

The Scottish American Investment Company P.L.C. Vote
Disclosure*

Quarter 4: 1 October 2023 – 31 December 2023

**This voting report reflects the votes cast by Baillie Gifford during the quarter on behalf of the investment trust. No verification is undertaken as to whether all such votes have been accepted.*

** AGM = Annual General Meeting; EGM = Extraordinary General Meeting; SGM = Special General Meeting; CRT = Court Meeting; OTH = Other Meeting; CLS = Class Meeting

Company	Meeting Type	Meeting Date	Resolution	Proposal	Proposal Type	Vote Cast	Reason
Procter & Gamble	Annual	10/10/2023	1a.	Elect Director(s)	Management	For	
Procter & Gamble	Annual	10/10/2023	1b.	Elect Director(s)	Management	For	
Procter & Gamble	Annual	10/10/2023	1c.	Elect Director(s)	Management	For	
Procter & Gamble	Annual	10/10/2023	1d.	Elect Director(s)	Management	For	
Procter & Gamble	Annual	10/10/2023	1e.	Elect Director(s)	Management	For	
Procter & Gamble	Annual	10/10/2023	1f.	Elect Director(s)	Management	For	
Procter & Gamble	Annual	10/10/2023	1g.	Elect Director(s)	Management	For	
Procter & Gamble	Annual	10/10/2023	1h.	Elect Director(s)	Management	For	
Procter & Gamble	Annual	10/10/2023	1i.	Elect Director(s)	Management	For	
Procter & Gamble	Annual	10/10/2023	1j.	Elect Director(s)	Management	For	
Procter & Gamble	Annual	10/10/2023	1k.	Elect Director(s)	Management	For	
Procter & Gamble	Annual	10/10/2023	1l.	Elect Director(s)	Management	For	
Procter & Gamble	Annual	10/10/2023	1m.	Elect Director(s)	Management	For	
Procter & Gamble	Annual	10/10/2023	1n.	Elect Director(s)	Management	For	
Procter & Gamble	Annual	10/10/2023		2 Appoint/Pay Auditors	Management	Against	We opposed the ratification of the auditor because of the length of tenure. We believe it is best practice for the auditor to be rotated regularly as this works to ensure independent oversight of the company's audit process and internal financial controls.
Procter & Gamble	Annual	10/10/2023		3 Remuneration	Management	Abstain	We abstained on the executive compensation as we do not find targets under relative metrics of the long-term incentives sufficiently stretching, and we are not satisfied with the current level of disclosure. We would expect that the qualitative disclosure regarding the achievement of non-financial objectives would demonstrate a clear link between pay and performance, which is not the case at the company.
Procter & Gamble	Annual	10/10/2023		4 Say on Pay Frequency	Management	1 Year	
Procter & Gamble	Annual	10/10/2023		5 Shareholder Resolution - Social	Shareholder	Against	We opposed the shareholder resolutions requesting a civil rights audit regarding reverse discrimination, as we are comfortable with the existing diversity and inclusion policies of the company.

Procter & Gamble	Annual	10/10/2023	6 Shareholder Resolution - Social	Shareholder	Against	We opposed the shareholder resolutions requesting an annual report on ties with China, as we are satisfied with the current level of reporting provided by the company.
Procter & Gamble	Annual	10/10/2023	7 Shareholder Resolution - Governance	Shareholder	Against	We opposed the shareholder resolution requesting a shareholder vote on potential changes to the company's articles, as we feel this request is preventative in nature and we are satisfied with the current company's principles.
Midea Group 'A'	EGM	11/10/2023	1 Amendment of Share Capital	Management	For	
Midea Group 'A'	EGM	11/10/2023	2.1 Amendment of Share Capital	Management	For	
Midea Group 'A'	EGM	11/10/2023	2.2 Amendment of Share Capital	Management	For	
Midea Group 'A'	EGM	11/10/2023	2.3 Amendment of Share Capital	Management	For	
Midea Group 'A'	EGM	11/10/2023	2.4 Amendment of Share Capital	Management	For	
Midea Group 'A'	EGM	11/10/2023	2.5 Amendment of Share Capital	Management	For	
Midea Group 'A'	EGM	11/10/2023	2.6 Amendment of Share Capital	Management	For	
Midea Group 'A'	EGM	11/10/2023	2.7 Amendment of Share Capital	Management	For	
Midea Group 'A'	EGM	11/10/2023	3 Amendment of Share Capital	Management	For	
Midea Group 'A'	EGM	11/10/2023	4 Amendment of Share Capital	Management	For	
Midea Group 'A'	EGM	11/10/2023	5 Amendment of Share Capital	Management	For	
Midea Group 'A'	EGM	11/10/2023	6 Amendment of Share Capital	Management	For	
Midea Group 'A'	EGM	11/10/2023	7 Amendment of Share Capital	Management	For	
Midea Group 'A'	EGM	11/10/2023	8 Amendment of Share Capital	Management	For	
Midea Group 'A'	EGM	11/10/2023	9.1 Articles of Association	Management	For	
Midea Group 'A'	EGM	11/10/2023	9.2 Articles of Association	Management	For	
Midea Group 'A'	EGM	11/10/2023	10 Elect Director(s)	Management	For	
Midea Group 'A'	EGM	11/10/2023	11 Non-Executive Remuneration	Management	For	
Midea Group 'A'	EGM	11/10/2023	12 Amendment of Share Capital	Management	For	
Medtronic	Annual	19/10/2023	1a. Elect Director(s)	Management	For	
Medtronic	Annual	19/10/2023	1b. Elect Director(s)	Management	For	
Medtronic	Annual	19/10/2023	1c. Elect Director(s)	Management	For	
Medtronic	Annual	19/10/2023	1d. Elect Director(s)	Management	For	
Medtronic	Annual	19/10/2023	1e. Elect Director(s)	Management	For	
Medtronic	Annual	19/10/2023	1f. Elect Director(s)	Management	For	
Medtronic	Annual	19/10/2023	1g. Elect Director(s)	Management	For	
Medtronic	Annual	19/10/2023	1h. Elect Director(s)	Management	For	
Medtronic	Annual	19/10/2023	1i. Elect Director(s)	Management	For	

Medtronic	Annual	19/10/2023	1j. Elect Director(s)	Management	For	
Medtronic	Annual	19/10/2023	1k. Elect Director(s)	Management	For	
Medtronic	Annual	19/10/2023	2 Appoint/Pay Auditors	Management	Against	We opposed the ratification of the auditor because of the length of tenure. We believe it is best practice for the auditor to be rotated regularly as this works to ensure independent oversight of the company's audit process and internal financial controls.
Medtronic	Annual	19/10/2023	3 Remuneration	Management	Against	We opposed the executive compensation policy as we do not believe the performance conditions are sufficiently stretching.
Medtronic	Annual	19/10/2023	4 Employee Equity Plan	Management	For	
Medtronic	Annual	19/10/2023	5 Amendment of Share Capital	Management	For	
Medtronic	Annual	19/10/2023	6 Amendment of Share Capital	Management	For	
Medtronic	Annual	19/10/2023	7 Share Repurchase	Management	For	
Carsales.com	AGM	27/10/2023	2 Remuneration	Management	For	
Carsales.com	AGM	27/10/2023	3A Elect Director(s)	Management	For	
Carsales.com	AGM	27/10/2023	3B Elect Director(s)	Management	For	
Carsales.com	AGM	27/10/2023	3C Elect Director(s)	Management	For	
Carsales.com	AGM	27/10/2023	4A Remuneration	Management	For	
Carsales.com	AGM	27/10/2023	4B Remuneration	Management	For	
Carsales.com	AGM	27/10/2023	5 Articles of Association	Management	For	
AVI	AGM	08/11/2023	1 Annual Report	Management	For	
AVI	AGM	08/11/2023	2 Appoint/Pay Auditors	Management	For	
AVI	AGM	08/11/2023	3 Elect Director(s)	Management	For	
AVI	AGM	08/11/2023	4 Elect Director(s)	Management	For	
AVI	AGM	08/11/2023	5 Elect Director(s)	Management	For	
AVI	AGM	08/11/2023	6 Elect Director(s)	Management	For	
AVI	AGM	08/11/2023	7 Elect Director(s)	Management	For	
AVI	AGM	08/11/2023	8 Elect Committee Member	Management	For	
AVI	AGM	08/11/2023	9 Elect Committee Member	Management	For	
AVI	AGM	08/11/2023	10 Elect Committee Member	Management	For	
AVI	AGM	08/11/2023	O.33 Remuneration	Management	For	

AVI	AGM	08/11/2023 O.34	Remuneration	Management	Abstain	We abstained on the executive compensation due to limited disclosure around the rationale for one-off bonuses paid during the year.
AVI	AGM	08/11/2023 S.11	Non-Executive Remuneration	Management	Against	We opposed eight proposals to approve the new non-executive remuneration structure as we find some features of the policy problematic, particularly the metrics to assess individual director performance and potential conflict of interest surrounding the performance assessment.
AVI	AGM	08/11/2023 S.12	Non-Executive Remuneration	Management	Against	We opposed eight proposals to approve the new non-executive remuneration structure as we find some features of the policy problematic, particularly the metrics to assess individual director performance and potential conflict of interest surrounding the performance assessment.
AVI	AGM	08/11/2023 S.13	Non-Executive Remuneration	Management	Against	We opposed eight proposals to approve the new non-executive remuneration structure as we find some features of the policy problematic, particularly the metrics to assess individual director performance and potential conflict of interest surrounding the performance assessment.
AVI	AGM	08/11/2023 S.14	Non-Executive Remuneration	Management	Against	We opposed eight proposals to approve the new non-executive remuneration structure as we find some features of the policy problematic, particularly the metrics to assess individual director performance and potential conflict of interest surrounding the performance assessment.
AVI	AGM	08/11/2023 S.15	Non-Executive Remuneration	Management	Against	We opposed eight proposals to approve the new non-executive remuneration structure as we find some features of the policy problematic, particularly the metrics to assess individual director performance and potential conflict of interest surrounding the performance assessment.

AVI	AGM	08/11/2023 S.16	Non-Executive Remuneration	Management	Against	We opposed eight proposals to approve the new non-executive remuneration structure as we find some features of the policy problematic, particularly the metrics to assess individual director performance and potential conflict of interest surrounding the performance assessment.
AVI	AGM	08/11/2023 S.17	Non-Executive Remuneration	Management	Against	We opposed eight proposals to approve the new non-executive remuneration structure as we find some features of the policy problematic, particularly the metrics to assess individual director performance and potential conflict of interest surrounding the performance assessment.
AVI	AGM	08/11/2023 S.18	Non-Executive Remuneration	Management	Against	We opposed eight proposals to approve the new non-executive remuneration structure as we find some features of the policy problematic, particularly the metrics to assess individual director performance and potential conflict of interest surrounding the performance assessment.
AVI	AGM	08/11/2023 S.19	Non-Executive Remuneration	Management	For	
AVI	AGM	08/11/2023 S.20	Non-Executive Remuneration	Management	For	
AVI	AGM	08/11/2023 S.21	Non-Executive Remuneration	Management	For	
AVI	AGM	08/11/2023 S.22	Non-Executive Remuneration	Management	For	
AVI	AGM	08/11/2023 S.23	Non-Executive Remuneration	Management	For	
AVI	AGM	08/11/2023 S.24	Non-Executive Remuneration	Management	For	
AVI	AGM	08/11/2023 S.25	Non-Executive Remuneration	Management	For	
AVI	AGM	08/11/2023 S.26	Non-Executive Remuneration	Management	For	
AVI	AGM	08/11/2023 S.27	Non-Executive Remuneration	Management	For	
AVI	AGM	08/11/2023 S.28	Non-Executive Remuneration	Management	For	
AVI	AGM	08/11/2023 S.29	Non-Executive Remuneration	Management	For	
AVI	AGM	08/11/2023 S.30	Non-Executive Remuneration	Management	For	
AVI	AGM	08/11/2023 S.31	Non-Executive Remuneration	Management	For	
AVI	AGM	08/11/2023 S.32	Share Repurchase	Management	For	
Pernod Ricard SA	MIX	10/11/2023	1 Annual Report	Management	For	
Pernod Ricard SA	MIX	10/11/2023	2 Annual Report	Management	For	
Pernod Ricard SA	MIX	10/11/2023	3 Allocation of Income	Management	For	
Pernod Ricard SA	MIX	10/11/2023	4 Elect Director(s)	Management	For	
Pernod Ricard SA	MIX	10/11/2023	5 Elect Director(s)	Management	For	
Pernod Ricard SA	MIX	10/11/2023	6 Elect Director(s)	Management	For	
Pernod Ricard SA	MIX	10/11/2023	7 Appoint/Pay Auditors	Management	For	
Pernod Ricard SA	MIX	10/11/2023	8 Remuneration	Management	For	
Pernod Ricard SA	MIX	10/11/2023	9 Remuneration	Management	For	
Pernod Ricard SA	MIX	10/11/2023	10 Remuneration	Management	For	

Pernod Ricard SA	MIX	10/11/2023	11 Remuneration	Management	For	
Pernod Ricard SA	MIX	10/11/2023	12 Remuneration	Management	For	
Pernod Ricard SA	MIX	10/11/2023	13 Related Party Transactions	Management	For	
Pernod Ricard SA	MIX	10/11/2023	14 Share Repurchase	Management	For	
Pernod Ricard SA	MIX	10/11/2023	15 Amendment of Share Capital	Management	For	
Pernod Ricard SA	MIX	10/11/2023	16 Amendment of Share Capital	Management	Against	We opposed the resolution which sought authority to issue equity because the potential dilution levels are not in the interests of shareholders.
Pernod Ricard SA	MIX	10/11/2023	17 Amendment of Share Capital	Management	For	
Pernod Ricard SA	MIX	10/11/2023	18 Amendment of Share Capital	Management	Against	We opposed the resolution which sought authority to issue equity because the potential dilution levels are not in the interests of shareholders.
Pernod Ricard SA	MIX	10/11/2023	19 Amendment of Share Capital	Management	Against	We opposed the resolution which sought authority to issue equity because the potential dilution levels are not in the interests of shareholders.
Pernod Ricard SA	MIX	10/11/2023	20 Amendment of Share Capital	Management	For	
Pernod Ricard SA	MIX	10/11/2023	21 Amendment of Share Capital	Management	For	
Pernod Ricard SA	MIX	10/11/2023	22 Amendment of Share Capital	Management	For	
Pernod Ricard SA	MIX	10/11/2023	23 Amendment of Share Capital	Management	For	
Pernod Ricard SA	MIX	10/11/2023	24 Routine Business	Management	For	
Sonic Healthcare	AGM	16/11/2023	1 Elect Director(s)	Management	For	
Sonic Healthcare	AGM	16/11/2023	2 Elect Director(s)	Management	For	
Sonic Healthcare	AGM	16/11/2023	3 Elect Director(s)	Management	For	
Sonic Healthcare	AGM	16/11/2023	4 Elect Director(s)	Management	For	
Sonic Healthcare	AGM	16/11/2023	5 Remuneration	Management	Abstain	We abstained on five resolutions relating to the remuneration report and the grant of performance rights to the CEO and CFO as we continue to have concerns regarding the amount of the long term incentive that is eligible to vest for median performance.
Sonic Healthcare	AGM	16/11/2023	6 Employee Equity Plan	Management	Abstain	We abstained on five resolutions relating to the remuneration report and the grant of performance rights to the CEO and CFO as we continue to have concerns regarding the amount of the long term incentive that is eligible to vest for median performance.
Sonic Healthcare	AGM	16/11/2023	7 Incentive Plan	Management	Abstain	We abstained on five resolutions relating to the remuneration report and the grant of performance rights to the CEO and CFO as we continue to have concerns regarding the amount of the long term incentive that is eligible to vest for median performance.

Sonic Healthcare	AGM	16/11/2023	8 Incentive Plan	Management	Abstain	We abstained on five resolutions relating to the remuneration report and the grant of performance rights to the CEO and CFO as we continue to have concerns regarding the amount of the long term incentive that is eligible to vest for median performance.
Sonic Healthcare	AGM	16/11/2023	9 Incentive Plan	Management	Abstain	We abstained on five resolutions relating to the remuneration report and the grant of performance rights to the CEO and CFO as we continue to have concerns regarding the amount of the long term incentive that is eligible to vest for median performance.
Sonic Healthcare	AGM	16/11/2023	10 Routine Business	Management	For	
Cisco Systems	Annual	06/12/2023	1a. Elect Director(s)	Management	For	
Cisco Systems	Annual	06/12/2023	1b. Elect Director(s)	Management	For	
Cisco Systems	Annual	06/12/2023	1c. Elect Director(s)	Management	For	
Cisco Systems	Annual	06/12/2023	1d. Elect Director(s)	Management	For	
Cisco Systems	Annual	06/12/2023	1e. Elect Director(s)	Management	For	
Cisco Systems	Annual	06/12/2023	1f. Elect Director(s)	Management	For	
Cisco Systems	Annual	06/12/2023	1g. Elect Director(s)	Management	For	
Cisco Systems	Annual	06/12/2023	1h. Elect Director(s)	Management	For	
Cisco Systems	Annual	06/12/2023	1i. Elect Director(s)	Management	For	
Cisco Systems	Annual	06/12/2023	2 Incentive Plan	Management	For	
Cisco Systems	Annual	06/12/2023	3 Remuneration	Management	Against	We opposed executive compensation because we do not believe the performance conditions are sufficiently stretching.
Cisco Systems	Annual	06/12/2023	4 Say on Pay Frequency	Management	1 Year	
Cisco Systems	Annual	06/12/2023	5 Appoint/Pay Auditors	Management	Against	We opposed the ratification of the auditor due to excessive tenure and the company not having a process in place to tender for a new auditor.
Cisco Systems	Annual	06/12/2023	6 Shareholder Resolution - Governance	Shareholder	Against	We opposed a shareholder resolution requesting a tax transparency report. We believe the company's existing disclosures are satisfactory.
Coloplast AS	AGM	07/12/2023	2 Annual Report	Management	For	
Coloplast AS	AGM	07/12/2023	3 Allocation of Income	Management	For	
Coloplast AS	AGM	07/12/2023	4 Remuneration	Management	For	
Coloplast AS	AGM	07/12/2023	5 Remuneration	Management	For	
Coloplast AS	AGM	07/12/2023	6.1 Director Related	Management	For	
Coloplast AS	AGM	07/12/2023	6.2 Articles of Association	Management	For	
Coloplast AS	AGM	07/12/2023	6.3 Remuneration	Management	For	
Coloplast AS	AGM	07/12/2023	6.4 Share Repurchase	Management	For	

Coloplast AS	AGM	07/12/2023	7.01	Elect Director(s)	Management	For	
Coloplast AS	AGM	07/12/2023	7.02	Elect Director(s)	Management	For	
Coloplast AS	AGM	07/12/2023	7.03	Elect Director(s)	Management	For	
Coloplast AS	AGM	07/12/2023	7.04	Elect Director(s)	Management	For	
Coloplast AS	AGM	07/12/2023	7.05	Elect Director(s)	Management	For	
Coloplast AS	AGM	07/12/2023	7.06	Elect Director(s)	Management	For	
Coloplast AS	AGM	07/12/2023	8.01	Appoint/Pay Auditors	Management	For	
Coloplast AS	AGM	07/12/2023	9	Routine Business	Management	For	
Microsoft	Annual	07/12/2023	1a.	Elect Director(s)	Management	For	
Microsoft	Annual	07/12/2023	1b.	Elect Director(s)	Management	For	
Microsoft	Annual	07/12/2023	1c.	Elect Director(s)	Management	For	
Microsoft	Annual	07/12/2023	1d.	Elect Director(s)	Management	For	
Microsoft	Annual	07/12/2023	1e.	Elect Director(s)	Management	For	
Microsoft	Annual	07/12/2023	1f.	Elect Director(s)	Management	For	
Microsoft	Annual	07/12/2023	1g.	Elect Director(s)	Management	For	
Microsoft	Annual	07/12/2023	1h.	Elect Director(s)	Management	For	
Microsoft	Annual	07/12/2023	1i.	Elect Director(s)	Management	For	
Microsoft	Annual	07/12/2023	1j.	Elect Director(s)	Management	For	
Microsoft	Annual	07/12/2023	1k.	Elect Director(s)	Management	For	
Microsoft	Annual	07/12/2023	1l.	Elect Director(s)	Management	For	
Microsoft	Annual	07/12/2023	2	Remuneration	Management	For	
Microsoft	Annual	07/12/2023	3	Say on Pay Frequency	Management	1 Year	
Microsoft	Annual	07/12/2023	4	Appoint/Pay Auditors	Management	For	
Microsoft	Annual	07/12/2023	5	Shareholder Resolution - Social	Shareholder	Against	We opposed a shareholder resolution requesting a report on gender-based compensation and benefits inequities. We believe the company's disclosures are fulsome and do not believe this is a material risk to the business.
Microsoft	Annual	07/12/2023	6	Shareholder Resolution - Social	Shareholder	Against	We opposed a shareholder resolution requesting a report on risks of omitting viewpoint and ideological diversity from the company's diversity policy. Currently the company includes 'political affiliation' as a category in its anti-discrimination policy and provides information on its policies and processes working to mitigate discriminative behaviours. We believe the company's current efforts are sufficient.
Microsoft	Annual	07/12/2023	7	Shareholder Resolution - Social	Shareholder	Against	We opposed a shareholder resolution requesting a report of government takedown requests by the United States government. The company currently discloses data regarding government takedown requests and the quality of this reporting is not lacking or out of line with peers.

Microsoft	Annual	07/12/2023	8 Shareholder Resolution - Social	Shareholder	Against	We opposed a shareholder resolution requesting a report on the risks to the company of its perceived involvement in the development of weapons for the military. We don't view this to be a material risk for the business currently.
Microsoft	Annual	07/12/2023	9 Shareholder Resolution - Climate	Shareholder	Against	We opposed a shareholder resolution requesting a report on the company's retirement funds' management of systemic climate risk. We do not believe this is a material risk for the company and think they are doing enough by offering employees a range of investment options.
Microsoft	Annual	07/12/2023	10 Shareholder Resolution - Governance	Shareholder	Against	We opposed a shareholder resolution requesting a tax transparency report. We believe the company's current disclosures are in line with peers and provide shareholders with adequate disclosure.
Microsoft	Annual	07/12/2023	11 Shareholder Resolution - Social	Shareholder	Against	We opposed a shareholder resolution requesting a report on the implications of siting datacentres in countries with human rights concerns. We believe the company has a robust framework in place and ranks highly on its governance practices and there is clear evidence of a commitment to protect human rights. We therefore do not believe that supporting this proposal is necessary at this time.
Microsoft	Annual	07/12/2023	12 Shareholder Resolution - Governance	Shareholder	Against	We opposed a shareholder resolution which would mandate third-party political reporting. We believe the requested disclosure is beyond the company's control and seeks to micromanage decisions on the company's third party affiliations.
Microsoft	Annual	07/12/2023	13 Shareholder Resolution - Social	Shareholder	Against	We opposed a shareholder resolution requesting a report on risks relating to the spread of misinformation and disinformation due to the company's AI. We believe the company's disclosures are already extremely robust on this topic, and it is unclear how this additional report would be additive.
Hargreaves Lansdown	AGM	08/12/2023	1 Annual Report	Management	For	
Hargreaves Lansdown	AGM	08/12/2023	2 Allocation of Income	Management	For	
Hargreaves Lansdown	AGM	08/12/2023	3 Remuneration	Management	For	
Hargreaves Lansdown	AGM	08/12/2023	4 Remuneration	Management	For	

Hargreaves Lansdown	AGM	08/12/2023	5 Appoint/Pay Auditors	Management	For	
Hargreaves Lansdown	AGM	08/12/2023	6 Appoint/Pay Auditors	Management	For	
Hargreaves Lansdown	AGM	08/12/2023	7 Elect Director(s)	Management	Abstain	We abstained on two proposals to re-elect directors as the resolutions were withdrawn.
Hargreaves Lansdown	AGM	08/12/2023	8 Elect Director(s)	Management	For	
Hargreaves Lansdown	AGM	08/12/2023	9 Elect Director(s)	Management	For	
Hargreaves Lansdown	AGM	08/12/2023	10 Elect Director(s)	Management	Abstain	We abstained on two proposals to re-elect directors as the resolutions were withdrawn.
Hargreaves Lansdown	AGM	08/12/2023	11 Elect Director(s)	Management	For	
Hargreaves Lansdown	AGM	08/12/2023	12 Elect Director(s)	Management	For	
Hargreaves Lansdown	AGM	08/12/2023	13 Elect Director(s)	Management	For	
Hargreaves Lansdown	AGM	08/12/2023	14 Elect Director(s)	Management	For	
Hargreaves Lansdown	AGM	08/12/2023	15 Elect Director(s)	Management	For	
Hargreaves Lansdown	AGM	08/12/2023	16 Elect Director(s)	Management	For	
Hargreaves Lansdown	AGM	08/12/2023	17 Elect Director(s)	Management	For	
Hargreaves Lansdown	AGM	08/12/2023	18 Share Repurchase	Management	For	
Hargreaves Lansdown	AGM	08/12/2023	19 Amendment of Share Capital	Management	For	
Hargreaves Lansdown	AGM	08/12/2023	20 Amendment of Share Capital	Management	For	
Hargreaves Lansdown	AGM	08/12/2023	21 Routine Business	Management	For	
Hargreaves Lansdown	AGM	08/12/2023	22 Incentive Plan	Management	For	