPECIAL RIGHTS GRANTED TO PROMOTER AND PROMOTER GROUP OF THE COMPANY UNDER THE SHAREHOLDERS AGREEMENT
- 2

APPROVAL FOR INCREASING THE MAXIMUM NUMBER OF DIRECTORS OF THE COMPANY FROM THE EXISTING LIMIT OF 15 (FIFTEEN) DIRECTORS TO 20 (TWENTY) DIRECTORS
- 3

APPROVAL FOR ALTERING AND ADAPTING THE REVISED SET OF ARTICLES OF ASSOCIATION OF THE COMPANY

Mgmt Rec

Discretion Policy

Vote Cast

Decision Status

Approved

Vote Deadline Date

03/28/2025

Country Of Trade

CN

Ballot Sec ID

ISIN-CNE100000MD4

Share Blocking

No

Annual Meeting Agenda (04/07/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
1	2024 Directors' Report	For	For	For
2	2024 Supervisors' Report	For	For	For
3	2024 Annual Accounts	For	For	For
4	2024 ANNUAL REPORT AND ITS SUMMARY	For	For	For
5	2024 Profit Distribution Plan	For	For	For
6	Appointment of the Audit Firm for the Company's 2025 Fiscal Year	For	For	For
7	General Authorization for a Subsidiary to Issue Domestic Debt Financing Instruments	For	Against	Against
	<b>Vote Note:</b> Potentially excessive debt			
8	Approval for Providing Guarantees for Bank Credit and Loans of Wholly-Owned Subsidiaries for the 2025 Fiscal Year	For	For	For

Annual Meeting Agenda (04/02/2025)		Mgmt Rec	Discretion Policy	Vote Cast
1	2024 ANNUAL REPORT AND ITS SUMMARY	For	For	For
2	2024 Directors' Report	For	For	For
3	2024 Supervisors' Report	For	For	For
4	2024 Independent Directors' Report	For	For	For
5	2024 ANNUAL ACCOUNTS AND 2025 FINANCIAL BUDGET REPORT	For	For	For
6	REAPPOINTMENT OF AUDIT FIRM	For	For	For
7	Determination of 2024 Directors' and Supervisors' Remuneration and 2025 Directors' Remuneration Plan	For	For	For
8	2024 Profit Distribution Plan	For	For	For
9	2025 APPLICATION FOR BANK CREDIT LINE	For	For	For
10	CASH MANAGEMENT WITH IDLE PROPRIETARY FUNDS	For	For	For
11	CASH MANAGEMENT WITH IDLE RAISED FUNDS	For	For	For
12	2025 ESTIMATED GUARANTEE QUOTA FOR WHOLLY-OWNED SUBSIDIARIES	For	Against	Against
Vote Note:Guarantees exceed net assets				
13	H-Share Offering and Listing on the Stock Exchange of Hong Kong	For	For	For
14.1	Listing Market	For	For	For
14.2	Stock Type and Par Value	For	For	For
14.3	Issuing and Listing Date	For	For	For
14.4	Issuing Method	For	For	For
14.5	Issuing Scale	For	For	For
14.6	Pricing Method	For	For	For
14.7	Issuing Targets	For	For	For
14.8	Placement Principles	For	For	For
15	Conversion into a Overseas Fundraising Company Limited by Shares	For	For	For
16	VALID PERIOD OF THE RESOLUTION ON THE H-SHARE OFFERING AND LISTING	For	For	For
17	Full Authorization to the Board and its Authorized Persons to Handle Matters Regarding the H-Share Offering and Listing	For	For	For
18	REPORT ON THE USE OF PREVIOUS RAISED FUNDS	For	For	For
19	PLAN FOR THE USE OF FUNDS TO BE RAISED FROM H-SHARE OFFERING	For	For	For
20	Distribution Plan for Accumulated Retained Profits Before the H-Share Offering	For	For	For
21	Appointment of Audit Firm for the H-Share Offering and Listing	For	For	For
22	Formulation of the Articles of Association (Draft) and Relevant Rules of Procedures (Draft) Applicable After the H-Share Listing	For	For	For
23	Abolishment of the Supervisory Board and Amendments to the Company's Articles of Association and Relevant Rules of Procedures	For	For	For
24	Elect DAI Guoliang as Independent Director	For	For	For
25	DETERMINATION OF THE ROLE OF DIRECTORS	For	For	For

26	Purchase of Prospectus and Liability Insurance for Directors, Senior Management and Relevant Personnel	For	Abstain	Abstain
		<b>Vote Note:</b> Insufficient information provided		

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Decision StatusApproved

Vote Deadline Date04/22/2025  
Country Of TradeUS  
Ballot Sec IDCUSIP9-  
G29183103

Share BlockingNo

Annual Meeting Agenda (04/23/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
1a.	Elect Craig Arnold	For	For	For
1b.	Elect Silvio Napoli	For	For	For
1c.	Elect Gregory R. Page	For	For	For
1d.	Elect Sandra Pianalto	For	For	For
1e.	Elect Robert V. Pragada	For	For	For
1f.	Elect Paulo Ruiz	For	For	For
1g.	Elect Lori J. Ryerkerk	For	For	For
1h.	Elect Andre Schulten	For	For	For
1i.	Elect Gerald B. Smith	For	For	For
1j.	Elect Karenann Terrell	For	For	For
1k.	Elect Dorothy C. Thompson	For	For	For
1l.	Elect Darryl L. Wilson	For	For	For
2.	Appointment of Auditor and Authority to Set Fees	For	For	For
3.	Advisory Vote on Executive Compensation	For	For	For
4.	Authority to Issue Shares w/ Preemptive Rights	For	For	For
5.	Authority to Issue Shares w/o Preemptive Rights	For	For	For
6.	Authority to Repurchase Shares	For	For	For

Decision StatusNew

Vote Deadline Date04/28/2025  
Country Of TradeUS  
Ballot Sec IDCUSIP9-29472R108

Share BlockingNo

Annual Meeting Agenda (04/29/2025)		Mgmt Rec	Discretion Policy	Vote Cast
1.	Election of Directors			
1.1	Andrew Berkenfield	For		
1.2	Derrick Burks	For		
1.3	Philip Calian	For		
1.4	David Contis	For		
1.5	Constance Freedman	For		
1.6	Thomas Heneghan	For		
1.7	Marguerite Nader	For		
1.8	Radhika Papandreou	For		
1.9	Scott Peppet	For		
2.	Ratification of the selection of Ernst & Young LLP as the Company s Independent Registered Public Accounting Firm for 2025.	For		
3.	Approval on a non-binding, advisory basis of our executive compensation as disclosed in the Proxy Statement.	For		

Decision Status

Approved

Vote Deadline Date

04/28/2025

Country Of Trade

US

Ballot Sec ID

CUSIP9-30161N101

Share Blocking

No

Annual Meeting Agenda (04/29/2025)

	Mgmt Rec	Discretion Policy	Vote Cast
1a. Elect W. Paul Bowers	For	For	For
1b. Elect Calvin G. Butler, Jr.	For	For	For
1c. Elect Marjorie Rodgers Cheshire	For	For	For
1d. Elect David DeWalt	For	For	For
1e. Elect Linda Jojo	For	For	For
1f. Elect Charisse Lillie	For	For	For
1g. Elect Anna Richo	For	For	For
1h. Elect Matthew Rogers	For	For	For
1i. Elect Bryan Segedi	For	For	For
2. Ratification of Auditor	For	For	For
3. Advisory Vote on Executive Compensation	For	For	For



Annual Meeting Agenda (04/16/2025)

	Mgmt Rec	Discretion Policy	Vote Cast
Non-Voting Meeting Note			
Non-Voting Meeting Note			
0010 Remuneration Report	For	For	For
0020 Accounts and Reports	For	For	For
0030 Allocation of Dividends	For	For	For
0040 Ratification of Board Acts	For	For	For
0050 Elect John Elkann	For	For	For
0060 Elect Benedetto Vigna	For	For	For
0070 Elect Piero Ferrari	For	For	For
0080 Elect Delphine Arnault	For	For	For
0090 Elect Francesca Bellettini	For	For	For
0100 Elect Eduardo H. Cue	For	For	For
0110 Elect Sergio Duca	For	For	For
0120 Elect John Galantic	For	For	For
0130 Elect Maria Patrizia Grieco	For	For	For
0140 Elect Adam P.C. Keswick	For	For	For
0150 Elect Michelangelo Volpi	For	For	For
0160 Elect Tommaso Ghidini	For	For	For
0170 Authority to Issue Shares w/ Preemptive Rights	For	For	For
0180 Authority to Suppress Preemptive Rights	For	For	For
0190 Authority to Repurchase Shares	For	For	For
0200 Appointment of Auditor	For	For	For
0210 Equity Grant	For	For	For
Non-Voting Meeting Note			

Decision StatusApproved

Vote Deadline Date04/03/2025Share BlockingNo

Country Of TradeVN

Ballot Sec IDCINS-Y26333107

Annual Meeting Agenda (04/15/2025)		Mgmt Rec	Discretion Policy	Vote Cast
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
1	Directors' Report	For	For	For
2	Strategic Direction for 2025-2027	For	For	For
3	Business Plan 2025	For	For	For
4	Directors' Fees	For	For	For
5	Accounts and Reports	For	For	For
6	Supervisors' Report and Fees	For	For	For
7	Allocation of Profits/Dividends	For	For	For
8	Appointment of Auditor	For	Abstain	Abstain
Vote Note:Insufficient information provided				
9	Issuance of Shares to Executives for 2026-2030	For	For	For
10	Transaction of Other Business	For	Against	Against
Vote Note:Granting unfettered discretion is unwise				

Decision Status

Approved

Vote Deadline Date

04/09/2025

Country Of Trade

CN

Share Blocking

No

Ballot Sec ID

CINS-Y2680G100

Annual Meeting Agenda (04/17/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
	Non-Voting Meeting Note			
1	Directors' Report	For	For	For
2	Supervisors' Report	For	For	For
3	Accounts and Reports	For	For	For
4	Allocation of Profits/Dividends	For	For	For
5	Annual Report	For	For	For
6	Appointment of Domestic Auditor and Authority to Set Fees	For	For	For
7	Appointment of Overseas Auditor and Authority to Set Fees	For	For	For
8	Independent Directors' Report	For	For	For
9	Authority to Issue Medium-Term Notes	For	For	For
10	Authority to Issue Ultra Short-Term Financing Bonds	For	For	For

Decision Status

Approved

Vote Deadline Date

04/03/2025

Share Blocking

No

Country Of Trade

SG

Ballot Sec ID

CINS-Y2692C139

Annual Meeting Agenda (04/14/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
	Non-Voting Meeting Note			
1	Accounts and Reports	For	For	For
2	Allocation of Profits/Dividends	For	For	For
3	Elect LIM Kok Thay	For	For	For
4	Elect WONG Chien Chien	For	For	For
5.A	Directors' Fees for FY 2025	For	For	For
5.B	Equity Grant to Independent Directors	For	For	For
6	Appointment of Auditor and Authority to Set Fees	For	For	For
7	Related Party Transactions	For	For	For
8	Authority to Repurchase and Reissue Shares	For	For	For

Decision StatusApproved

Vote Deadline Date04/22/2025  
Country Of TradeUS  
Ballot Sec IDCUSIP9-38141G104

Share BlockingNo

Annual Meeting Agenda (04/23/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
1a.	Elect M. Michele Burns	For	For	For
1b.	Elect Mark Flaherty	For	For	For
1c.	Elect Kimberley Harris	For	For	For
1d.	Elect John B. Hess	For	For	For
1e.	Elect Kevin R. Johnson	For	For	For
1f.	Elect Ellen J. Kullman	For	For	For
1g.	Elect KC McClure	For	For	For
1h.	Elect Lakshmi N. Mittal	For	For	For
1i.	Elect Thomas K. Montag	For	For	For
1j.	Elect Peter Oppenheimer	For	For	For
1k.	Elect David M. Solomon	For	For	For
1l.	Elect Jan E. Tighe	For	For	For
1m.	Elect David A. Viniar	For	For	For
1n.	Elect John Waldron	For	For	For
2.	Advisory Vote on Executive Compensation	For	Against	Against
Vote Note:Pay for performance disconnect; Concerning pay practices				
3.	Amendment to the Stock Incentive Plan	For	For	For
4.	Ratification of Auditor	For	For	For
<div>SHP</div> 5.	Shareholder Proposal Regarding Eliminating DEI Goals from Compensation Inducements	Against	Against	Against
Vote Note:This proposal is not in the best interest of shareholders.				
<div>SHP</div> 6.	Shareholder Proposal Regarding Racial Discrimination Audit	Against	Against	Against
Vote Note:This proposal is not in the best interest of shareholders.				
<div>SHP</div> 7.	Shareholder Proposal Regarding Energy Supply Ratio	Against	Against	Against
Vote Note:This proposal is not in the best interest of shareholders.				

Decision StatusNew

Vote Deadline Date04/21/2025

Country Of TradeHK

Ballot Sec IDISIN-HK0101000591

Share BlockingNo

Annual Meeting Agenda (04/30/2025)		Mgmt Rec	Discretion Policy	Vote Cast
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
1	Accounts and Reports	For		
2	Allocation of Profits/Dividends	For		
3.a	Elect Philip CHEN Nan Lok	For		
3.b	Elect Anita FUNG Yuen Mei	For		
3.c	Elect Kenneth CHIU Ka Kui	For		
3.d	Directors' Fees	For		
4	Appointment of Auditor and Authority to Set Fees	For		
5	Authority to Repurchase Shares	For		
6	Authority to Issue Shares w/o Preemptive Rights	For		
7	Authority to Issue Repurchased Shares	For		

Mix Meeting Agenda (04/30/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
1	APPROVAL OF THE PARENT COMPANY FINANCIAL STATEMENTS			
2	APPROVAL OF THE CONSOLIDATED FINANCIAL STATEMENTS			
3	EXECUTIVE MANAGEMENT DISCHARGE			
4	ALLOCATION OF NET INCOME - DISTRIBUTION OF AN ORDINARY DIVIDEND AND AN EXCEPTIONAL DIVIDEND			
5	APPROVAL OF RELATED-PARTY AGREEMENTS			
6	AUTHORISATION GRANTED TO THE EXECUTIVE MANAGEMENT TO TRADE IN THE COMPANY S SHARES			
7	APPROVAL OF THE INFORMATION REFERRED TO IN I OF ARTICLE L. 22-10-9 OF THE FRENCH COMMERCIAL CODE (CODE DE COMMERCE) WITH REGARD TO COMPENSATION FOR THE FINANCIAL YEAR ENDED 31NDECEMBER 2024, FOR ALL CORPORATE OFFICERS (GLOBAL EX-POST VOTE)			
8	APPROVAL OF TOTAL COMPENSATION AND BENEFITS OF ALL KINDS PAID DURING OR AWARDED IN RESPECT OF THE FINANCIAL YEAR ENDED 31, DECEMBER 2024 TO MR AXEL DUMAS, EXECUTIVE CHAIRMAN (INDIVIDUAL EX-POST VOTE)			
9	APPROVAL OF TOTAL COMPENSATION AND BENEFITS OF ALL KINDS PAID DURING OR AWARDED IN RESPECT OF THE FINANCIAL YEAR ENDED 31, DECEMBER 2024 TO EMILE HERMES SAS, EXECUTIVE CHAIRMAN (INDIVIDUAL EX-POST VOTE)			
10	APPROVAL OF TOTAL COMPENSATION AND BENEFITS OF ALL KINDS PAID DURING OR AWARDED IN RESPECT OF THE FINANCIAL YEAR ENDED 31, DECEMBER 2024 TO MR ERIC DE SEYNES, CHAIRMAN OF THE SUPERVISORY BOARD (INDIVIDUAL EX-POST VOTE)			
11	APPROVAL OF THE COMPENSATION POLICY FOR THE EXECUTIVE CHAIRMEN (EX-ANTE VOTE)			
12	APPROVAL OF THE COMPENSATION POLICY FOR THE MEMBERS OF THE SUPERVISORY BOARD (EX-ANTE VOTE)			

- 13 REAPPOINTMENT OF SUPERVISORY BOARD MEMBER MR CHARLES-ERIC BAUER FOR A TERM OF THREE YEARS
- 14 REAPPOINTMENT OF SUPERVISORY BOARD MEMBER MS ESTELLE BRACHLIANOFF FOR A TERM OF THREE YEARS
- 15 REAPPOINTMENT OF SUPERVISORY BOARD MEMBER MS JULIE GUERRAND FOR A TERM OF THREE YEARS
- 16 APPOINTMENT OF MS CECILE BELIOT-ZIND AS A NEW MEMBER OF THE SUPERVISORY BOARD FOR A TERM OF THREE YEARS
- 17 APPOINTMENT OF MR JEAN-LAURENT BONNAFE AS A NEW MEMBER OF THE SUPERVISORY BOARD FOR A TERM OF THREE YEARS, REPLACING MS DOMINIQUE SENEQUIER
- 18 APPOINTMENT OF MR BERNARD EMIE AS A NEW MEMBER OF THE SUPERVISORY BOARD FOR A TERM OF TWO YEARS, REPLACING MR ALEXANDRE VIROS
- 19 AUTHORISATION TO BE GRANTED TO THE EXECUTIVE MANAGEMENT TO REDUCE THE SHARE CAPITAL BY CANCELLATION OF ALL OR PART OF THE TREASURY SHARES HELD BY THE COMPANY (ARTICLE L. 22-10-62 OF THE FRENCH COMMERCIAL CODE (CODE DE COMMERCE)) - GENERAL CANCELLATION PROGRAMME
- 20 DELEGATION OF AUTHORITY TO THE EXECUTIVE MANAGEMENT TO INCREASE THE SHARE CAPITAL BY INCORPORATION OF RESERVES, PROFITS AND/OR PREMIUMS AND FREE ALLOCATION OF SHARES AND/OR INCREASE IN THE PAR VALUE OF EXISTING SHARES
- 21 DELEGATION OF AUTHORITY TO BE GRANTED TO THE EXECUTIVE MANAGEMENT TO DECIDE ON THE ISSUE OF SHARES AND/OR ANY OTHER SECURITIES GIVING ACCESS TO THE SHARE CAPITAL WITH PREEMPTIVE RIGHTS MAINTAINED
- 22 DELEGATION OF AUTHORITY TO BE GRANTED TO THE EXECUTIVE MANAGEMENT TO DECIDE ON THE ISSUE OF SHARES AND/OR ANY OTHER SECURITIES GIVING ACCESS TO THE SHARE CAPITAL, WITH PREEMPTIVE RIGHTS CANCELLED, BUT WITH THE OPTION TO ESTABLISH A PRIORITY PERIOD, BY A PUBLIC OFFERING (OTHER THAN THAT REFERRED TO IN ARTICLE L. 411-2, 1 OF THE FRENCH MONETARY AND FINANCIAL CODE)



- 23 DELEGATION OF AUTHORITY TO BE GRANTED TO THE EXECUTIVE MANAGEMENT TO DECIDE ON A CAPITAL INCREASE BY ISSUING SHARES AND/OR SECURITIES GIVING ACCESS TO THE SHARE CAPITAL, RESERVED FOR MEMBERS OF A COMPANY OR GROUP SAVINGS PLAN, WITH PREEMPTIVE RIGHTS CANCELLED
- 24 DELEGATION OF AUTHORITY TO BE GRANTED TO THE EXECUTIVE MANAGEMENT TO DECIDE ON THE ISSUE OF SHARES AND/OR ANY OTHER SECURITIES GIVING ACCESS TO THE SHARE CAPITAL, WITH PREEMPTIVE RIGHTS CANCELLED, BY A PUBLIC OFFERING TO A RESTRICTED CIRCLE OF INVESTORS OR QUALIFIED INVESTORS (PRIVATE PLACEMENT) REFERRED TO IN ARTICLE L. 411-2, 1 OF THE FRENCH MONETARY AND FINANCIAL CODE
- 25 DELEGATION OF AUTHORITY TO BE GRANTED TO THE EXECUTIVE MANAGEMENT TO DECIDE ON THE ISSUE OF SHARES AND/OR ANY OTHER SECURITIES GIVING ACCESS TO THE SHARE CAPITAL, WITH PREEMPTIVE RIGHTS CANCELLED, IN ORDER TO COMPENSATE CONTRIBUTIONS IN KIND GRANTED TO THE COMPANY IN THE FORM OF EQUITY SECURITIES OR SECURITIES GIVING ACCESS TO THE SHARE CAPITAL
- 26 DELEGATION OF AUTHORITY TO BE GRANTED TO THE EXECUTIVE MANAGEMENT TO DECIDE ON A CAPITAL INCREASE BY ISSUING SHARES AND/OR SECURITIES GIVING ACCESS TO THE SHARE CAPITAL, WITH PREEMPTIVE RIGHTS CANCELLED, IN FAVOUR OF ONE OR MORE NAMED PERSONS, IN ACCORDANCE WITH ARTICLE L. 22-10-52-1 OF THE FRENCH COMMERCIAL CODE (CODE DE COMMERCE)
- 27 DELEGATION OF AUTHORITY TO BE GRANTED TO THE EXECUTIVE MANAGEMENT TO DECIDE ON ONE OR MORE OPERATION(S) INVOLVING A MERGER BY ABSORPTION, SPIN-OFF OR PARTIAL CONTRIBUTION OF ASSETS SUBJECT TO THE SPIN-OFF REGIME (ARTICLE L. 236-9, II OF THE FRENCH COMMERCIAL CODE (CODE DE COMMERCE))

- 28 DELEGATION OF AUTHORITY TO BE GRANTED TO THE EXECUTIVE MANAGEMENT TO DECIDE ON A CAPITAL INCREASE BY ISSUING SHARES IN THE EVENT OF USE OF THE DELEGATION OF AUTHORITY GRANTED TO THE EXECUTIVE MANAGEMENT TO DECIDE ON ONE OR MORE OPERATIONS INVOLVING A MERGER BY ABSORPTION, SPIN-OFF OR PARTIAL CONTRIBUTION OF ASSETS SUBJECT TO THE SPIN-OFF REGIME (ARTICLE L. 236-9, II OF THE FRENCH COMMERCIAL CODE (CODE DE COMMERCE))
  - 29 DELEGATION OF AUTHORITY TO CARRY OUT THE FORMALITIES RELATED TO THE MEETING
-

Decision StatusNew

Vote Deadline Date04/21/2025Share BlockingNo

Country Of TradeHK

Ballot Sec IDCINS-Y3506N139

Annual Meeting Agenda (04/30/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
1	Accounts and Reports	For		
2	Elect Peter Wilhelm Hubert Brien	For		
3	Appointment of Auditor and Authority to Set Fees	For		
4	Authority to Repurchase Shares	For		
5	Authority to Issue Shares w/o Preemptive Rights	For		
6	Amendments to Articles	For		

Decision Status

Approved

Vote Deadline Date

04/15/2025

Country Of Trade

IN

Ballot Sec ID

CINS-Y3R595106

Share Blocking

No

Other Meeting Agenda (04/18/2025)

	Non-Voting Meeting Note			
1	Elect Anuradha Bhatia	Mgmt Rec	Discretion Policy	Vote Cast
		For	For	For

Decision Status

Approved

Vote Deadline Date

04/07/2025

Country Of Trade

IN

Ballot Sec ID

CINS-Y40353107

Share Blocking

No

Other Meeting Agenda (04/11/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
	Non-Voting Meeting Note			
1	Stock Split	For	For	For
2	Amendments to Articles	For	For	For
3	Amendments to Memorandum	For	For	For

Decision StatusNew

Vote Deadline Date04/28/2025  
Country Of TradeUS  
Ballot Sec IDCUSIP9-459200101

Share BlockingNo

Annual Meeting Agenda (04/29/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
1a.	Elect Marianne C. Brown	For		
1b.	Elect Thomas Buberl	For		
1c.	Elect David N. Farr	For		
1d.	Elect Alex Gorsky	For		
1e.	Elect Michelle Howard	For		
1f.	Elect Arvind Krishna	For		
1g.	Elect Andrew N. Liveris	For		
1h.	Elect F. William McNabb, III	For		
1i.	Elect Michael Miebach	For		
1j.	Elect Martha E. Pollack	For		
1k.	Elect Peter R. Voser	For		
1l.	Elect Frederick H. Waddell	For		
1m.	Elect Alfred W. Zollar	For		
2.	Ratification of Auditor	For		
3.	Advisory Vote on Executive Compensation	For		
<div>SHP</div> 4.	Shareholder Proposal Regarding Lobbying Report	Against		
<div>SHP</div> 5.	Shareholder Proposal Regarding Report on DEI Requirements for Hiring and Recruitment	Against		

Annual Meeting Agenda (04/24/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
1	CALL TO ORDER	For		
2	Determination of Existence of Quorum	For		
3	Meeting Minutes	For		
4	Chairman's Report	For		
5	Accounts and Reports	For		
6	Ratification of Board Acts	For		
7	Elect Enrique K. Razon Jr.	For		
8	Elect Cesar A. Buenaventura	For		
9	Elect Carlos C. Ejercito	For		
10	Elect Diosdado M. Peralta	For		
11	Elect Jose C. Ibazeta	For		
12	Elect Stephen George A. Paradies	For		
13	Elect Andres Soriano III	For		
14	Appointment of Auditor and Authority to Set Fees	For		
15	Transaction of Other Business	For		
16	Right to Adjourn Meeting	For		

Decision Status

Approved

Vote Deadline Date

04/03/2025

Country Of Trade

IE

Share Blocking

Yes

Ballot Sec ID

CINS-G4R54M789

Annual Meeting Agenda (04/18/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
1	Accounts and Reports	For	For	For
2	Appointment of Auditor	For	For	For
3	Authority to Set Auditor's Fees	For	For	For
4	Elect Ros O'Shea	For	For	For
5	Elect Padraig Kenny	For	For	For
6	Elect Deirdre Somers	For	For	For
7	Elect William McKechnie	For	For	For
8	Elect Manuela Sperandeo	For	For	For
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			



Decision StatusNew

Vote Deadline Date04/18/2025

Country Of TradeUS

Ballot Sec IDCUSIP9-478160104

Share BlockingNo

Annual Meeting Agenda (04/24/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
1a.	Elect Darius Adamczyk	For		
1b.	Elect Mary C. Beckerle	For		
1c.	Elect Jennifer A. Doudna	For		
1d.	Elect Joaquin Duato	For		
1e.	Elect Marillyn A. Hewson	For		
1f.	Elect Paula A. Johnson	For		
1g.	Elect Hubert Joly	For		
1h.	Elect Mark B. McClellan	For		
1i.	Elect Mark A. Weinberger	For		
1j.	Elect Nadja Y. West	For		
1k.	Elect Eugene A. Woods	For		
2.	Advisory Vote on Executive Compensation	For		
3.	Ratification of Auditor	For		
<div>SHP</div> 4.	Shareholder Proposal Regarding Severance Approval Policy	Against		
<div>SHP</div> 5.	Shareholder Proposal Regarding Human Rights Impact Assessment	Against		

Decision StatusApproved

Vote Deadline Date04/04/2025Share BlockingNo

Country Of TradeSG

Ballot Sec IDCINS-Y47230100

Annual Meeting Agenda (04/15/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
1	Accounts and Reports	For	For	For
2	Appointment of Auditor and Authority to Set Fees	For	For	For
3	Elect Kenny KWAN Yew Kwong	For	Against	Against
Vote Note:Insufficient nomination and remuneration committee independence requirement; Nomination and remuneration committee chair not independent; Board is not sufficiently independent; Professional Services Relationship; Responsible for lack of board independence				
4	Elect LOW Huan Ping	For	For	For
5	Authority to Issue Units w/ or w/o Preemptive Rights	For	For	For
	Non-Voting Meeting Note			

Decision StatusNew

Vote Deadline Date04/09/2025Share BlockingNo

Country Of TradeSG

Ballot Sec IDCINS-Y4722Z120

Annual Meeting Agenda (04/21/2025)

- Non-Voting Meeting Note
- 1

ADOPTION OF DIRECTORS STATEMENT AND AUDITED FINANCIAL STATEMENTS
- 2

DECLARATION OF DIVIDEND
- 3

RE-ELECTION OF LOH CHIN HUA AS DIRECTOR
- 4

RE-ELECTION OF THAM SAI CHOY AS DIRECTOR
- 5

RE-ELECTION OF SHIRISH APTE AS DIRECTOR
- 6

APPROVAL OF FEES OF NON-EXECUTIVE DIRECTORS FOR FY 2025
- 7

RE-APPOINTMENT OF AUDITORS
- 8

AUTHORITY TO ISSUE SHARES AND CONVERTIBLE INSTRUMENTS
- 9

RENEWAL OF SHARE PURCHASE MANDATE
- 10

RENEWAL OF SHAREHOLDERS MANDATE FOR INTERESTED PERSON TRANSACTIONS

Mgmt Rec

Discretion Policy

Vote Cast

Decision Status

Approved

Vote Deadline Date

04/08/2025

Country Of Trade

SG

Ballot Sec ID

ISIN-  
SG1EA1000007

Share Blocking

No

Annual Meeting Agenda (04/17/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
	Non-Voting Meeting Note			
1	Accounts and Reports	For	For	For
2	Appointment of Auditor and Authority to Set Fees	For	For	For
3	Elect Peter McMillan III	For	For	For
4	Elect Roger TAY Puay Cheng	For	For	For
5	Authority to Issue Units w/ or w/o Preemptive Rights	For	For	For
6	Authority to Repurchase and Reissue Units	For	For	For

Decision StatusNew

Vote Deadline Date04/08/2025Share BlockingNo

Country Of TradeSG

Ballot Sec IDISIN-SG1EA1000007

Special Meeting Agenda (04/17/2025)

- Non-Voting Meeting Note
- 1 TO APPROVE THE PROPOSED TRUST DEED AMENDMENT

Mgmt Rec

Discretion Policy

Vote Cast

Decision Status

Approved

Vote Deadline Date

04/07/2025

Share Blocking

No

Country Of Trade

SG

Ballot Sec ID

CINS-Y4740G104

Annual Meeting Agenda (04/16/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
	Non-Voting Meeting Note			
1	Accounts and Reports	For	For	For
2	Appointment of Auditor and Authority to Set Fees	For	For	For
3	Authority to Issue Units w/ or w/o Preemptive Rights	For	For	For
4	Authority to Repurchase and Reissue Units	For	For	For

Decision StatusApproved

Vote Deadline Date03/19/2025Share BlockingNo

Country Of TradeKR

Ballot Sec IDCINS-Y48861101

Annual Meeting Agenda (03/31/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
1	Financial Statements and Allocation of Profits/Dividends	For	For	For
2	Elect LEE Moon Hee	For	For	For
3	Elect LEE Dong Chang	For	For	For
4	Directors' Fees	For	For	For



Decision StatusApproved

Vote Deadline Date03/18/2025

Country Of TradeKR

Ballot Sec IDISIN-KR7030200000

Share BlockingNo

Annual Meeting Agenda (03/31/2025)		Mgmt Rec	Discretion Policy	Vote Cast
1	Financial Statements and Allocation of Profits/Dividends	For	For	For
2.1	Article 49-2 - Change of Record Date for Quarterly Dividends	For	For	For
2.2	Article 17 - Change of Resolution Method for Issuing Corporate Bonds	For	For	For
3.1	Elect KWAK Woo Young	For	For	For
3.2	Elect KIM Seong Cheol	For	For	For
3.3	Elect LEE Seung Hoon	For	For	For
3.4	Elect KIM Yong Hun	For	For	For
4.1	Election of Audit Committee Member: KIM Seong Cheol	For	For	For
4.2	Election of Audit Committee Member: LEE Seung Hoon	For	For	For
4.3	Election of Audit Committee Member: KIM Yong Hun	For	For	For
5	Directors' Fees	For	For	For
Non-Voting Meeting Note				



Decision StatusApproved

Vote Deadline Date04/08/2025Share BlockingNo

Country Of TradeFR

Ballot Sec IDCINS-F58485115

Mix Meeting Agenda (04/17/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
1	Accounts and Reports	For	For	For
2	Consolidated Accounts and Reports	For	For	For
3	Allocation of Profits/Dividends	For	For	For
4	Special Auditors Report on Regulated Agreements	For	Against	Against
Vote Note:Insufficient response to shareholder dissent; Poor disclosure				
5	Ratification of Co-Option of Wei Sun Christianson	For	For	For
6	Elect Bernard Arnault	For	For	For
7	Elect Sophie Chassat	For	For	For
8	Elect Clara Gaymard	For	For	For
9	Elect Hubert Védrine	For	For	For
10	2024 Remuneration Report	For	Against	Against
Vote Note:Insufficient response to shareholder dissent				
11	2024 Remuneration of Bernard Arnault, Chair and CEO	For	Against	Against
Vote Note:Insufficient response to shareholder dissent; Poor overall design; Equity awards to major shareholder; Poor overall compensation disclosure				
12	2024 Remuneration of Antonio Belloni, Former Deputy CEO (until April 18, 2024)	For	Against	Against
Vote Note:Insufficient response to shareholder dissent; Discretionary awards; Poor overall design; Poor overall compensation disclosure				
13	2025 Remuneration Policy (Board of Directors)	For	For	For
14	2025 Remuneration Policy (Chair and CEO)	For	Against	Against
Vote Note:Insufficient response to shareholder dissent; Equity awards to major shareholder; Poor disclosure; Poor overall design				
15	Authority to Repurchase and Reissue Shares	For	For	For
16	Authority to Cancel Shares and Reduce Capital	For	For	For
17	Authority to Increase Capital Through Capitalisations	For	For	For
18	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	For	For	For
19	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	For	Against	Against
Vote Note:Potential dilution exceeds recommended threshold				
20	Authority to Issue Shares and Convertible Debt Through Private Placement (Qualified Investors)	For	Against	Against
Vote Note:Potential dilution exceeds recommended threshold				
21	Greenshoe	For	Against	Against
Vote Note:Potential dilution exceeds recommended threshold				

22	Authority to Increase Capital in Case of Exchange Offers	For	Against	Against
Vote Note: Potential dilution exceeds recommended threshold				
23	Authority to Increase Capital in Consideration for Contributions In Kind	For	Against	Against
Vote Note: Potential dilution exceeds recommended threshold				
24	Authority to Grant Stock Options	For	Against	Against
Vote Note: Poor overall compensation disclosure				
25	Employee Stock Purchase Plan	For	For	For
26	Stock Purchase Plan for Overseas Employees	For	For	For
27	Global Ceiling on Capital Increases	For	For	For
28	Amendments to Articles Regarding the Chair and CEO's Age Limits	For	For	For
29	Amendments to Articles	For	For	For
Non-Voting Meeting Note				

Annual Meeting Agenda (04/24/2025)

- 1

TO RE-ELECT PUAN FAUZIAH HISHAM AS DIRECTOR OF THE COMPANY
- 2

TO RE-ELECT ENCIK SHARIFFUDDIN KHALID AS DIRECTOR OF THE COMPANY
- 3

TO RE-ELECT MS SHIRLEY GOH AS DIRECTOR OF THE COMPANY
- 4

TO RE-ELECT MS CHIAM SOU HONG AS DIRECTOR OF THE COMPANY
- 5

TO RE-ELECT MR VITTORIO FURLAN AS DIRECTOR OF THE COMPANY
- 6

TO APPROVE THE PAYMENT OF NON-EXECUTIVE DIRECTORS FEES FROM THE 65TH AGM TO THE 66TH AGM OF THE COMPANY
- 7

TO APPROVE THE PAYMENT OF BENEFITS TO THE NON-EXECUTIVE DIRECTORS FROM THE 65TH AGM TO THE 66TH AGM OF THE COMPANY
- 8

TO RE-APPOINT MESSRS ERNST AND YOUNG PLT AS AUDITORS OF THE COMPANY FOR THE FINANCIAL YEAR ENDING 31 DECEMBER 2025 AND TO AUTHORISE THE DIRECTORS TO FIX THEIR REMUNERATION
- 9

ALLOTMENT AND ISSUANCE OF NEW ORDINARY SHARES IN MAYBANK IN RELATION TO THE RECURRENT AND OPTIONAL DIVIDEND REINVESTMENT PLAN

Mgmt Rec

Discretion Policy

Vote Cast

Decision StatusApproved

Vote Deadline Date04/21/2025  
Country Of TradeUS  
Ballot Sec IDCUSIP9-55354G100

Share BlockingNo

Annual Meeting Agenda (04/22/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
1a.	Elect Robert G. Ashe	For	For	For
1b.	Elect Henry A. Fernandez	For	For	For
1c.	Elect Robin L. Matlock	For	For	For
1d.	Elect Jacques P. Perold	For	For	For
1e.	Elect C.D. Baer Pettit	For	For	For
1f.	Elect Sandy C. Rattray	For	For	For
1g.	Elect Linda H. Riefler	For	For	For
1h.	Elect Michelle R. Seitz	For	For	For
1i.	Elect Marcus L. Smith	For	For	For
1j.	Elect Rajat Taneja	For	For	For
1k.	Elect Paula Volent	For	For	For
1l.	Elect June Yang	For	For	For
2.	Advisory Vote on Executive Compensation	For	For	For
3.	Approval of the 2025 Omnibus Incentive Plan	For	For	For
4.	Ratification of Auditor	For	For	For

Annual Meeting Agenda (04/30/2025)

- 1

TO RE-ELECT THE FOLLOWING  
DIRECTOR WHO WILL BE RETIRING IN  
ACCORDANCE WITH ARTICLE 97.1 OF  
THE CONSTITUTION OF THE COMPANY:  
TAN SRI WAN ZULKIFLEE WAN  
ARIFFIN
- 2

TO RE-ELECT THE FOLLOWING  
DIRECTOR WHO WILL BE RETIRING IN  
ACCORDANCE WITH ARTICLE 97.1 OF  
THE CONSTITUTION OF THE COMPANY:  
YTM TAN SRI TUNKU PUTERI INTAN  
SAFINAZ SULTAN ABD HALIM
- 3

TO RE-APPOINT ERNST AND YOUNG  
PLT (FIRM NO. 202006000003  
(LLP0022760-LCA) AND AF 0039) AS  
AUDITORS OF THE COMPANY AND TO  
AUTHORISE THE BOARD OF  
DIRECTORS TO FIX THEIR  
REMUNERATION
- 4

TO APPROVE THE FOLLOWING  
PAYMENTS TO THE NON-EXECUTIVE  
DIRECTOR: FEES OF UP TO  
RM1,276,400 FOR THE FINANCIAL YEAR  
ENDED 31 DECEMBER 2024
- 5

TO APPROVE THE FOLLOWING  
PAYMENTS TO THE NON-EXECUTIVE  
DIRECTOR: BENEFITS OF UP TO  
RM250,000 FOR THE FINANCIAL PERIOD  
FROM 1 JULY 2025 TO 30 JUNE 2026
- 6

PROPOSED RENEWAL OF  
SHAREHOLDERS MANDATE FOR  
RECURRENT RELATED PARTY  
TRANSACTIONS OF A REVENUE OR  
TRADING NATURE WITH RELATED  
PARTIES

Mgmt Rec

Discretion Policy

Vote Cast

Annual Meeting Agenda (04/16/2025)		Mgmt Rec	Discretion Policy	Vote Cast
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
1.1	Accounts and Reports	For	For	For
1.2	Compensation Report	For	Against	Against
Vote Note:Disclosure behind best practice				
1.3	Report on Non-Financial Matters	For	For	For
2	Ratification of Board and Management Acts	For	For	For
3	Allocation of Dividends	For	For	For
4.1.1	Elect Paul Bulcke as Board Chair	For	For	For
4.1.2	Elect Pablo Isla Álvarez de Tejera	For	For	For
4.1.3	Elect Renato Fassbind	For	For	For
4.1.4	Elect Hanne Jimenez de Mora	For	For	For
4.1.5	Elect Dick Boer	For	For	For
4.1.6	Elect Patrick Aebischer	For	For	For
4.1.7	Elect Dinesh C. Paliwal	For	For	For
4.1.8	Elect Lindiwe Majele Sibanda	For	For	For
4.1.9	Elect Chris Leong	For	For	For
4.110	Elect Luca Maestri	For	For	For
4.111	Elect Rainer M. Blair	For	For	For
4.112	Elect Marie-Gabrielle Ineichen-Fleisch	For	For	For
4.113	Elect Geraldine Matchett	For	For	For
4.2	Elect Laurent Freixe	For	For	For
4.3.1	Elect Dick Boer as Compensation Committee Member	For	For	For
4.3.2	Elect Patrick Aebischer as Compensation Committee Member	For	For	For
4.3.3	Elect Pablo Isla Álvarez de Tejera as Compensation Committee Member	For	For	For
4.3.4	Elect Dinesh C. Paliwal as Compensation Committee Member	For	For	For
4.4	Appointment of Auditor	For	For	For
4.5	Appointment of Independent Proxy	For	For	For
5.1	Board Compensation	For	For	For
5.2	Executive Compensation (Total)	For	For	For
6	Cancellation of Shares and Reduction in Share Capital	For	For	For
7	Transaction of Other Business	INVALID-TC P VC 7 CodeKey Undetermined	Against	Against
Vote Note:Granting unfettered discretion is unwise				

Decision StatusNew

Vote Deadline Date04/18/2025Share BlockingNo

Country Of TradeUS

Ballot Sec IDCINS-U65163187

Annual Meeting Agenda (04/30/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
	Non-Voting Meeting Note			
1.1	Elect Gregory H. Boyce	For		
1.2	Elect Bruce R. Brook	For		
1.3	Elect Maura J. Clark	For		
1.4	Elect Harry M. Conger	For		
1.5	Elect Emma Fitzgerald	For		
1.6	Elect Sally-Anne Layman	For		
1.7	Elect José Manuel Madero	For		
1.8	Elect René Medori	For		
1.9	Elect Jane Nelson	For		
1.10	Elect Tom Palmer	For		
1.11	Elect Julio M. Quintana	For		
1.12	Elect David T. Seaton	For		
2	Advisory Vote on Executive Compensation	For		
3	Ratification of Auditor	For		

Decision StatusApproved

Vote Deadline Date04/21/2025

Country Of TradeUS

Ballot Sec IDCUSIP9-665859104

Share BlockingNo

Annual Meeting Agenda (04/22/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
1a.	Elect Susan Crown	For	Against	Against
Vote Note:No independent lead or presiding director				
1b.	Elect Chandra Dhandapani	For	For	For
1c.	Elect Dean M. Harrison	For	For	For
1d.	Elect Jay L. Henderson	For	Against	Against
Vote Note:Affiliate/Insider on audit committee; nominating/governance committee; Affiliate/Insider on compensation committee; Affiliate/Insider on				
1e.	Elect Marcy S. Klevorn	For	For	For
1f.	Elect Siddharth N. Mehta	For	For	For
1g.	Elect Robert Moritz	For	For	For
1h.	Elect Michael G. O'Grady	For	For	For
1i.	Elect Richard Petrino	For	For	For
1j.	Elect Martin P. Slark	For	For	For
1k.	Elect David H. B. Smith, Jr.	For	For	For
1l.	Elect Donald Thompson	For	For	For
1m.	Elect Charles A. Tribbett III	For	For	For
2.	Advisory Vote on Executive Compensation	For	For	For
3.	Ratification of Auditor	For	For	For



Decision Status

Approved

Vote Deadline Date

04/08/2025

Country Of Trade

SG

Ballot Sec ID

ISIN-  
SG1S04926220

Share Blocking

No

Annual Meeting Agenda (04/17/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
	Non-Voting Meeting Note			
1	Accounts and Reports	For	For	For
2.A	Elect CHONG Chuan Neo	For	For	For
2.B	Elect CHUA Kim Chiu	For	For	For
2.C	Elect Helen WONG	For	For	For
3	Elect LIAN Wee Cheow	For	For	For
4	Allocation of Profits/Dividends	For	For	For
5.A	Directors' Fees in Cash	For	For	For
5.B	Authority to Issue Ordinary Shares to Non-Executive Directors	For	For	For
6	Appointment of Auditor and Authority to Set Fees	For	For	For
7	Authority to Issue Shares w/ or w/o Preemptive Rights	For	For	For
8	Scrip Dividend	For	For	For
9	Authority to Repurchase and Reissue Shares	For	For	For

Annual Meeting Agenda (04/17/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
	Non-Voting Meeting Note			
1	Accounts and Reports	For	For	For
2.A	Elect CHONG Chuan Neo	For	For	For
2.B	Elect CHUA Kim Chiu	For	For	For
2.C	Elect Helen WONG	For	For	For
3	Elect LIAN Wee Cheow	For	For	For
4	Allocation of Profits/Dividends	For	For	For
5.A	Directors' Fees in Cash	For	For	For
5.B	Authority to Issue Ordinary Shares to Non-Executive Directors	For	For	For
6	Appointment of Auditor and Authority to Set Fees	For	For	For
7	Authority to Issue Shares w/ or w/o Preemptive Rights	For	For	For
8	Scrip Dividend	For	For	For
9	Authority to Repurchase and Reissue Shares	For	For	For

Annual Meeting Agenda (04/17/2025)

		Mgmt Rec	Non-Discre Policy	Vote Cast
	Non-Voting Meeting Note			
1	Accounts and Reports	For	Manual	
2.A	Elect CHONG Chuan Neo	For	Manual	
2.B	Elect CHUA Kim Chiu	For	Manual	
2.C	Elect Helen WONG	For	Manual	
3	Elect LIAN Wee Cheow	For	Manual	
4	Allocation of Profits/Dividends	For	Manual	
5.A	Directors' Fees in Cash	For	Manual	
5.B	Authority to Issue Ordinary Shares to Non-Executive Directors	For	Manual	
6	Appointment of Auditor and Authority to Set Fees	For	Manual	
7	Authority to Issue Shares w/ or w/o Preemptive Rights	For	Manual	
8	Scrip Dividend	For	Manual	
9	Authority to Repurchase and Reissue Shares	For	Manual	

Decision StatusNew

Vote Deadline Date04/11/2025Share BlockingNo

Country Of TradeSG

Ballot Sec IDCINS-Y8123J106

Special Meeting Agenda (04/22/2025)

- 1
- Non-Voting Meeting Note  
TO APPROVE THE PARAGON TRUST  
DEED AMENDMENTS

Mgmt Rec

Discretion Policy

Vote Cast

Decision StatusNew

Vote Deadline Date04/11/2025Share BlockingNo

Country Of TradeSG

Ballot Sec IDCINS-Y8123J106

Special Meeting Agenda (04/22/2025)

- Non-Voting Meeting Note
- 1 TO APPROVE THE PARAGON SCHEME RESOLUTION

Mgmt Rec

Discretion Policy

Vote Cast

Decision Status

New

Vote Deadline Date

04/11/2025

Country Of Trade

MY

Ballot Sec ID

ISIN-MYL5183OO008

Share Blocking

No

Annual Meeting Agenda (04/22/2025)

- 1

Elect Farehana Hanapiah
- 2

Elect Abang Yusuf Abang Puteh
- 3

Increase in Directors' Fees
- 4

Directors' Fees FY25
- 5

Appointment of Auditor and Authority to Set Fees

Mgmt Rec

Discretion Policy

Vote Cast

For

For

For

For

For

Decision Status

Approved

Vote Deadline Date

04/14/2025

Country Of Trade

MY

Ballot Sec ID

ISIN-  
MYL6033OO004

Share Blocking

No

Annual Meeting Agenda (04/23/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
1	Elect Adif Zulkifli	For	For	For
2	Elect Farina binti Farikhullah Khan	For	For	For
3	Increase in Directors' Fees FY2025	For	For	For
4	Directors' Fees FY2025	For	For	For
5	Appointment of Auditor and Authority to Set Fees	For	For	For

Decision StatusNew

Vote Deadline Date04/23/2025  
Country Of TradeUS  
Ballot Sec IDCUSIP9-717081103

Share BlockingNo

Annual Meeting Agenda (04/24/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
1a.	Elect Ronald E. Blaylock	For		
1b.	Elect Albert Bourla	For		
1c.	Elect Mortimer J. Buckley	For		
1d.	Elect Susan Desmond-Hellmann	For		
1e.	Elect Joseph J. Echevarria	For		
1f.	Elect Scott Gottlieb	For		
1g.	Elect Susan Hockfield	For		
1h.	Elect Dan R. Littman	For		
1i.	Elect Shantanu Narayen	For		
1j.	Elect Suzanne Nora Johnson	For		
1k.	Elect James Quincey	For		
1l.	Elect James C. Smith	For		
1m.	Elect Cyrus Taraporevala	For		
2.	Ratification of Auditor	For		
3.	Advisory Vote on Executive Compensation	For		
<div>SHP</div> 4.	Shareholder Proposal Regarding Severance Approval Policy	Against		
<div>SHP</div> 5.	Shareholder Proposal Regarding Report on Risks Related to Religious Discrimination	Against		



Decision StatusNew

Vote Deadline Date04/22/2025  
Country Of TradeUS  
Ballot Sec IDCUSIP9-693475105

Share BlockingNo

Annual Meeting Agenda (04/23/2025)

	Mgmt Rec	Discretion Policy	Vote Cast
1a. Elect Joseph Alvarado	For		
1b. Elect Debra A. Cafaro	For		
1c. Elect Marjorie Rodgers Cheshire	For		
1d. Elect Douglas A. Dachille	For		
1e. Elect William S. Demchak	For		
1f. Elect Andrew T. Feldstein	For		
1g. Elect Richard J. Harshman	For		
1h. Elect Daniel R. Hesse	For		
1i. Elect Renu Khator	For		
1j. Elect Linda R. Medler	For		
1k. Elect Robert A. Niblock	For		
1l. Elect Martin Pfinsgraff	For		
1m. Elect Bryan S. Salesky	For		
2. Ratification of Auditor	For		
3. Advisory Vote on Executive Compensation	For		

Decision StatusNew

Vote Deadline Date04/08/2025Share BlockingNo

Country Of TradeCN

Ballot Sec IDISIN-CNE1000029W3

Annual Meeting Agenda (04/17/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
	Non-Voting Meeting Note			
1	Directors' Report	For		
2	Supervisors' Report	For		
3	Accounts and Reports	For		
4	Allocation of Profits/Dividends	For		
5	2025 Fixed Asset Investment Budget	For		
6	Issuance Amount of Capital Instruments	For		
7	Elect PU Yonghao	For		
8	Appointment of Auditors and Authority to Set Fees	For		
9	Non-Voting Agenda Item			
10	Non-Voting Agenda Item			
11	Non-Voting Agenda Item			

Decision StatusNew

Vote Deadline Date04/29/2025  
Country Of TradeUS  
Ballot Sec IDCUSIP9-745867101

Share BlockingNo

Annual Meeting Agenda (04/30/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
1a.	Elect Kristen Actis-Grande	For		
1b.	Elect Brian P. Anderson	For		
1c.	Elect Bryce Blair	For		
1d.	Elect Thomas J. Folliard	For		
1e.	Elect Cheryl W. Grisé	For		
1f.	Elect André J. Hawaux	For		
1g.	Elect Ryan R. Marshall	For		
1h.	Elect John R. Peshkin	For		
1i.	Elect Scott F. Powers	For		
1j.	Elect Lila Snyder	For		
2.	Ratification of Auditor	For		
3.	Advisory Vote on Executive Compensation	For		
<div>SHP</div> 4.	Shareholder Proposal Regarding Amendment to Clawback Policy	Against		
<div>SHP</div> 5.	Shareholder Proposal Regarding GHG Targets and Alignment with the Paris Agreement	Against		

Decision StatusApproved

Vote Deadline Date03/27/2025

Country Of TradeIN

Ballot Sec IDISIN-INE961O01016

Share BlockingNo

Other Meeting Agenda (04/02/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
1	Approval of the Rainbow Children's Medicare Limited - Employee Stock Option Scheme 2025 ("ESOP 2025")	For	For	For
2	Extension of Rainbow Children's Medicare Limited ESOP 2025 to Eligible Employees of Subsidiaries	For	For	For
3	Secondary Acquisition of Shares Through Trust Route for the Implementation of ESOP 2025	For	For	For
4	Provision of Money by the Company for Purchase of its Own Shares by the Trust under the ESOP 2025	For	For	For
	Non-Voting Meeting Note			

Decision StatusApproved

Vote Deadline Date03/25/2025

Country Of TradeVN

Ballot Sec IDISIN-VN000000REE2

Share BlockingNo

Annual Meeting Agenda (04/01/2025)		Mgmt Rec	Discretion Policy	Vote Cast
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
1	Report on 2024 AGM Resolutions Implementation and Company Strategy	For	For	For
2	Business Report and Business Plan	For	For	For
3	Audit Committee's Report	For	For	For
4	Appointment of Auditor	For	Abstain	Abstain
Vote Note:Insufficient information provided				
5	Allocation of Profits/Dividends	For	For	For
6	Directors' Fees	For	For	For
7	Amendments to Company Charter	For	For	For
8	Resignation of Director	For	For	For
9	Nominee List	For	For	For
10	Transaction of Other Business	For	Against	Against
Vote Note:Granting unfettered discretion is unwise				
11	Election of Directors	For	Against	Against
Vote Note:Insufficient information provided				
12	Independent Directors' Report	For	For	For
13	ESOP	For	Against	Against
Vote Note:Insufficient information provided				
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			

Annual Meeting Agenda (04/24/2025)

	Mgmt Rec	Discretion Policy	Vote Cast
1. Accounts and Reports	For	For	For
2. Remuneration Report	For	For	For
3. Final Dividend	For	For	For
4. Appointment of Auditor	For	For	For
5. Authority to Set Auditor's Fees	For	For	For
6. Elect Andy Halford	For	For	For
7. Elect Paul A. Walker	For	For	For
8. Elect Erik Engstrom	For	For	For
9. Elect Nicholas Luff	For	For	For
10. Elect Alistair Cox	For	For	For
11. Elect June Felix	For	For	For
12. Elect Charlotte Hogg	For	For	For
13. Elect Andrew J. Sukawaty	For	For	For
14. Elect Bianca Tetteroo	For	For	For
15. Elect Suzanne H. Wood	For	For	For
16. Authority to Issue Shares w/ Preemptive Rights	For	For	For
17. Authority to Issue Shares w/o Preemptive Rights	For	For	For
18. Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	For
19. Authority to Repurchase Shares	For	For	For
20. Authority to Set General Meeting Notice Period at 14 Days	For	For	For
Non-Voting Meeting Note			

Decision StatusApproved

Vote Deadline Date04/02/2025Share BlockingNo

Country Of TradeAU

Ballot Sec IDCINS-Q82869118

Annual Meeting Agenda (04/10/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
	Non-Voting Meeting Note			
1	Non-Voting Agenda Item			
2A	Re-elect Michael Utsler	For	For	For
2B	Re-elect Musje Werror	For	For	For
3	REMUNERATION REPORT	For	For	For
4	Approval of Climate Transition Approach	For	For	For
5	Equity Grant (MD/CEO Kevin Gallagher)	For	For	For

Decision StatusNew

Vote Deadline Date04/14/2025Share BlockingNo

Country Of TradeSG

Ballot Sec IDCINS-Y7534C114

Annual Meeting Agenda (04/24/2025)

		Mgmt Rec	Non-Discre Policy	Vote Cast
	Non-Voting Meeting Note			
1	ADOPTION OF DIRECTORS STATEMENT AND AUDITED FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2024			
2	DECLARATION OF FINAL DIVIDEND FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2024			
3	DECLARATION OF SPECIAL DIVIDEND FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2024			
4	APPROVAL OF DIRECTORS FEES OF UP TO SGD 990,000 FOR FINANCIAL YEAR ENDING 31 DECEMBER 2025			
5	RE-ELECTION OF MR CHENG SIAK KIAN AS A DIRECTOR			
6	RE-ELECTION OF MR DESMOND CHOO PEY CHING AS A DIRECTOR			
7	RE-ELECTION OF MS SUSAN KONG YIM PUI AS A DIRECTOR			
8	RE-ELECTION OF DR TAN KIM SIEW AS A DIRECTOR			
9	RE-APPOINTMENT OF AUDITORS AND AUTHORISING THE DIRECTORS TO FIX THEIR REMUNERATION			
10	AUTHORITY TO ISSUE SHARES UNDER THE SBS EXECUTIVE SHARE SCHEME			
11	RENEWAL OF THE SHARE BUYBACK MANDATE			



Decision StatusApproved

Vote Deadline Date04/01/2025Share BlockingNo

Country Of TradeAU

Ballot Sec IDCINS-Q8351E109

Annual Meeting Agenda (04/09/2025)

	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
1	Non-Voting Agenda Item			
2	Re-elect Ilana Atlas	For	For	For
3	Re-elect Catherine Brenner	For	For	For
4	Re-elect Mike Ihlein	For	For	For
5	Elect Craig Mitchell	For	For	For
6	Remuneration Report	For	For	For
7	Equity Grant (MD/CEO Elliott Rusanow)	For	For	For
CMM Non-Voting Agenda Item				
T				
8	Board Spill (Conditional)	Against	Against	Against

Decision Status

Approved

Vote Deadline Date

04/11/2025

Share Blocking

No

Country Of Trade

SG

Ballot Sec ID

CINS-Y8231K227

Annual Meeting Agenda (04/23/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
	Non-Voting Meeting Note			
1	Accounts and Reports	For	For	For
2	Allocation of Profits/Dividends	For	For	For
3	Elect YAP Chee Keong	For	For	For
4	Elect Chris ONG Leng Yeow	For	For	For
5	Elect Jan Holm	For	For	For
6	Elect ENG Aik Meng	For	For	For
7	Directors' Fees	For	For	For
8	Appointment of Auditor and Authority to Set Fees	For	For	For
9	Authority to Issue Shares w/ or w/o Preemptive Rights	For	For	For
10	Authority to Grant Awards and Issue Shares Under the Share Plans	For	For	For
11	Related Party Transactions	For	For	For
12	Authority to Repurchase and Reissue Shares	For	For	For

Annual Meeting Agenda (04/29/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
1	CALL TO ORDER			
2	PROOF OF DUE NOTICE OF MEETING AND DETERMINATION OF A QUORUM			
3	APPROVAL OF MINUTES OF THE ANNUAL STOCKHOLDERS MEETING HELD ON MAY 7, 2024			
4	ANNUAL REPORT AND RATIFICATION OF THE ACTS OF THE BOARD OF DIRECTORS, ALL THE BOARD AND MANAGEMENT COMMITTEES AND OFFICERS			
5	ELECTION OF DIRECTOR: DIANA P. AGUILAR			
6	ELECTION OF DIRECTOR: GERARD H. BRIMO			
7	ELECTION OF DIRECTOR: ENRICO S. CRUZ			
8	ELECTION OF DIRECTOR: DANIEL S. DY			
9	ELECTION OF DIRECTOR: FREDERICK Y. DY			
10	ELECTION OF DIRECTOR: ESTHER WILEEN S. GO			
11	ELECTION OF DIRECTOR: JIKYEONG KANG			
12	ELECTION OF DIRECTOR: NOBUYA KAWASAKI			
13	ELECTION OF DIRECTOR: JOSE PERPETUO M. LOTILLA			
14	ELECTION OF DIRECTOR: NAPOLEON L. NAZARENO			
15	ELECTION OF DIRECTOR: CIRILO P. NOEL			
16	ELECTION OF DIRECTOR: STEPHEN G. TAN			
17	ELECTION OF DIRECTOR: MARIA CRISTINA A. TINGSON			
18	ELECTION OF DIRECTOR: HIROFUMI UMENO			
19	ELECTION OF DIRECTOR: SANJIV VOHRA			
20	BOARD COMPENSATION			
21	APPOINTMENT OF EXTERNAL AUDITORS: SYCIP GORRES VELAYO AND CO.			
22	OTHER MATTERS			
23	ADJOURNMENT			
	Non-Voting Meeting Note			

Annual Meeting Agenda (04/23/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
	Non-Voting Meeting Note			
1	Allocation of Profits/Dividends	For	For	For
2.1	Elect Yoshihiro Nakai	For	For	For
2.2	Elect Satoshi Tanaka	For	For	For
2.3	Elect Toru Ishii	For	For	For
2.4	Elect Hiroshi Shinozaki	For	For	For
2.5	Elect Yasushi Omura	For	For	For
2.6	Elect Yukiko Yoshimaru	For	For	For
2.7	Elect Toshifumi Kitazawa	For	For	For
2.8	Elect Yoshimi Nakajima	For	For	For
2.9	Elect Shinichi Abe	For	For	For
2.10	Elect Yukiko Kuroda @ Yukiko Matsumoto	For	For	For
3.1	Elect Osamu Minagawa	For	For	For
3.2	Elect Yuko Tamai	For	For	For

Decision Status

Approved

Vote Deadline Date

04/14/2025

Country Of Trade

IN

Ballot Sec ID

ISIN-  
INE908D01010

Share Blocking

No

Other Meeting Agenda (04/20/2025)

- 1

Elect Vandana Bhagavatula
- 2

Approval for Borrowing Powers
- 3

Authority to Mortgage Assets
- Non-Voting Meeting Note

Mgmt Rec	Discretion Policy	Vote Cast
For	For	For
For	For	For
For	For	For

Decision Status      Approved

Vote Deadline Date      04/09/2025      Share Blocking      No  
Country Of Trade      CN  
Ballot Sec ID      CINS-Y7680L108

Annual Meeting Agenda (04/15/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
1.	2024 Directors' Report	For	For	For
2.	2024 Supervisors' Report	For	For	For
3.	2024 Annual Accounts Reports	For	For	For
4.	2024 Profit Distribution Plan	For	For	For
5.	Re-appointment of 2025 Audit Firm and Payment of 2024 Audit Fees	For	For	For
6.	2024 ANNUAL REPORT AND ITS SUMMARY	For	For	For
7.	2025 REMUNERATION FOR DIRECTORS	For	For	For
8.	2025 REMUNERATION FOR SUPERVISORS	For	For	For
9.	Authorization to the Board to Decide on 2025 Interim and 3rd Quarter Profit Distribution Plan	For	For	For

Decision Status

Approved

Vote Deadline Date

04/15/2025

Country Of Trade

US

Ballot Sec ID

CUSIP9-824348106

Share Blocking

No

Annual Meeting Agenda (04/16/2025)

	Mgmt Rec	Discretion Policy	Vote Cast
1a. Elect Kerrii B. Anderson	For	For	For
1b. Elect Jeff M. Fettig	For	For	For
1c. Elect Robert J. Gamgort	For	For	For
1d. Elect Heidi G. Petz	For	For	For
1e. Elect Aaron M. Powell	For	For	For
1f. Elect Marta R. Stewart	For	For	For
1g. Elect Michael H. Thaman	For	For	For
1h. Elect Matthew Thornton III	For	For	For
1i. Elect Thomas L. Williams	For	For	For
2. Advisory Vote on Executive Compensation	For	For	For
3. Approval of the 2025 Equity and Incentive Compensation Plan	For	For	For
4. Ratification of Auditor	For	For	For
5. Elimination of Supermajority Requirement	For	For	For
6. Elimination of Supermajority Requirement	For	For	For

Decision StatusApproved

Vote Deadline Date04/14/2025Share BlockingNo

Country Of TradeSG

Ballot Sec IDISIN-SG1F60858221

Annual Meeting Agenda (04/24/2025)		Mgmt Rec	Discretion Policy	Vote Cast
1	Accounts and Reports	For	For	For
2	Allocation of Profits/Dividends	For	For	For
3	Elect TEO Ming Kian	For	For	For
4	Elect Kevin KWOK Khien	For	For	For
5	Elect SONG Su-Min	For	Against	Against
Vote Note:Professional Services Relationship				
6	Elect TAN Peng Yam	For	For	For
7	Elect Philip LEE Sooi Chuen	For	For	For
8	Elect LIEN Siaou-Sze	For	For	For
9	Directors' Fees for FY 2025	For	For	For
10	Appointment of Auditor and Authority to Set Fees	For	For	For
11	Authority to Issue Shares w/ or w/o Preemptive Rights	For	For	For
12	Authority to Grant Awards and Issue Shares under Equity Compensation Plans	For	For	For
13	Related Party Transactions	For	For	For
14	Authority to Repurchase and Reissue Shares	For	For	For
Non-Voting Meeting Note				



Annual Meeting Agenda (04/24/2025)		Mgmt Rec	Discretion Policy	Vote Cast
1	Accounts and Reports	For	For	For
2	Allocation of Profits/Dividends	For	For	For
3	Elect TEO Ming Kian	For	For	For
4	Elect Kevin KWOK Khien	For	For	For
5	Elect SONG Su-Min	For	Against	Against
Vote Note:Professional Services Relationship				
6	Elect TAN Peng Yam	For	For	For
7	Elect Philip LEE Sooi Chuen	For	For	For
8	Elect LIEN Siaou-Sze	For	For	For
9	Directors' Fees for FY 2025	For	For	For
10	Appointment of Auditor and Authority to Set Fees	For	For	For
11	Authority to Issue Shares w/ or w/o Preemptive Rights	For	For	For
12	Authority to Grant Awards and Issue Shares under Equity Compensation Plans	For	For	For
13	Related Party Transactions	For	For	For
14	Authority to Repurchase and Reissue Shares	For	For	For
Non-Voting Meeting Note				

Annual Meeting Agenda (04/24/2025)

		Mgmt Rec	Non-Discre Policy	Vote Cast
1	Accounts and Reports	For	Manual	
2	Allocation of Profits/Dividends	For	Manual	
3	Elect TEO Ming Kian	For	Manual	
4	Elect Kevin KWOK Khien	For	Manual	
5	Elect SONG Su-Min	For	Manual	
6	Elect TAN Peng Yam	For	Manual	
7	Elect Philip LEE Sooi Chuen	For	Manual	
8	Elect LIEN Siaou-Sze	For	Manual	
9	Directors' Fees for FY 2025	For	Manual	
10	Appointment of Auditor and Authority to Set Fees	For	Manual	
11	Authority to Issue Shares w/ or w/o Preemptive Rights	For	Manual	
12	Authority to Grant Awards and Issue Shares under Equity Compensation Plans	For	Manual	
13	Related Party Transactions	For	Manual	
14	Authority to Repurchase and Reissue Shares	For	Manual	
	Non-Voting Meeting Note			

Annual Meeting Agenda (04/30/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
1	CALL TO ORDER			
2	CERTIFICATION OF NOTICE AND QUORUM			
3	APPROVAL OF MINUTES OF THE ANNUAL MEETING OF STOCKHOLDERS HELD ON APRIL 24, 2024			
4	APPROVAL OF ANNUAL REPORT FOR 2024 (OPEN FORUM)			
5	RATIFICATION OF THE ACTS OF THE BOARD OF DIRECTORS, BOARD COMMITTEES AND THE MANAGEMENT FROM THE DATE OF THE LAST ANNUAL STOCKHOLDERS MEETING UP TO THE DATE OF THIS MEETING			
6	ELECTION OF DIRECTOR: AMANDO M. TETANGCO, JR. (INDEPENDENT DIRECTOR)			
7	ELECTION OF DIRECTOR: TERESITA T. SY			
8	ELECTION OF DIRECTOR: HENRY T. SY, JR			
9	ELECTION OF DIRECTOR: HARLEY T. SY			
10	ELECTION OF DIRECTOR: FREDERIC C. DYBUNCIO			
11	ELECTION OF DIRECTOR: ROBERT G. VERGARA (INDEPENDENT DIRECTOR)			
12	ELECTION OF DIRECTOR: RAMON M. LOPEZ (INDEPENDENT DIRECTOR)			
13	ELECTION OF DIRECTOR: LILY K. GRUBA (INDEPENDENT DIRECTOR)			
14	ELECTION OF DIRECTOR: MARIFE B. ZAMORA (INDEPENDENT DIRECTOR)			
15	APPOINTMENT OF EXTERNAL AUDITOR: SYCIP GORRES VELAYO AND CO			
16	OTHER MATTERS			
17	ADJOURNMENT			
	Non-Voting Meeting Note			

Annual Meeting Agenda (04/29/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
1	CALL TO ORDER			
2	CERTIFICATION OF NOTICE AND QUORUM			
3	APPROVAL OF MINUTES OF THE ANNUAL MEETING OF STOCKHOLDERS HELD ON APRIL 23, 2024			
4	APPROVAL OF ANNUAL REPORT FOR 2024			
5	OPEN FORUM			
6	GENERAL RATIFICATION OF ACTS OF THE BOARD OF DIRECTORS, BOARD COMMITTEES AND MANAGEMENT			
7	ELECTION OF DIRECTOR: HENRY T.SY, JR			
8	ELECTION OF DIRECTOR: HANS T.SY			
9	ELECTION OF DIRECTOR: HERBERT T.SY			
10	ELECTION OF DIRECTOR: JEFFREY C.LIM			
11	ELECTION OF DIRECTOR: JORGE T. MENDIOLA			
12	ELECTION OF DIRECTOR: AMANDO M. TETANGCO, JR. (INDEPENDENT DIRECTOR)			
13	ELECTION OF DIRECTOR: J. CARLITOS G. CRUZ (INDEPENDENT DIRECTOR)			
14	ELECTION OF DIRECTOR: DARLENE MARIE B. BERBERABE (INDEPENDENT DIRECTOR)			
15	APPOINTMENT OF EXTERNAL AUDITOR: SYCIP GORRES VELAYO AND CO			
16	OTHER MATTERS			
17	ADJOURNMENT			

Decision StatusApproved

Vote Deadline Date04/04/2025  
Country Of TradeUS  
Ballot Sec IDCUSIP9-L8681T102

Share BlockingNo

Annual Meeting Agenda (04/09/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
1.	Accounts and Reports	For	For	For
2.	Allocation of Profits/Dividends	For	For	For
3.	Ratification of Board Acts	For	For	For
4a.	Elect Daniel Ek	For	For	For
4b.	Elect Martin Lorentzon	For	For	For
4c.	Elect Shishir Samir Mehrotra	For	For	For
4d.	Elect Christopher Marshall	For	Against	Against
Vote Note:Board level diversity demographic information not fully disclosed; Insufficient disclosure of board diversity and policies				
4e.	Elect Barry McCarthy	For	For	For
4f.	Elect Heidi O'Neill	For	Against	Against
Vote Note:Serves on too many boards				
4g.	Elect Ted Sarandos	For	For	For
4h.	Elect Thomas Owen Staggs	For	For	For
4i.	Elect Mona Sutphen	For	For	For
4j.	Elect Padmasree Warrior	For	For	For
5.	Appointment of Auditor	For	For	For
6.	Directors' Remuneration	For	For	For
7.	Authorization of Legal Formalities	For	For	For

Annual Meeting Agenda (04/18/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
1	APPROVAL OF REPORT ON BUSINESS RESULTS IN 2024 AND BUSINESS PLAN IN 2025			
2	APPROVAL OF REPORT ON OPERATION OF THE BOARD OF DIRECTORS IN 2024			
3	APPROVAL OF REPORT ON OPERATION OF THE AUDIT COMMITTEE AND INDEPENDENT MEMBERS OF THE BOARD OF DIRECTORS IN THE AUDIT COMMITTEE IN 2024			
4	APPROVAL OF AUDITED FINANCIAL STATEMENTS IN 2024			
5	APPROVAL OF PROFIT DISTRIBUTION IN 2024			
6	APPROVAL OF REMUNERATION FOR THE BOARD OF DIRECTORS			
7	APPROVAL OF SELECTING THE AUDIT ENTITY FOR THE FISCAL YEAR 2025			
8	APPROVAL OF TRANSACTIONS WITH RELATED PARTIES			
9	APPROVAL OF CONTINUING IMPLEMENTATION OF SHARES OFFERING PLAN, SHARES ISSUANCE PLAN APPROVED BY THE GENERAL MEETING OF SHAREHOLDERS IN 2024			
10	APPROVAL OF SHARES ISSUANCE PLAN UNDER THE EMPLOYEE STOCK OWNERSHIP PLAN (ESOP) IN 2025			
11	ELECTION OF BOD MEMBERS WITH A 5-YEARS TERM STARING FROM 18 APR 2025: MR NGUYEN DUY HUNG, MR NGUYEN DUY KHANH, MR KOSUKE MIZUNO			
12	OTHER ISSUES WITHIN THE JURISDICTION OF AGM			

Decision Status

Approved

Vote Deadline Date

04/09/2025

Country Of Trade

SG

Ballot Sec ID

CINS-Y82954101

Share Blocking

No

Annual Meeting Agenda (04/17/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
	Non-Voting Meeting Note			
1	Accounts and Reports	For	For	For
2	Appointment of Auditor and Authority to Set Fees	For	For	For
3	Authority to Issue Units w/ or w/o Preemptive Rights	For	For	For
4	Authority to Repurchase and Reissue Units	For	For	For

Annual Meeting Agenda (04/11/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
	Non-Voting Meeting Note			
1.1	Accounts and Reports	For	For	For
1.2	Compensation Report	For	For	For
1.3	Report on Non-Financial Matters	For	For	For
2	Allocation of Dividends	For	For	For
3	Ratification of Board Acts	For	For	For
4.1.1	Elect Jacques de Vaucleroy as Board Chair	For	For	For
4.1.2	Elect Karen Gavan	For	For	For
4.1.3	Elect Vanessa Lau	For	For	For
4.1.4	Elect Geraldine Matchett	For	For	For
4.1.5	Elect Joachim Oechslin	For	For	For
4.1.6	Elect Deanna Ong	For	For	For
4.1.7	Elect Jay Ralph	For	For	For
4.1.8	Elect Jörg Reinhardt	For	For	For
4.1.9	Elect Pia Tischhauser	For	For	For
4.110	Elect Larry D. Zimpleman	For	For	For
4.111	Elect Morten Hübbe	For	For	For
4.112	Elect George Quinn	For	For	For
4.2.1	Elect Deanna Ong as Compensation Committee Member	For	For	For
4.2.2	Elect Jay Ralph as Compensation Committee Member	For	For	For
4.2.3	Elect Jörg Reinhardt as Compensation Committee Member	For	For	For
4.2.4	Elect Morten Hübbe as Compensation Committee Member	For	For	For
4.3	Appointment of Independent Proxy	For	For	For
4.4	Appointment of Auditor	For	For	For
5.1	Board Compensation	For	For	For
5.2	Executive Compensation (Short-Term)	For	For	For
5.3	Executive Compensation (Fixed and Long-term)	For	For	For
6	Approval of a Capital Band	For	For	For
7	Additional or Amended Proposals	INVALID-TC P VC 7 CodeKey Undetermined	Against	Against

Vote Note:Granting unfettered discretion is unwise

Non-Voting Meeting Note  
Non-Voting Meeting Note



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Decision Status

Approved

Vote Deadline Date

04/04/2025

Country Of Trade

US

Ballot Sec ID

CUSIP9-871607107

Share Blocking

No

Annual Meeting Agenda (04/10/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
1a.	Elect Aart J. de Geus	For	For	For
1b.	Elect John G. Schwarz	For	For	For
1c.	Elect Sassine Ghazi	For	For	For
1d.	Elect Luis A. Borgen	For	For	For
1e.	Elect Janice D. Chaffin	For	Against	Against
Vote Note:Board level diversity demographic information not fully disclosed; Insufficient disclosure of board diversity and policies				
1f.	Elect Bruce R. Chizen	For	For	For
1g.	Elect Mercedes Johnson	For	For	For
1h.	Elect Robert G. Painter	For	For	For
1i.	Elect Jeannine P. Sargent	For	For	For
2.	Amendment to the 2006 Employee Equity Incentive Plan	For	For	For
3.	Amendment to the Employee Stock Purchase Plan	For	For	For
4.	Advisory Vote on Executive Compensation	For	For	For
5.	Ratification of Auditor	For	For	For
<div>SHP</div> 6.	Shareholder Proposal Regarding Severance Approval Policy	Against	Against	Against

Decision StatusNew

Vote Deadline Date04/18/2025Share BlockingNo

Country Of TradeIN

Ballot Sec IDCINS-Y85279100

Other Meeting Agenda (04/24/2025)

- Non-Voting Meeting Note
- 1APPOINTMENT OF MR. SANJAY V. BHANDARKAR (DIN 01260274) AS A NON-EXECUTIVE INDEPENDENT DIRECTOR FOR A TERM OF FIVE YEARS

Mgmt Rec

Discretion Policy

Vote Cast

Decision StatusApproved

Vote Deadline Date04/16/2025

Country Of TradeUS

Ballot Sec IDCUSIP9-882508104

Share BlockingNo

Annual Meeting Agenda (04/17/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
1a.	Elect Mark A. Blinn	For	For	For
1b.	Elect Todd M. Bluedorn	For	For	For
1c.	Elect Janet F. Clark	For	For	For
1d.	Elect Carrie S. Cox	For	For	For
1e.	Elect Martin S. Craighead	For	For	For
1f.	Elect Reginald DesRoches	For	For	For
1g.	Elect Curtis C. Farmer	For	For	For
1h.	Elect Jean M. Hobby	For	For	For
1i.	Elect Haviv Ilan	For	For	For
1j.	Elect Ronald Kirk	For	For	For
1k.	Elect Pamela H. Patsley	For	For	For
1l.	Elect Robert E. Sanchez	For	For	For
1m.	Elect Richard K. Templeton	For	For	For
2.	Advisory Vote on Executive Compensation	For	For	For
3.	Ratification of Auditor	For	For	For
<div>SHP</div> 4.	Shareholder Proposal Regarding Right to Call Special Meeting	Against	Against	Against

Decision StatusApproved

Vote Deadline Date04/01/2025

Country Of TradeVN

Ballot Sec IDISIN-VN000000TLG8

Share BlockingNo

Annual Meeting Agenda (04/10/2025)		Mgmt Rec	Discretion Policy	Vote Cast
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
1	Directors' Report	For	For	For
2	Management Report	For	For	For
3	Supervisors' Report	For	For	For
4	Accounts and Reports	For	Against	Against
Vote Note:Insufficient information provided				
5	Allocation of Profits/Dividends	For	For	For
6	Allocation of Profits/Dividends for 2025	For	For	For
7	Appointment of Auditor	For	Abstain	Abstain
Vote Note:Insufficient information provided				
8	Issuance of Shares to Distribute Dividends	For	For	For
9	Approval of ESOP	For	Against	Against
Vote Note:Discount exceeds reasonable limits; Short vesting period				
10	Change in Organizational Structure	For	For	For
11	Amendments to Company Charter and Internal Rules on Corporate Governance	For	For	For
12	Amendments to Procedural Rules of the Board of Directors	For	For	For
13	Approve Election of Directors	For	For	For
14	Transaction of Other Business	For	Against	Against
Vote Note:Granting unfettered discretion is unwise				
15	Election of Directors - Member 1	For	Against	Against
Vote Note:Insufficient information provided				
16	Election of Directors - Member 2	For	Against	Against
Vote Note:Insufficient information provided				
17	Election of Directors - Member 3	For	Against	Against
Vote Note:Insufficient information provided				
18	Election of Directors - Member 4	For	Against	Against
Vote Note:Insufficient information provided				
19	Election of Directors - Member 5	For	Against	Against
Vote Note:Insufficient information provided				
20	Election of Directors - Member 6	For	Against	Against
Vote Note:Insufficient information provided				
21	Election of Directors - Member 7	For	Against	Against
Vote Note:Insufficient information provided				
22	Election of Directors - Member 8	For	Against	Against
Vote Note:Insufficient information provided				
23	Election of Directors - Member 9	For	Against	Against
Vote Note:Insufficient information provided				

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Decision Status

Approved

Vote Deadline Date

04/04/2025

Country Of Trade

IN

Ballot Sec ID

ISIN-  
INE494B01023

Share Blocking

No

Court Meeting Agenda (04/12/2025)

1

Scheme of Arrangement

Mgmt Rec

For

Discretion Policy

For

Vote Cast

For

Decision StatusApproved

Vote Deadline Date04/02/2025Share BlockingNo

Country Of TradeCH

Ballot Sec IDCINS-H42097107

Annual Meeting Agenda (04/10/2025)		Mgmt Rec	Discretion Policy	Vote Cast
	Non-Voting Meeting Note			
1	Accounts and Reports	For	For	For
2	Compensation Report	For	For	For
3	Report on Non-Financial Matters	For	For	For
4	Allocation of Profits; Dividend from Reserves	For	For	For
5	Ratification of Board and Management Acts	For	For	For
6.1	Elect Thomas Colm Kelleher as Board Chair	For	For	For
6.2	Elect Lukas Gähwiler	For	For	For
6.3	Elect Jeremy Anderson	For	For	For
6.4	Elect William C. Dudley	For	For	For
6.5	Elect Patrick Firmenich	For	For	For
6.6	Elect Fred HU Zulu	For	For	For
6.7	Elect Mark Hughes	For	For	For
6.8	Elect Gail P. Kelly	For	For	For
6.9	Elect Julie G. Richardson	For	For	For
6.10	Elect Jeanette Wong	For	For	For
6.11	Elect Renata Jungo Brüngger	For	For	For
6.12	Elect Lila Tretikov	For	For	For
7.1	Elect Julie G. Richardson as Compensation Committee Member	For	For	For
7.2	Elect Jeanette Wong as Compensation Committee Member	For	For	For
7.3	Elect Gail P. Kelly as Compensation Committee Member	For	For	For
8.1	Board Compensation	For	For	For
8.2	Executive Compensation (Variable)	For	For	For
8.3	Executive Compensation (Fixed)	For	For	For
9.1	Appointment of Independent Proxy	For	For	For
9.2	Appointment of Auditor	For	For	For
10	Cancellation of Shares and Reduction in Share Capital	For	For	For
11	Authority to Repurchase Shares	For	For	For
12	Additional or Amended Proposals	INVALID-TC P VC 7 CodeKey Undetermined	Against	Against
Vote Note:Granting unfettered discretion is unwise				
	Non-Voting Meeting Note			



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Decision StatusApproved

Vote Deadline Date04/10/2025

Country Of TradeSG

Ballot Sec IDISIN-SG1M31001969

Share BlockingNo

Annual Meeting Agenda (04/21/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
1	Accounts and Reports	For	For	For
2	Allocation of Profits/Dividends	For	For	For
3	Directors' Fees	For	For	For
4	Appointment of Auditor and Authority to Set Fees	For	For	For
5	Elect WEE Ee Lim	For	For	For
6	Elect Tracey WOON Kim Hong	For	For	For
7	Elect TEO Lay Lim	For	For	For
8	Authority to Issue Shares w/ or w/o Preemptive Rights	For	For	For
9	Authority to Issue Shares under the UOB Scrip Dividend Scheme	For	For	For
10	Authority to Repurchase and Reissue Shares	For	For	For
	Non-Voting Meeting Note			

Decision Status

Approved

Vote Deadline Date

04/09/2025

Country Of Trade

SG

Ballot Sec ID

CINS-Y9T10P105

Share Blocking

No

Annual Meeting Agenda (04/21/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
1	Accounts and Reports	For	For	For
2	Allocation of Profits/Dividends	For	For	For
3	Directors' Fees	For	For	For
4	Appointment of Auditor and Authority to Set Fees	For	For	For
5	Elect WEE Ee Lim	For	For	For
6	Elect Tracey WOON Kim Hong	For	For	For
7	Elect TEO Lay Lim	For	For	For
8	Authority to Issue Shares w/ or w/o Preemptive Rights	For	For	For
9	Authority to Issue Shares under the UOB Scrip Dividend Scheme	For	For	For
10	Authority to Repurchase and Reissue Shares	For	For	For
	Non-Voting Meeting Note			

Decision StatusRequires Attention

Vote Deadline Date04/09/2025Share BlockingNo

Country Of TradeSG

Ballot Sec IDCINS-Y9T10P105

Annual Meeting Agenda (04/21/2025)

		Mgmt Rec	Non-Discre Policy	Vote Cast
1	Accounts and Reports	For	Manual	
2	Allocation of Profits/Dividends	For	Manual	
3	Directors' Fees	For	Manual	
4	Appointment of Auditor and Authority to Set Fees	For	Manual	
5	Elect WEE Ee Lim	For	Manual	
6	Elect Tracey WOON Kim Hong	For	Manual	
7	Elect TEO Lay Lim	For	Manual	
8	Authority to Issue Shares w/ or w/o Preemptive Rights	For	Manual	
9	Authority to Issue Shares under the UOB Scrip Dividend Scheme	For	Manual	
10	Authority to Repurchase and Reissue Shares	For	Manual	
	Non-Voting Meeting Note			

Decision StatusNew

Vote Deadline Date04/21/2025Share BlockingNo

Country Of TradeID

Ballot Sec IDCINS-Y7146Y140

Annual Meeting Agenda (04/25/2025)

- 1APPROVAL OF THE ANNUAL REPORT 2024, INCLUDING THE RATIFICATION OF THE BOARD OF COMMISSIONERS SUPERVISORY REPORT AS WELL AS THE RATIFICATION OF THE COMPANYS CONSOLIDATED FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR 2024
- 2DETERMINATION OF THE UTILIZATION OF THE COMPANYS NET PROFITS FOR THE FINANCIAL YEAR 2024
- 3APPOINTMENT OF THE BOARD OF DIRECTORS AND THE BOARD OF COMMISSIONERS OF THE COMPANY FOR THE 20252027 TERMS OF OFFICE
- 4DETERMINATION OF REMUNERATION AND ALLOWANCES OF THE BOARD OF DIRECTORS OF THE COMPANY AND REMUNERATION OR HONORARIUM AND ALLOWANCES OF THE BOARD OF COMMISSIONERS OF THE COMPANY FOR THE PERIOD OF 2025-2026
- 5APPOINTMENT OF A PUBLIC ACCOUNTANT FIRM TO CONDUCT THE AUDIT OF THE COMPANYS FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR 2025

Mgmt Rec

Discretion Policy

Vote Cast

Decision Status

Approved

Vote Deadline Date

03/27/2025

Share Blocking

No

Country Of Trade

IN

Ballot Sec ID

CINS-Y9T53H143

Annual Meeting Agenda (04/03/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
1	Accounts and Reports	For	For	For
2	Allocation of Profits/Dividends	For	For	For
3	Elect Varun Jaipuria	For	For	For
4	Elect Rajinder Jeet Singh Bagga	For	For	For
5	Appointment of Secretarial Auditors	For	For	For

		Decision Status	New		
		Vote Deadline Date	04/07/2025	Share Blocking	No
		Country Of Trade	VN		
		Ballot Sec ID	ISIN-VN000000CTR4		
	Annual Meeting Agenda (04/16/2025)	Mgmt Rec	Discretion Policy	Vote Cast	
	Non-Voting Meeting Note				
	Non-Voting Meeting Note				
1	BOD REPORT ON THE 2024 OPERATIONAL RESULTS, 2025 ORIENTATION, AND THE 2020 2025 TERM ACHIEVEMENTS, 2025-2030 TERM ORIENTATION				
2	THE REMUNERATION FOR THE MEMBERS OF BOD AND BOS FOR 2024 AND THE PROPOSED REMUNERATION FOR 2025				
3	BOM REPORT ON THE 2024 BUSINESS PERFORMANCE AND THE BUSINESS PLAN FOR 2025				
4	THE APPROVAL OF CONTRACTS AND TRANSACTIONS WITH THE MILITARY INDUSTRY TELECOMMUNICATIONS GROUP				
5	THE APPROVAL OF THE 2024 FINANCIAL STATEMENTS				
6	PROFIT DISTRIBUTION AND FUNDS ALLOCATION FOR 2024				
7	BOS REPORT ON THE 2024 OPERATIONAL RESULTS, 2025 PLAN, AND THE 2020 2025 TERM RESULTS, AS WELL AS THE ORIENTATION FOR THE 2025 2030 TERM				
8	THE SELECTION OF THE AUDIT FIRM FOR THE 2025 FINANCIAL STATEMENTS				
9	ELECTING THE BOD, BOS MEMBERS FOR THE 2025 2030 TERM				
10	OTHER ISSUES WITHIN THE JURISDICTION OF THE AGM				
11	BOD MEMBER ELECTION FOR THE 2025 2030: NAME WILL BE ADVISED LATER 1				
12	BOD MEMBER ELECTION FOR THE 2025 2030: NAME WILL BE ADVISED LATER 2				
13	BOD MEMBER ELECTION FOR THE 2025 2030: NAME WILL BE ADVISED LATER 3				
14	BOD MEMBER ELECTION FOR THE 2025 2030: NAME WILL BE ADVISED LATER 4				
15	INDEPENDENT BOD MEMBER ELECTION FOR THE 2025 2030: NAME WILL BE ADVISED LATER 1				
16	BOS MEMBER ELECTION FOR THE 2025 2030: NAME WILL BE ADVISED LATER 1				
17	BOS MEMBER ELECTION FOR THE 2025 2030: NAME WILL BE ADVISED LATER 2				
18	BOS MEMBER ELECTION FOR THE 2025 2030: NAME WILL BE ADVISED LATER 3				

Mix Meeting Agenda (04/17/2025)		Mgmt Rec	Discretion Policy	Vote Cast
1	Consolidated Accounts and Reports	For	For	For
2	Accounts and Reports; Non Tax-Deductible Expenses	For	For	For
3	Allocation of Profits/Dividends	For	For	For
4	Elect Yannick Assouad	For	For	For
5	Elect Pierre Anjolas	For	For	For
6	Elect Karla Bertocco Trindade	For	For	For
7	Elect Maria Victoria Zingoni	For	For	For
8	Appointment of Auditor (PricewaterhouseCoopers)	For	For	For
9	Appointment of Auditor (Ernst & Young)	For	For	For
10	Appointment of Auditor for Sustainability Reporting (Ernst & Young)	For	For	For
11	Authority to Repurchase and Reissue Shares	For	For	For
12	2025 Remuneration Policy (Board of Directors)	For	For	For
13	2025 Remuneration Policy (Chair and CEO)	For	For	For
14	2025 Remuneration Policy (Incoming CEO)	For	For	For
15	2025 Remuneration Policy (Chair)	For	For	For
16	2024 Remuneration Report	For	For	For
17	2024 Remuneration of Xavier Huillard, Chair and CEO	For	For	For
18	Authority to Cancel Shares and Reduce Capital	For	For	For
19	Authority to Increase Capital Through Capitalisations	For	For	For
20	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	For	For	For
21	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	For	For	For
22	Authority to Issue Shares and Convertible Debt Through Private Placement	For	For	For
23	Greenshoe	For	For	For
24	Authority to Increase Capital in Consideration for Contributions In Kind	For	For	For
25	Employee Stock Purchase Plan	For	For	For
26	Stock Purchase Plan for Overseas Employees	For	For	For
27	Authority to Issue Performance Shares	For	For	For
28	Authorisation of Legal Formalities	For	For	For
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			







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Decision StatusNew

Vote Deadline Date04/28/2025  
Country Of TradeUS  
Ballot Sec IDCUSIP9-949746101

Share BlockingNo

Annual Meeting Agenda (04/29/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
1a.	Elect Steven D. Black	For		
1b.	Elect Mark A. Chancy	For		
1c.	Elect Celeste A. Clark	For		
1d.	Elect Theodore F. Craver, Jr.	For		
1e.	Elect Richard K. Davis	For		
1f.	Elect Fabian T. Garcia	For		
1g.	Elect Wayne M. Hewett	For		
1h.	Elect CeCelia Morken	For		
1i.	Elect Maria R. Morris	For		
1j.	Elect Felicia F. Norwood	For		
1k.	Elect Ronald L. Sargent	For		
1l.	Elect Charles W. Scharf	For		
1m.	Elect Suzanne M. Vautrinot	For		
2.	Advisory Vote on Executive Compensation	For		
3.	Ratification of Auditor	For		
 4.	Shareholder Proposal Regarding Report on Harassment and Discrimination	Against		
 5.	Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency	Against		
 6.	Shareholder Proposal Regarding Energy Supply Ratio	Against		
 7.	Shareholder Proposal Regarding Report on Human Rights Standards for Indigenous Peoples	Against		

Annual Meeting Agenda (04/22/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
	Non-Voting Meeting Note			
1	TO RECEIVE AND ADOPT THE DIRECTORS STATEMENT, AUDITED FINANCIAL STATEMENTS AND THE AUDITOR S REPORT FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2024			
2	TO DECLARE A FINAL DIVIDEND OF SGD 0.10 PER ORDINARY SHARE			
3	TO APPROVE THE PAYMENT OF DIRECTORS FEES			
4	TO RE-ELECT MR KUOK KHOON EAN AS A DIRECTOR			
5	TO RE-ELECT MR SOH GIM TEIK AS A DIRECTOR			
6	TO RE-ELECT DR CHONG YOKE SIN AS A DIRECTOR			
7	TO RE-ELECT MR GEORGE YONG-BOON YEO AS A DIRECTOR			
8	TO RE-ELECT MR MR GARY THOMAS MCGUIGAN AS A DIRECTOR			
9	TO RE-APPOINT ERNST AND YOUNG LLP AS AUDITOR AND TO AUTHORISE THE DIRECTORS TO FIX THEIR REMUNERATION			
10	TO AUTHORISE DIRECTORS TO ISSUE SHARES AND TO MAKE OR GRANT INSTRUMENTS CONVERTIBLE INTO SHARES PURSUANT TO SECTION 161 OF THE COMPANIES ACT 1967 OF SINGAPORE			
11	TO AUTHORISE DIRECTORS TO OFFER AND GRANT SHARE OPTIONS AND TO ISSUE AND ALLOT SHARES PURSUANT TO THE WILMAR EXECUTIVES SHARE OPTION SCHEME 2019			
12	TO APPROVE THE RENEWAL OF THE INTERESTED PERSON TRANSACTIONS MANDATE			
13	TO APPROVE THE RENEWAL OF THE SHARE PURCHASE MANDATE			

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Annual Meeting Agenda (04/22/2025)

		Mgmt Rec	Non-Discre Policy	Vote Cast
	Non-Voting Meeting Note			
1	TO RECEIVE AND ADOPT THE DIRECTORS STATEMENT, AUDITED FINANCIAL STATEMENTS AND THE AUDITOR S REPORT FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2024			
2	TO DECLARE A FINAL DIVIDEND OF SGD 0.10 PER ORDINARY SHARE			
3	TO APPROVE THE PAYMENT OF DIRECTORS FEES			
4	TO RE-ELECT MR KUOK KHOON EAN AS A DIRECTOR			
5	TO RE-ELECT MR SOH GIM TEIK AS A DIRECTOR			
6	TO RE-ELECT DR CHONG YOKE SIN AS A DIRECTOR			
7	TO RE-ELECT MR GEORGE YONG-BOON YEO AS A DIRECTOR			
8	TO RE-ELECT MR MR GARY THOMAS MCGUIGAN AS A DIRECTOR			
9	TO RE-APPOINT ERNST AND YOUNG LLP AS AUDITOR AND TO AUTHORISE THE DIRECTORS TO FIX THEIR REMUNERATION			
10	TO AUTHORISE DIRECTORS TO ISSUE SHARES AND TO MAKE OR GRANT INSTRUMENTS CONVERTIBLE INTO SHARES PURSUANT TO SECTION 161 OF THE COMPANIES ACT 1967 OF SINGAPORE			
11	TO AUTHORISE DIRECTORS TO OFFER AND GRANT SHARE OPTIONS AND TO ISSUE AND ALLOT SHARES PURSUANT TO THE WILMAR EXECUTIVES SHARE OPTION SCHEME 2019			
12	TO APPROVE THE RENEWAL OF THE INTERESTED PERSON TRANSACTIONS MANDATE			
13	TO APPROVE THE RENEWAL OF THE SHARE PURCHASE MANDATE			

Annual Meeting Agenda (04/29/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
	Non-Voting Meeting Note			
1	Directors' Report	For		
2	Supervisors' Report	For		
3	Accounts and Reports	For		
4	Allocation of Profits/Dividends	For		
5	Allocation of Special Dividend	For		
6	Board Authorization to Formulate Mid-Year Dividend Distribution Plan	For		
7	Authority to Give Guarantees	For		
8	Appointment of Auditor and Authority to Set Fees	For		
9	Approval of the Foreign Exchange Hedging Limit	For		
10	Adoption of the 2025 H Share Award and Trust Scheme	For		
11	Board Authorization to Handle Matters Pertaining to the 2025 H Share Award and Trust Scheme	For		
12.1	Purpose of the Share Repurchase	For		
12.2	Type of Shares to be repurchased	For		
12.3	Method of Share Repurchase	For		
12.4	Implementation period of Share Repurchase	For		
12.5	The use and number of the A Shares proposed to be repurchased, proportion to the Company's total issued share capital and total amount of funds	For		
12.6	Price or price range and pricing principles for the Share Repurchase	For		
12.7	Source of funds of the Share Repurchase	For		
12.8	Relevant arrangements for the cancellation or transfer of the repurchased A Shares according to laws	For		
12.9	Relevant arrangements for the prevention of acts prejudicing the interests of the creditors of the Company	For		
12.10	Board Authorization to handle matters relating to the Share Repurchase	For		
13	Change in Registered Capital and Amendments to Articles	For		
14	Authority to Issue A and/or H Shares w/o Preemptive Rights	For		
15	Authority to Repurchase A and/or H Shares	For		
16	Authority to Issue Onshore and Offshore Debt Financing Instruments	For		

Annual Meeting Agenda (04/29/2025)		Mgmt Rec	Discretion Policy	Vote Cast
1	Directors' Report	For		
2	Supervisors' Report	For		
3	Accounts and Reports	For		
4	Allocation of Profits/Dividends	For		
5	Allocation of Special Dividend	For		
6	Board Authorization to Formulate Mid-Year Dividend Distribution Plan	For		
7	Authority to Give Guarantees	For		
8	Appointment of Auditor and Authority to Set Fees	For		
9	Approval of the Foreign Exchange Hedging Limit	For		
10	CHANGE OF THE COMPANY S REGISTERED CAPITAL, AMENDMENTS TO THE COMPANY S ARTICLES OF ASSOCIATION, AND HANDLING THE INDUSTRIAL AND COMMERCIAL REGISTRATION AMENDMENT			
11.1	Purpose of the Share Repurchase	For		
11.2	Type of Shares to be repurchased	For		
11.3	Method of Share Repurchase	For		
11.4	Implementation period of Share Repurchase	For		
11.5	The use and number of the A Shares proposed to be repurchased, proportion to the Company's total issued share capital and total amount of funds	For		
11.6	Price or price range and pricing principles for the Share Repurchase	For		
11.7	Source of funds of the Share Repurchase	For		
11.8	Relevant arrangements for the cancellation or transfer of the repurchased A Shares according to laws	For		
11.9	Relevant arrangements for the prevention of acts prejudicing the interests of the creditors of the Company	For		
11.10	Board Authorization to handle matters relating to the Share Repurchase	For		
12	2025 H-SHARE AWARD TRUST PLAN (DRAFT)			
13	AUTHORIZATION TO THE BOARD TO HANDLE MATTERS REGARDING THE 2025 H-SHARE REWARD TRUST PLAN			
14	Authority to Issue A and/or H Shares w/o Preemptive Rights	For		
15	Authority to Repurchase A and/or H Shares	For		
16	Authority to Issue Onshore and Offshore Debt Financing Instruments	For		
	Non-Voting Meeting Note			
	Non-Voting Meeting Note			

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Decision Status

New

Vote Deadline Date

04/18/2025

Country Of Trade

CN

Ballot Sec ID

ISIN-  
CNE100003F19

Share Blocking

No

Other Meeting Agenda (04/29/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
1	Non-Voting Meeting Note Authority to Repurchase A and/or H Shares	For		

Decision Status

New

Vote Deadline Date

04/23/2025

Country Of Trade

CN

Ballot Sec ID

CINS-Y971B1100

Share Blocking

No

Other Meeting Agenda (04/29/2025)

- 1

Authority to Repurchase A and/or H Shares  
Non-Voting Meeting Note

Mgmt Rec

For

Discretion Policy

Vote Cast

Decision StatusApproved

Vote Deadline Date04/08/2025

Country Of TradeCN

Ballot Sec IDISIN-CNE1000048D3

Share BlockingNo

Annual Meeting Agenda (04/15/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
1	2024 ANNUAL REPORT AND ITS SUMMARY	For	For	For
2	2024 Directors' Report	For	For	For
3	2024 Supervisors' Report	For	For	For
4	2024 Accounts and Reports	For	For	For
5	CONFIRMATION OF 2024 REMUNERATION FOR NON-INDEPENDENT DIRECTORS	For	For	For
6	CONFIRMATION OF 2024 REMUNERATION FOR SUPERVISORS	For	For	For
7	APPOINTMENT OF 2025 AUDIT FIRM	For	For	For
8	2024 Profit Distribution Plan	For	For	For
9	Registration And Issuance Of Super And Short-term Commercial Papers And Medium-term Notes	For	For	For

Decision Status

Approved

Vote Deadline Date

04/21/2025

Share Blocking

No

Country Of Trade

CN

Ballot Sec ID

CINS-Y7685V101

Special Meeting Agenda (04/25/2025)

		Mgmt Rec	Discretion Policy	Vote Cast
1	The 4th Phase Restricted Share Incentive Plan (Draft) and its Summary	For	For	For
2	Appraisal Management Measures for the 4th Phase Restricted Stock Incentive Plan	For	For	For
3	Authorization to the Board to Handle Matters Regarding the 4th Phase Restricted Stock Incentive Plan	For	For	For
4	AMENDMENTS TO THE EXTERNAL INVESTMENT MANAGEMENT SYSTEM	For	For	For