

LTCH - NEW YORK STATE TEACHERS

ADECCO GROUP AG

ISIN	CH0012138605	Meeting Date	12-Apr-23
Ticker		Deadline Date	31-Mar-23
Country	Switzerland	Record Date	05-Apr-23
Blocking	No	Vote Date	03-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1.1	Accounts and Reports	Management	For	For	For	For	For
1.2	Compensation Report	Management	For	For	For	For	For
2.1	Allocation of Profits/Dividends	Management	For	For	For	For	For
2.2	Dividend from Reserves	Management	For	For	For	For	For
3	Ratification of Board and Management Acts	Management	For	For	For	For	For
4.1	Board Compensation	Management	For	For	For	For	For
4.2	Executive Compensation	Management	For	For	For	For	For
5.1.1	Elect Jean-Christophe Deslarzes	Management	For	For	For	For	For
5.1.2	Elect Rachel Duan	Management	For	For	For	For	For
5.1.3	Elect Ariane Gorin	Management	For	For	For	For	For
5.1.4	Elect Alexander Gut	Management	For	For	Against	Against	Against
5.1.5	Elect Didier Lamouche	Management	For	For	For	For	For
5.1.6	Elect David Norman Prince	Management	For	For	Against	Against	Against
5.1.7	Elect Kathleen Taylor	Management	For	For	For	For	For
5.1.8	Elect Regula Wallimann	Management	For	For	For	For	For
5.1.9	Elect Sandy Venugopal	Management	For	For	For	For	For

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5.2.1	Elect Rachel Duan as Compensation Committee Members	Management	For	For	For	For	For
5.2.2	Elect Didier Lamouche as Compensation Committee Members	Management	For	For	For	For	For
5.2.3	Elect Kathleen Taylor as Compensation Committee Members	Management	For	For	For	For	For
5.3	Appointment of Independent Proxy	Management	For	For	For	For	For
5.4	Appointment of Auditor	Management	For	For	For	For	For

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VINCI

ISIN	FR0000125486	Meeting Date	13-Apr-23
Ticker		Deadline Date	07-Apr-23
Country	France	Record Date	06-Apr-23
Blocking	No	Vote Date	28-Mar-23

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1	Consolidated Accounts and Reports	Management	For	For	For	For	For
2	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For	For	For
4	Elect Caroline Grégoire Sainte Marie	Management	For	For	For	For	For
5	Elect Carlos F. Aguilar	Management	For	For	For	For	For
6	Elect Annette Messemer	Management	For	For	For	For	For
7	Elect Dominique Muller	Management	Undetermined	For	For	For	N/A
8	Elect Agnès Daney de Marcillac	Management	Undetermined	Against	Against	Against	N/A
9	Elect Ronald Kouwenhoven	Management	Undetermined	Against	Against	Against	N/A
10	Authority to Repurchase and Reissue Shares	Management	For	For	For	For	For
11	2023 Remuneration Policy (Board of Directors)	Management	For	For	For	For	For
12	2023 Remuneration Policy (Executives)	Management	For	For	For	For	For
13	2022 Remuneration Report	Management	For	For	For	For	For
14	2022 Remuneration of Xavier Huillard, Chair and CEO	Management	For	Against	Against	Against	Against
15	Authority to Cancel Shares and Reduce Capital	Management	For	For	For	For	For
16	Authority to Increase Capital Through Capitalisations	Management	For	For	For	For	For

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17	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	Against	Against	Against
18	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For	For	For	For	For
19	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For	For	For	For	For
20	Greenshoe	Management	For	For	For	For	For
21	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For	For	For	For	For
22	Employee Stock Purchase Plan	Management	For	For	For	For	For
23	Stock Purchase Plan for Overseas Employees	Management	For	For	For	For	For
24	Authority to Issue Performance Shares	Management	For	For	For	For	For
25	Authorisation of Legal Formalities	Management	For	For	For	For	For

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JBS SA

ISIN	BRJBSSACNOR8	Meeting Date	24-Apr-23
Ticker		Deadline Date	12-Apr-23
Country	Brazil	Record Date	19-Apr-23
Blocking	No	Vote Date	03-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For	For	For
2	Allocation of Profits/Dividends	Management	For	For	For	For	For
3	Board Size	Management	For	For	For	For	For
4	Request Cumulative Voting	Management	Undetermined	Against	Manual	Against	N/A
5	Election of Directors	Management	For	For	For	For	For
6	Approve Recasting of Votes for Amended Slate	Management	Undetermined	Against	Against	Against	N/A
7	Proportional Allocation of Cumulative Votes	Management	Undetermined	For	Manual	For	N/A
8.1	Allocate Cumulative Votes to Jeremiah Alphonsus O'Callaghan	Management	Undetermined	For	Manual	For	N/A
8.2	Allocate Cumulative Votes to José Batista Sobrinho	Management	Undetermined	Abstain	Manual	Abstain	N/A
8.3	Allocate Cumulative Votes to Francisco Turra	Management	Undetermined	For	Manual	For	N/A
8.4	Allocate Cumulative Votes to Carlos Hamilton Vasconcelos Araújo	Management	Undetermined	For	Manual	For	N/A
8.5	Allocate Cumulative Votes to Cledorvino Belini	Management	Undetermined	For	Manual	For	N/A
8.6	Allocate Cumulative Votes to Leila Abraham Loria	Management	Undetermined	For	Manual	For	N/A
8.7	Allocate Cumulative Votes to Alba Pettengill	Management	Undetermined	For	Manual	For	N/A
8.8	Allocate Cumulative Votes to Márcio Guedes Pereira Júnior	Management	Undetermined	For	Manual	For	N/A
8.9	Allocate Cumulative Votes to Gelson Luiz Merisio	Management	Undetermined	For	Manual	For	N/A

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9	Request Separate Election for Board Member	Management	Undetermined	Abstain	Against	Against	N/A
10	Ratify Directors' Independence Status	Management	For	For	For	For	For
11	Supervisory Council Size	Management	For	For	For	For	For
12	Election of Supervisory Council	Management	For	Against	Against	Against	Against
13	Approve Recasting of Votes for Amended Supervisory Council Slate	Management	Undetermined	Against	Against	Against	N/A
14	Remuneration Policy	Management	For	Against	Against	Against	Against

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JBS SA

ISIN	BRJBSSACNOR8	Meeting Date	24-Apr-23
Ticker		Deadline Date	12-Apr-23
Country	Brazil	Record Date	19-Apr-23
Blocking	No	Vote Date	03-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1	Merger Agreement (Brazservice Wet Leather)	Management	For	For	For	For	For
2	Ratification of Appointment of Appraiser	Management	For	For	For	For	For
3	Valuation Report (Brazservice)	Management	For	For	For	For	For
4	Merger by Absorption (Brazservice)	Management	For	For	For	For	For
5	Merger Agreement (Enersea Comercializadora de Energia)	Management	For	For	For	For	For
6	Ratification of Appointment of Appraiser	Management	For	For	For	For	For
7	Valuation Report (Enersea)	Management	For	For	For	For	For
8	Merger by Absorption (Enersea)	Management	For	For	For	For	For
9	Merger Agreement (Mc Service Ltda.)	Management	For	For	For	For	For
10	Ratification of Appointment of Appraiser	Management	For	For	For	For	For
11	Valuation Report (MC Service)	Management	For	For	For	For	For
12	Merger by Absorption (MC Service)	Management	For	For	For	For	For
13	Amendments to Articles	Management	For	For	For	For	For
14	Consolidation of Articles	Management	For	For	For	For	For
15	Authorization of Legal Formalities	Management	For	For	For	For	For

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BANK OF AMERICA CORP.

ISIN	US0609007507	Meeting Date	25-Apr-23
Ticker	BAC	Deadline Date	24-Apr-23
Country	United States	Record Date	01-Mar-23
Blocking	No	Vote Date	19-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1a.	Elect Sharon L. Allen	Management	For	For	For	For	For
1b.	Elect José E. Almeida	Management	For	For	For	For	For
1c.	Elect Frank P. Bramble, Sr.	Management	For	For	Against	Against	Against
1d.	Elect Pierre J. P. de Weck	Management	For	For	For	For	For
1e.	Elect Arnold W. Donald	Management	For	For	For	For	For
1f.	Elect Linda P. Hudson	Management	For	For	For	For	For
1g.	Elect Monica C. Lozano	Management	For	For	Against	Against	Against
1h.	Elect Brian T. Moynihan	Management	For	For	For	For	For
1i.	Elect Lionel L. Nowell, III	Management	For	For	For	For	For
1j.	Elect Denise L. Ramos	Management	For	For	For	For	For
1k.	Elect Clayton S. Rose	Management	For	For	For	For	For
1l.	Elect Michael D. White	Management	For	For	For	For	For
1m.	Elect Thomas D. Woods	Management	For	For	For	For	For
1n.	Elect Maria T. Zuber	Management	For	Against	Against	Against	Against
2.	Advisory Vote on Executive Compensation	Management	For	Against	Against	Against	Against
3.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	1 Year	1 Year	For

Proxy Voting Summary

Report Date Range: 01-Apr-23 to 30-Apr-23

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4.	Ratification of Auditor	Management	For	For	For	For	For
5.	Amendment to the Bank of America Corporation Equity Plan	Management	For	For	For	For	For
6.	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For	Against	Against	For
7.	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	Against	Against	Against	Against	For
8.	Shareholder Proposal Regarding Report on Absolute GHG Targets and Alignment with Paris Agreement	Shareholder	Against	Against	Against	Against	For
9.	Shareholder Proposal Regarding Transition Plan Report for Financing Activities	Shareholder	Against	Against	Against	Against	For
10.	Shareholder Proposal Regarding Fossil Fuel Lending and Underwriting Policy	Shareholder	Against	Against	Against	Against	For
11.	Shareholder Proposal Regarding a Racial Equity Audit	Shareholder	Against	For	For	For	Against

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CAPITALAND INVESTMENT LIMITED

ISIN	SGXE62145532	Meeting Date	25-Apr-23
Ticker		Deadline Date	14-Apr-23
Country	Singapore	Record Date	23-Apr-23
Blocking	No	Vote Date	05-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For	For	For
2	Allocation of Profits/Dividends	Management	For	For	For	For	For
3	Directors' Fees for FY2022	Management	For	For	For	For	For
4	Directors' Fees for FY2023	Management	For	For	For	For	For
5.A	Elect Chaly MAH Chee Kheong	Management	For	For	For	For	For
5.B	Elect Gabriel LIM Meng Liang	Management	For	For	For	For	For
5.C	Elect Miguel KO	Management	For	For	Against	Against	Against
6	Elect Abdul Farid bin Alias	Management	For	For	For	For	For
7	Appointment of Auditor and Authority to Set Fees	Management	For	For	For	For	For
8	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	For	For	For
9	Authority to Grant Awards and Issue Shares under Equity Incentive Plans	Management	For	For	For	For	For
10	Authority to Repurchase and Reissue Shares	Management	For	For	For	For	For
11	Distribution In-Specie	Management	For	For	For	For	For

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SABRE CORP

ISIN	US78573M1045	Meeting Date	26-Apr-23
Ticker	SABR	Deadline Date	25-Apr-23
Country	United States	Record Date	28-Feb-23
Blocking	No	Vote Date	14-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1a.	Elect George Bravante, Jr.	Management	For	For	For	For	For
1b.	Elect Hervé Couturier	Management	For	For	For	For	For
1c.	Elect Kurt J. Ekert	Management	For	For	For	For	For
1d.	Elect Rachel A. Gonzalez	Management	For	For	For	For	For
1e.	Elect Gail Mandel	Management	For	For	For	For	For
1f.	Elect Sean Menke	Management	For	For	For	For	For
1g.	Elect Phyllis W. Newhouse	Management	For	For	Against	Against	Against
1h.	Elect Karl Peterson	Management	For	For	For	For	For
1i.	Elect Zane Rowe	Management	For	For	For	For	For
1j.	Elect Gregg Saretsky	Management	For	For	For	For	For
1k.	Elect John Scott	Management	For	For	For	For	For
1l.	Elect Wendi Sturgis	Management	For	For	For	For	For
2.	Ratification of Auditor	Management	For	For	For	For	For
3.	Approval of 2023 Omnibus Incentive Plan	Management	For	For	For	For	For
4.	Advisory Vote on Executive Compensation	Management	For	For	For	For	For

CIGNA GROUP (THE)

ISIN	BRC1ICBDR000	Meeting Date	26-Apr-23
Ticker	CI	Deadline Date	25-Apr-23
Country	United States	Record Date	07-Mar-23
Blocking	No	Vote Date	24-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1a.	Elect David M. Cordani	Management	For	For	For	For	For
1b.	Elect William J. DeLaney	Management	For	For	For	For	For
1c.	Elect Eric J. Foss	Management	For	For	Against	Against	Against
1d.	Elect Elder Granger	Management	For	For	For	For	For
1e.	Elect Neesha Hathi	Management	For	For	For	For	For
1f.	Elect George Kurian	Management	For	For	Against	Against	Against
1g.	Elect Kathleen M. Mazzarella	Management	For	For	Against	Against	Against
1h.	Elect Mark B. McClellan	Management	For	For	For	For	For
1i.	Elect Kimberly A. Ross	Management	For	For	For	For	For
1j.	Elect Eric C. Wiseman	Management	For	For	For	For	For
1k.	Elect Donna F. Zarcone	Management	For	For	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	Against	Against	Against
3.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	1 Year	1 Year	For
4.	Ratification of Auditor	Management	For	For	For	For	For

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5.	Amendment to Allow Exculpation of Officers	Management	For	Against	Against	Against	Against
6.	Shareholder Proposal Regarding Right to Call Special Meetings	Shareholder	Against	For	For	For	Against
7.	Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency	Shareholder	Against	Against	Against	Against	For

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ANHEUSER-BUSCH IN BEV SA/NV

ISIN	BE0974293251	Meeting Date	26-Apr-23
Ticker		Deadline Date	17-Apr-23
Country	Belgium	Record Date	12-Apr-23
Blocking	No	Vote Date	07-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
A.1.	Amendments to Articles	Management	For	For	For	For	For
B.5.	Accounts and Reports; Allocation of Dividends	Management	For	For	For	For	For
B.6.	Ratification of Board Acts	Management	For	For	For	For	For
B.7.	Ratification of Auditors' Acts	Management	For	For	For	For	For
B8.a.	Elect Aradhana Sarin to the Board of Directors	Management	For	For	For	For	For
B8.b.	Elect Dirk Van de Put to the Board of Directors	Management	For	For	For	For	For
B8.c.	Elect Lynne Biggar to the Board of Directors	Management	For	For	For	For	For
B8.d.	Elect Sabine Chalmers to the Board of Directors	Management	For	Against	Against	Against	Against
B8.e.	Elect Claudio Moniz Barreto Garcia to the Board of Directors	Management	For	Against	Against	Against	Against
B8.f.	Elect Heloisa de Paula Machado Sicupira to the Board of Directors	Management	For	For	For	For	For
B8.g.	Elect Martin J. Barrington to the Board of Directors	Management	For	For	Against	Against	Against
B8.h.	Elect Alejandro Santo Domingo to the Board of Directors	Management	For	Against	Against	Against	Against
B8.i.	Elect Salvatore Mancuso to the Board of Directors	Management	For	For	For	For	For
B.9.	Remuneration Report	Management	For	Against	Against	Against	Against
C.10.	Authorization of Legal Formalities	Management	For	For	For	For	For

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PETROLEO BRASILEIRO S.A. PETROBRAS

ISIN	US71654V4086	Meeting Date	27-Apr-23
Ticker	PBRA	Deadline Date	24-Apr-23
Country	Brazil	Record Date	31-Mar-23
Blocking	No	Vote Date	18-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1.	Accounts and Reports	Management	For	For	For	For	For
2.	Allocation of Profits/Dividends	Management	For	For	For	For	For
3.	Election of Directors	Management	For	For	For	For	For
4.	Approve Recasting of Votes for Amended Slate	Management	Undetermined	Against	Against	Against	N/A
5.	Request Cumulative Voting	Management	Undetermined	For	Manual	For	N/A
6A.	Allocate Cumulative Votes to Pietro Adamo Sampaio Mendes	Management	Undetermined	Abstain	Manual	Abstain	N/A
6B.	Allocate Cumulative Votes to Jean Paul Terra Prates	Management	Undetermined	Abstain	Manual	Abstain	N/A
6C.	Allocate Cumulative Votes to Efrain Pereira da Cruz	Management	Undetermined	Abstain	Manual	Abstain	N/A
6D.	Allocate Cumulative Votes to Vitor Eduardo de Almeida Saback	Management	Undetermined	Abstain	Manual	Abstain	N/A
6E.	Allocate Cumulative Votes to Eugênio Tiago Chagas Cordeiro e Teixeira	Management	Undetermined	Abstain	Manual	Abstain	N/A
6F.	Allocate Cumulative Votes to Bruno Moretti	Management	Undetermined	Abstain	Manual	Abstain	N/A
6G.	Allocate Cumulative Votes to Sergio Machado Rezende	Management	Undetermined	Abstain	Manual	Abstain	N/A
6H.	Allocate Cumulative Votes to Suzana Kahn Ribeiro	Management	Undetermined	Abstain	Manual	Abstain	N/A
6I.	Allocate Cumulative Votes to José João Abdalla Filho	Management	Undetermined	For	Manual	For	N/A
6J.	Allocate Cumulative Votes to Marcelo Gasparino da Silva	Management	Undetermined	For	Manual	For	N/A
7.	Elect Pietro Adamo Sampaio Mendes as Board Chair	Management	For	Against	Against	Against	Against

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8.	Supervisory Council Board Size	Management	For	For	For	For	For
9.	Election of Supervisory Council	Management	For	Abstain	For	For	For
10.	Approve Recasting of Votes for Amended Supervisory Council Slate	Management	Undetermined	Against	Against	Against	N/A
11.	Elect Michele da Silva Gonsales Torres to the Supervisory Council Presented by Minority Shareholders	Management	Undetermined	For	For	For	N/A
12.	Remuneration Policy	Management	For	For	For	For	For
13.	Instructions if Meeting is Held on Second Call	Management	Undetermined	Against	Against	Against	N/A

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ABBOTT LABORATORIES

ISIN	ARDEUT110608	Meeting Date	28-Apr-23
Ticker	ABT	Deadline Date	27-Apr-23
Country	United States	Record Date	01-Mar-23
Blocking	No	Vote Date	25-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1a.	Elect Robert J. Alpern	Management	For	For	For	For	For
1b.	Elect Claire Babineaux-Fontenot	Management	For	For	For	For	For
1c.	Elect Sally E. Blount	Management	For	For	For	For	For
1d.	Elect Robert B. Ford	Management	For	For	For	For	For
1e.	Elect Paola Gonzalez	Management	For	For	For	For	For
1f.	Elect Michelle A. Kumbier	Management	For	For	For	For	For
1g.	Elect Darren W. McDew	Management	For	For	For	For	For
1h.	Elect Nancy McKinstry	Management	For	Against	Against	Against	Against
1i.	Elect Michael G. O’Grady	Management	For	For	For	For	For
1j.	Elect Michael F. Roman	Management	For	For	For	For	For
1k.	Elect Daniel J. Starks	Management	For	For	For	For	For
1l.	Elect John G. Stratton	Management	For	For	For	For	For
2.	Ratification of Auditor	Management	For	For	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	Against	Against	Against
4.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	1 Year	1 Year	For
5.	Shareholder Proposal Regarding Right to Call Special Meetings	Shareholder	Against	Against	Against	Against	For

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6.	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For	For	For	Against
7.	Shareholder Proposal Regarding Lobbying Report	Shareholder	Against	For	For	For	Against
8.	Shareholder Proposal Prohibiting Adjustments for Legal and Compliance Costs	Shareholder	Against	For	For	For	Against

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VALE S.A.

ISIN	US91912E2046	Meeting Date	28-Apr-23
Ticker	VALE	Deadline Date	19-Apr-23
Country	Brazil	Record Date	24-Mar-23
Blocking	No	Vote Date	18-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For	For	For
2	Allocation of Profits/Dividends	Management	For	For	For	For	For
3	Board Size	Management	For	For	For	For	For
4	Request Cumulative Voting	Management	Against	Against	Manual	For	Against
5A	Elect Daniel André Stieler	Management	For	For	Against	For	For
5B	Elect Douglas James Upton	Management	For	For	For	For	For
5C	Elect Fernando Jorge Buso Gomes	Management	For	For	Against	Against	Against
5D	Elect João Luiz Fukunaga	Management	For	For	For	For	For
5E	Elect José Luciano Duarte Penido	Management	For	For	Against	For	For
5F	Elect Luis Henrique Cals de Beauclair Guimarães	Management	For	For	Against	Against	Against
5G	Elect Manuel Lino S. De Sousa-Oliveira	Management	For	For	For	For	For
5H	Elect Marcelo Gasparino da Silva	Management	For	For	For	For	For

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5I	Elect Paulo Cesar Hartung Gomes	Management	For	For	For	For	For
5J	Elect Rachel de Oliveira Maia	Management	For	For	For	For	For
5K	Elect Shunji Komai	Management	For	For	For	For	For
5L	Elect Vera Marie Inkster	Management	For	For	For	For	For
7A	Allocate Cumulative Votes to Daniel André Stieler	Management	For	For	Manual	For	For
7B	Allocate Cumulative Votes to Douglas James Upton	Management	For	For	Manual	For	For
7C	Allocate Cumulative Votes to Fernando Jorge Buso Gomes	Management	For	For	Manual	Against	Against
7D	Allocate Cumulative Votes to João Luiz Fukunaga	Management	For	For	Manual	For	For
7E	Allocate Cumulative Votes to José Luciano Duarte Penido	Management	For	For	Manual	For	For
7F	Allocate Cumulative Votes to Luis Henrique Cals de Beauclair Guimarães	Management	For	For	Manual	Against	Against
7G	Allocate Cumulative Votes to Manuel Lino Silva de Sousa Oliveira (Ollie)	Management	For	For	Manual	For	For
7H	Allocate Cumulative Votes to Marcelo Gasparino da Silva	Management	For	For	Manual	For	For
7I	Allocate Cumulative Votes to Paulo Hartung	Management	For	For	Manual	For	For
7J	Allocate Cumulative Votes to Rachel de Oliveira Maia	Management	For	For	Manual	For	For
7K	Allocate Cumulative Votes to Shunji Komai	Management	For	For	Manual	For	For
7L	Allocate Cumulative Votes to Vera Marie Inkster	Management	For	For	Manual	For	For
8A	Elect Daniel André Stieler as Board Chair	Management	For	For	For	For	For
9A	Elect Marcelo Gasparino da Silva as Board Vice Chair	Management	For	For	For	For	For
10A	Elect Heloísa Belotti Bedicks	Management	Undetermined	For	For	For	N/A
10B	Elect Márcio de Souza	Management	Undetermined	For	For	For	N/A

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10C	Elect Paulo Clovis Ayres Filho	Management	Undetermined	For	For	For	N/A
10D	Elect Raphael Manhães Martins	Management	Undetermined	For	For	For	N/A
11	Remuneration Policy	Management	For	For	For	For	For
E1	Amendments to Article 5 (Reconciliation of Share Capital)	Management	For	For	For	For	For

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