

Putnam Investments Limited
Proxy Voting Disclosure
01 July 2022-30 June 2023
Summary of Votes

Putnam Investments Limited
Proxy Voting Disclosure
01 July 2022 - 30 June 2023
Summary of Votes

Company Name	Country of Trade	Record Date	Meeting Date	Meeting Type	Proposal Number	Proponent	Proposal Description	Mgmt Rec	Custom Rec	Vote Decision	Rationale
3i Group plc	GB		6/29/2023	Annual	1	Management	Accounts and Reports	For	For	For	
3i Group plc	GB		6/29/2023	Annual	2	Management	Remuneration Report	For	For	For	
3i Group plc	GB		6/29/2023	Annual	3	Management	Remuneration Policy	For	For	For	
3i Group plc	GB		6/29/2023	Annual	4	Management	Increase in NED Fee Cap	For	For	For	
3i Group plc	GB		6/29/2023	Annual	5	Management	Final Dividend	For	For	For	
3i Group plc	GB		6/29/2023	Annual	6	Management	Elect Simon A. Borrows	For	For	For	
3i Group plc	GB		6/29/2023	Annual	7	Management	Elect Stephen Daintith	For	For	For	
3i Group plc	GB		6/29/2023	Annual	8	Management	Elect Jasi Halai	For	For	For	
3i Group plc	GB		6/29/2023	Annual	9	Management	Elect James Hatchley	For	For	For	
3i Group plc	GB		6/29/2023	Annual	10	Management	Elect David Hutchison	For	For	For	
3i Group plc	GB		6/29/2023	Annual	11	Management	Elect Lesley Knox	For	For	For	
3i Group plc	GB		6/29/2023	Annual	12	Management	Elect Coline McConville	For	For	For	
3i Group plc	GB		6/29/2023	Annual	13	Management	Elect Peter McKellar	For	For	For	
3i Group plc	GB		6/29/2023	Annual	14	Management	Elect Alexandra Schaapveld	For	For	For	
3i Group plc	GB		6/29/2023	Annual	15	Management	Appointment of Auditor	For	For	For	
3i Group plc	GB		6/29/2023	Annual	16	Management	Authority to Set Auditor's Fees	For	For	For	
3i Group plc	GB		6/29/2023	Annual	17	Management	Authorisation of Political Donations	For	For	For	
3i Group plc	GB		6/29/2023	Annual	18	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	For	
3i Group plc	GB		6/29/2023	Annual	19	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	For	
3i Group plc	GB		6/29/2023	Annual	20	Management	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	For	
3i Group plc	GB		6/29/2023	Annual	21	Management	Authority to Repurchase Shares	For	For	For	
3i Group plc	GB		6/29/2023	Annual	22	Management	Authority to Set General Meeting Notice Period at 14 Days	For	Against	Against	Proposal would authorize a 14 day notice period for EGMs.
AIA Group Limited	HK	5/12/2023	5/18/2023	Annual	1	Management	Accounts and Reports	For	For	For	
AIA Group Limited	HK	5/12/2023	5/18/2023	Annual	2	Management	Allocation of Profits/Dividends	For	For	For	
AIA Group Limited	HK	5/12/2023	5/18/2023	Annual	3	Management	Elect Edmund TSE Sze Wing	For	For	For	
AIA Group Limited	HK	5/12/2023	5/18/2023	Annual	4	Management	Elect Jack SO Chak Kwong	For	For	For	
AIA Group Limited	HK	5/12/2023	5/18/2023	Annual	5	Management	Elect Lawrence LAU Juen-Yee	For	For	For	
AIA Group Limited	HK	5/12/2023	5/18/2023	Annual	6	Management	Appointment of Auditor and Authority to Set Fees	For	For	For	
AIA Group Limited	HK	5/12/2023	5/18/2023	Annual	7	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	For	
AIA Group Limited	HK	5/12/2023	5/18/2023	Annual	8	Management	Authority to Repurchase Shares	For	For	For	
AIA Group Limited	HK	5/12/2023	5/18/2023	Annual	9	Management	Directors' Fees	For	For	For	
AIA Group Limited	HK	5/12/2023	5/18/2023	Annual	10	Management	Amendment to the Share Option Scheme	For	For	For	
AIA Group Limited	HK	5/12/2023	5/18/2023	Annual	11	Management	Adoption of Amended Restricted Share Unit Scheme	For	For	For	
AIA Group Limited	HK	5/12/2023	5/18/2023	Annual	12	Management	Adoption of the Amended Employee Share Purchase Plan	For	For	For	
AIA Group Limited	HK	5/12/2023	5/18/2023	Annual	13	Management	Adoption of the Amended Agency Share Purchase Plan	For	For	For	
Amundi	FR	5/9/2023	5/12/2023	Mix	1	Management	Accounts and Reports	For	For	For	
Amundi	FR	5/9/2023	5/12/2023	Mix	2	Management	Consolidated Accounts and Reports	For	For	For	
Amundi	FR	5/9/2023	5/12/2023	Mix	3	Management	Allocation of Profits/Dividends	For	For	For	
Amundi	FR	5/9/2023	5/12/2023	Mix	4	Management	Special Auditors Report on Regulated Agreements	For	For	For	
Amundi	FR	5/9/2023	5/12/2023	Mix	5	Management	2022 Remuneration Report	For	For	For	
Amundi	FR	5/9/2023	5/12/2023	Mix	6	Management	2022 Remuneration of Yves Perrier, Chair	For	For	For	
Amundi	FR	5/9/2023	5/12/2023	Mix	7	Management	2022 Remuneration of Valérie Baudson, CEO	For	For	For	
Amundi	FR	5/9/2023	5/12/2023	Mix	8	Management	2022 Remuneration of Nicolas Calcoen, Deputy CEO	For	For	For	
Amundi	FR	5/9/2023	5/12/2023	Mix	9	Management	2023 Remuneration Policy (Board of Directors)	For	For	For	
Amundi	FR	5/9/2023	5/12/2023	Mix	10	Management	2023 Remuneration Policy (Chair)	For	For	For	
Amundi	FR	5/9/2023	5/12/2023	Mix	11	Management	2023 Remuneration Policy (CEO)	For	For	For	
Amundi	FR	5/9/2023	5/12/2023	Mix	12	Management	2023 Remuneration Policy (Deputy CEO)	For	For	For	
Amundi	FR	5/9/2023	5/12/2023	Mix	13	Management	Remuneration of Identified Staff	For	Manual	For	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Amundi	FR	5/9/2023	5/12/2023	Mix	14	Management	Ratification of Co-Option of Philippe Brassac	For	Against	Against	The board does not have a majority of independent directors.
Amundi	FR	5/9/2023	5/12/2023	Mix	15	Management	Elect Nathalie Wright	For	Against	Against	The board does not have a majority of independent directors.
Amundi	FR	5/9/2023	5/12/2023	Mix	16	Management	Elect Laurence Danon Arnaud	For	Against	Against	The board does not have a majority of independent directors.
Amundi	FR	5/9/2023	5/12/2023	Mix	17	Management	Elect Christine Gandon	For	Against	Against	The board does not have a majority of independent directors.
Amundi	FR	5/9/2023	5/12/2023	Mix	18	Management	Elect Hélène Molinari	For	Against	Against	The board does not have a majority of independent directors.
Amundi	FR	5/9/2023	5/12/2023	Mix	19	Management	Elect Christian Rouchon	For	Against	Against	The board does not have a majority of independent directors.

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Amundi	FR	5/9/2023	5/12/2023	Mix	20	Management	Opinion on Climate Strategy Progress	For	For	For	
Amundi	FR	5/9/2023	5/12/2023	Mix	21	Management	Authority to Repurchase and Reissue Shares	For	For	For	
Amundi	FR	5/9/2023	5/12/2023	Mix	22	Management	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	For	For	For	
Amundi	FR	5/9/2023	5/12/2023	Mix	23	Management	Authority to Increase Capital in Consideration for Contributions In Kind	For	For	For	
Amundi	FR	5/9/2023	5/12/2023	Mix	24	Management	Employee Stock Purchase Plan	For	For	For	
Amundi	FR	5/9/2023	5/12/2023	Mix	25	Management	Authority to Issue Performance Shares	For	Manual	For	The board fails to meet the basic independence standards.
Amundi	FR	5/9/2023	5/12/2023	Mix	26	Management	Authority to Cancel Shares and Reduce Capital	For	For	For	
Amundi	FR	5/9/2023	5/12/2023	Mix	27	Management	Authorisation of Legal Formalities	For	For	For	
Anglo American plc	GB		4/26/2023	Annual	1	Management	Accounts and Reports	For	For	For	
Anglo American plc	GB		4/26/2023	Annual	2	Management	Final Dividend	For	For	For	
Anglo American plc	GB		4/26/2023	Annual	3	Management	Elect Magali Anderson	For	For	For	
Anglo American plc	GB		4/26/2023	Annual	4	Management	Elect Stuart Chambers	For	For	For	
Anglo American plc	GB		4/26/2023	Annual	5	Management	Elect Duncan G. Wanblad	For	For	For	
Anglo American plc	GB		4/26/2023	Annual	6	Management	Elect Stephen T. Pearce	For	For	For	
Anglo American plc	GB		4/26/2023	Annual	7	Management	Elect Ian R. Ashby	For	For	For	
Anglo American plc	GB		4/26/2023	Annual	8	Management	Elect Marcelo H. Bastos	For	For	For	
Anglo American plc	GB		4/26/2023	Annual	9	Management	Elect Hilary Maxson	For	For	For	
Anglo American plc	GB		4/26/2023	Annual	10	Management	Elect Hixonia Nyasulu	For	For	For	
Anglo American plc	GB		4/26/2023	Annual	11	Management	Elect Nonkululeko M.C. Nyembezi	For	For	For	
Anglo American plc	GB		4/26/2023	Annual	12	Management	Elect Ian Tyler	For	For	For	
Anglo American plc	GB		4/26/2023	Annual	13	Management	Appointment of Auditor	For	For	For	
Anglo American plc	GB		4/26/2023	Annual	14	Management	Authority to Set Auditor's Fees	For	For	For	
Anglo American plc	GB		4/26/2023	Annual	15	Management	Remuneration Policy	For	For	For	
Anglo American plc	GB		4/26/2023	Annual	16	Management	Remuneration Report	For	For	For	
Anglo American plc	GB		4/26/2023	Annual	17	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	For	
Anglo American plc	GB		4/26/2023	Annual	18	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	For	
Anglo American plc	GB		4/26/2023	Annual	19	Management	Authority to Repurchase Shares	For	For	For	
Anglo American plc	GB		4/26/2023	Annual	20	Management	Authority to Set General Meeting Notice Period at 14 Days	For	Against	Against	Proposal would authorize a 14 day notice period for EGMs.
Aristocrat Leisure	AU	2/22/2023	2/24/2023	Annual	1	Management	Re-elect Philippe Etienne	For	For	For	
Aristocrat Leisure	AU	2/22/2023	2/24/2023	Annual	2	Management	Re-elect Pat Ramsey	For	For	For	
Aristocrat Leisure	AU	2/22/2023	2/24/2023	Annual	3	Management	Re-elect Kathleen Conlon	For	For	For	
Aristocrat Leisure	AU	2/22/2023	2/24/2023	Annual	4	Management	Elect Bill Lance	For	For	For	
Aristocrat Leisure	AU	2/22/2023	2/24/2023	Annual	5	Management	Elect Stephen Mayne (Non-Board Endorsed)	Against	Manual	Against	If self-nominated nominee were appointed, the number of seats on the board would be increased. / Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Aristocrat Leisure	AU	2/22/2023	2/24/2023	Annual	6	Management	Equity Grant (MD/CEO Trevor Croker)	For	Manual	For	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Aristocrat Leisure	AU	2/22/2023	2/24/2023	Annual	7	Management	Remuneration Report	For	For	For	
Aristocrat Leisure	AU	2/22/2023	2/24/2023	Annual	8	Management	Renew Proportional Takeover Provisions	For	For	For	
Asahi Group Holdings Ltd.	JP	12/31/2022	3/28/2023	Annual	2	Management	Allocation of Profits/Dividends	For	For	For	
Asahi Group Holdings Ltd.	JP	12/31/2022	3/28/2023	Annual	3	Management	Elect Akiyoshi Koji	For	For	For	
Asahi Group Holdings Ltd.	JP	12/31/2022	3/28/2023	Annual	4	Management	Elect Atsushi Katsuki	For	For	For	
Asahi Group Holdings Ltd.	JP	12/31/2022	3/28/2023	Annual	5	Management	Elect Keizo Tanimura	For	For	For	
Asahi Group Holdings Ltd.	JP	12/31/2022	3/28/2023	Annual	6	Management	Elect Kaoru Sakita	For	For	For	
Asahi Group Holdings Ltd.	JP	12/31/2022	3/28/2023	Annual	7	Management	Elect Christina L. Ahmadjian	For	For	For	
Asahi Group Holdings Ltd.	JP	12/31/2022	3/28/2023	Annual	8	Management	Elect Kenichiro Sasae	For	For	For	

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Asahi Group Holdings Ltd.	JP	12/31/2022	3/28/2023	Annual	9	Management	Elect Tetsuji Ohashi	For	For	For	
Asahi Group Holdings Ltd.	JP	12/31/2022	3/28/2023	Annual	10	Management	Elect Mari Matsunaga	For	For	For	
Asahi Group Holdings Ltd.	JP	12/31/2022	3/28/2023	Annual	11	Management	Elect Yukitaka Fukuda	For	For	For	
Asahi Group Holdings Ltd.	JP	12/31/2022	3/28/2023	Annual	12	Management	Elect Sanae Tanaka @ Sanae Kikugawa	For	For	For	
ASML Holding NV	US	3/29/2023	4/26/2023	Annual	1	Management	Remuneration Report	For	For	For	
ASML Holding NV	US	3/29/2023	4/26/2023	Annual	2	Management	Accounts and Reports	For	For	For	
ASML Holding NV	US	3/29/2023	4/26/2023	Annual	3	Management	Allocation of Dividends	For	For	For	
ASML Holding NV	US	3/29/2023	4/26/2023	Annual	4	Management	Ratification of Management Board Acts	For	For	For	
ASML Holding NV	US	3/29/2023	4/26/2023	Annual	5	Management	Ratification of Supervisory Board Acts	For	For	For	
ASML Holding NV	US	3/29/2023	4/26/2023	Annual	6	Management	Long-Term Incentive Plan; Authority to Issue Shares	For	For	For	Vote for stock option and restricted stock plans that will result in an average annual dilution of 1.67% or less.
ASML Holding NV	US	3/29/2023	4/26/2023	Annual	7	Management	Supervisory Board Remuneration Policy	For	For	For	
ASML Holding NV	US	3/29/2023	4/26/2023	Annual	8	Management	Supervisory Board Fees	For	For	For	
ASML Holding NV	US	3/29/2023	4/26/2023	Annual	9	Management	Elect Nils Andersen to the Supervisory Board	For	For	For	
ASML Holding NV	US	3/29/2023	4/26/2023	Annual	10	Management	Elect Jack P. de Kreij to the Supervisory Board	For	For	For	
ASML Holding NV	US	3/29/2023	4/26/2023	Annual	11	Management	Appointment of Auditor	For	For	For	
ASML Holding NV	US	3/29/2023	4/26/2023	Annual	12	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	For	
ASML Holding NV	US	3/29/2023	4/26/2023	Annual	13	Management	Authority to Suppress Preemptive Rights	For	For	For	
ASML Holding NV	US	3/29/2023	4/26/2023	Annual	14	Management	Authority to Repurchase Shares	For	For	For	
ASML Holding NV	US	3/29/2023	4/26/2023	Annual	15	Management	Cancellation of Shares	For	For	For	
Astrazeneca plc	GB		4/27/2023	Annual	1	Management	Accounts and Reports	For	For	For	
Astrazeneca plc	GB		4/27/2023	Annual	2	Management	Final Dividend	For	For	For	
Astrazeneca plc	GB		4/27/2023	Annual	3	Management	Appointment of Auditor	For	For	For	
Astrazeneca plc	GB		4/27/2023	Annual	4	Management	Authority to Set Auditor's Fees	For	For	For	
Astrazeneca plc	GB		4/27/2023	Annual	5	Management	Elect Michel Demaré	For	For	For	
Astrazeneca plc	GB		4/27/2023	Annual	6	Management	Elect Pascal Soriot	For	For	For	
Astrazeneca plc	GB		4/27/2023	Annual	7	Management	Elect Aradhana Sarin	For	For	For	
Astrazeneca plc	GB		4/27/2023	Annual	8	Management	Elect Philip Broadley	For	For	For	
Astrazeneca plc	GB		4/27/2023	Annual	9	Management	Elect Euan Ashley	For	For	For	
Astrazeneca plc	GB		4/27/2023	Annual	10	Management	Elect Deborah DiSanzo	For	For	For	
Astrazeneca plc	GB		4/27/2023	Annual	11	Management	Elect Diana Layfield	For	For	For	
Astrazeneca plc	GB		4/27/2023	Annual	12	Management	Elect Sherilyn S. McCoy	For	For	For	
Astrazeneca plc	GB		4/27/2023	Annual	13	Management	Elect Tony MOK Shu Kam	For	For	For	
Astrazeneca plc	GB		4/27/2023	Annual	14	Management	Elect Nazneen Rahman	For	For	For	
Astrazeneca plc	GB		4/27/2023	Annual	15	Management	Elect Andreas Rummelt	For	For	For	
Astrazeneca plc	GB		4/27/2023	Annual	16	Management	Elect Marcus Wallenberg	For	For	For	
Astrazeneca plc	GB		4/27/2023	Annual	17	Management	Remuneration Report	For	For	For	
Astrazeneca plc	GB		4/27/2023	Annual	18	Management	Authorisation of Political Donations	For	For	For	
Astrazeneca plc	GB		4/27/2023	Annual	19	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	For	
Astrazeneca plc	GB		4/27/2023	Annual	20	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	For	
Astrazeneca plc	GB		4/27/2023	Annual	21	Management	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	For	
Astrazeneca plc	GB		4/27/2023	Annual	22	Management	Authority to Repurchase Shares	For	For	For	
Astrazeneca plc	GB		4/27/2023	Annual	23	Management	Authority to Set General Meeting Notice Period at 14 Days	For	Against	Against	Proposal would authorize a 14 day notice period for EGMs.
Astrazeneca plc	GB		4/27/2023	Annual	24	Management	Adoption of New Articles	For	Manual	For	Reviewed by Portfolio Management: Approval of the proposal was determined to be in the best interest of shareholders.
Astrazeneca plc	US	4/4/2023	4/27/2023	Annual	1	Management	Accounts and Reports	For	For	For	
Astrazeneca plc	US	4/4/2023	4/27/2023	Annual	2	Management	Final Dividend	For	For	For	
Astrazeneca plc	US	4/4/2023	4/27/2023	Annual	3	Management	Appointment of Auditor	For	For	For	
Astrazeneca plc	US	4/4/2023	4/27/2023	Annual	4	Management	Authority to Set Auditor's Fees	For	For	For	
Astrazeneca plc	US	4/4/2023	4/27/2023	Annual	5	Management	Elect Michel Demaré	For	For	For	
Astrazeneca plc	US	4/4/2023	4/27/2023	Annual	6	Management	Elect Pascal Soriot	For	For	For	

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Astrazeneca plc	US	4/4/2023	4/27/2023	Annual	7	Management	Elect Aradhana Sarin	For	For	For	
Astrazeneca plc	US	4/4/2023	4/27/2023	Annual	8	Management	Elect Philip Broadley	For	For	For	
Astrazeneca plc	US	4/4/2023	4/27/2023	Annual	9	Management	Elect Euan Ashley	For	For	For	
Astrazeneca plc	US	4/4/2023	4/27/2023	Annual	10	Management	Elect Deborah DiSanzo	For	For	For	
Astrazeneca plc	US	4/4/2023	4/27/2023	Annual	11	Management	Elect Diana Layfield	For	For	For	
Astrazeneca plc	US	4/4/2023	4/27/2023	Annual	12	Management	Elect Sherilyn S. McCoy	For	For	For	
Astrazeneca plc	US	4/4/2023	4/27/2023	Annual	13	Management	Elect Tony MOK Shu Kam	For	For	For	
Astrazeneca plc	US	4/4/2023	4/27/2023	Annual	14	Management	Elect Nazneen Rahman	For	For	For	
Astrazeneca plc	US	4/4/2023	4/27/2023	Annual	15	Management	Elect Andreas Rummelt	For	For	For	
Astrazeneca plc	US	4/4/2023	4/27/2023	Annual	16	Management	Elect Marcus Wallenberg	For	For	For	
Astrazeneca plc	US	4/4/2023	4/27/2023	Annual	17	Management	Remuneration Report	For	For	For	
Astrazeneca plc	US	4/4/2023	4/27/2023	Annual	18	Management	Authorisation of Political Donations	For	For	For	
Astrazeneca plc	US	4/4/2023	4/27/2023	Annual	19	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	For	
Astrazeneca plc	US	4/4/2023	4/27/2023	Annual	20	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	For	
Astrazeneca plc	US	4/4/2023	4/27/2023	Annual	21	Management	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	For	
Astrazeneca plc	US	4/4/2023	4/27/2023	Annual	22	Management	Authority to Repurchase Shares	For	For	For	
Astrazeneca plc	US	4/4/2023	4/27/2023	Annual	23	Management	Authority to Set General Meeting Notice Period at 14 Days	For	Against	Against	Proposal would authorize a 14 day notice period for EGMs.
Astrazeneca plc	US	4/4/2023	4/27/2023	Annual	24	Management	Adoption of New Articles	For	Manual	For	Reviewed by Portfolio Management: Approval of the proposal was determined to be in the best interest of shareholders.
Aviva Plc	GB		5/4/2023	Other	1	Management	Reduction in Share Premium Account	For	For	For	
Aviva Plc	GB		5/4/2023	Other	2	Management	Reduction in Capital Redemption Reserve	For	For	For	
Aviva Plc	GB		5/4/2023	Annual	1	Management	Accounts and Reports	For	For	For	
Aviva Plc	GB		5/4/2023	Annual	2	Management	Remuneration Report	For	For	For	
Aviva Plc	GB		5/4/2023	Annual	3	Management	Approval of the Company's Climate-related Financial Disclosure	For	For	For	
Aviva Plc	GB		5/4/2023	Annual	4	Management	Final Dividend	For	For	For	
Aviva Plc	GB		5/4/2023	Annual	5	Management	Elect Michael Craston	For	For	For	
Aviva Plc	GB		5/4/2023	Annual	6	Management	Elect Charlotte C. Jones	For	For	For	
Aviva Plc	GB		5/4/2023	Annual	7	Management	Elect Amanda J. Blanc	For	For	For	
Aviva Plc	GB		5/4/2023	Annual	8	Management	Elect Andrea Blance	For	For	For	
Aviva Plc	GB		5/4/2023	Annual	9	Management	Elect George Culmer	For	For	For	
Aviva Plc	GB		5/4/2023	Annual	10	Management	Elect Patrick Flynn	For	For	For	
Aviva Plc	GB		5/4/2023	Annual	11	Management	Elect Shonaid Jemmett-Page	For	For	For	
Aviva Plc	GB		5/4/2023	Annual	12	Management	Elect Mohit Joshi	For	For	For	
Aviva Plc	GB		5/4/2023	Annual	13	Management	Elect Pippa Lambert	For	For	For	
Aviva Plc	GB		5/4/2023	Annual	14	Management	Elect Jim McConville	For	For	For	
Aviva Plc	GB		5/4/2023	Annual	15	Management	Elect Michael Mire	For	For	For	
Aviva Plc	GB		5/4/2023	Annual	16	Management	Elect Martin Strobel	For	For	For	
Aviva Plc	GB		5/4/2023	Annual	17	Management	Appointment of Auditor	For	For	For	
Aviva Plc	GB		5/4/2023	Annual	18	Management	Authority to Set Auditor's Fees	For	For	For	
Aviva Plc	GB		5/4/2023	Annual	19	Management	Authorisation of Political Donations	For	For	For	
Aviva Plc	GB		5/4/2023	Annual	20	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	For	
Aviva Plc	GB		5/4/2023	Annual	21	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	For	
Aviva Plc	GB		5/4/2023	Annual	22	Management	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	For	
Aviva Plc	GB		5/4/2023	Annual	23	Management	Authority to Issue Solvency II Securities w/ Preemptive Rights	For	For	For	
Aviva Plc	GB		5/4/2023	Annual	24	Management	Authority to Issue Solvency II Securities w/o Preemptive Rights	For	For	For	
Aviva Plc	GB		5/4/2023	Annual	25	Management	Authority to Repurchase Shares	For	For	For	
Aviva Plc	GB		5/4/2023	Annual	26	Management	Authority to Repurchase 8 3/4% Preference Shares	For	Manual	For	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Aviva Plc	GB		5/4/2023	Annual	27	Management	Authority to Repurchase 8 3/8% Preference Shares	For	Manual	For	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.

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Aviva Plc	GB		5/4/2023	Annual	28	Management	Authority to Set General Meeting Notice Period at 14 Days	For	Against	Against	Proposal would authorize a 14 day notice period for EGMs.
Axa	FR	4/24/2023	4/27/2023	Mix	9	Management	Accounts and Reports	For	For	For	
Axa	FR	4/24/2023	4/27/2023	Mix	10	Management	Consolidated Accounts and Reports	For	For	For	
Axa	FR	4/24/2023	4/27/2023	Mix	11	Management	Allocation of Profits/Dividends	For	For	For	
Axa	FR	4/24/2023	4/27/2023	Mix	12	Management	2022 Remuneration Report	For	For	For	
Axa	FR	4/24/2023	4/27/2023	Mix	13	Management	2022 Remuneration of Denis Duverne, Chair (Until April 28, 2022)	For	For	For	
Axa	FR	4/24/2023	4/27/2023	Mix	14	Management	2022 Remuneration of Antoine Gosset-Grainville, Chair (From April 28, 2022)	For	For	For	
Axa	FR	4/24/2023	4/27/2023	Mix	15	Management	2022 Remuneration of Thomas Buberl, CEO	For	Against	Against	Insufficient response to shareholder dissent
Axa	FR	4/24/2023	4/27/2023	Mix	16	Management	2023 Remuneration Policy (CEO)	For	For	For	
Axa	FR	4/24/2023	4/27/2023	Mix	17	Management	2023 Remuneration Policy (Chair)	For	For	For	
Axa	FR	4/24/2023	4/27/2023	Mix	18	Management	2023 Remuneration Policy (Board of Directors)	For	For	For	
Axa	FR	4/24/2023	4/27/2023	Mix	19	Management	Special Auditors Report on Regulated Agreements	For	For	For	
Axa	FR	4/24/2023	4/27/2023	Mix	20	Management	Authority to Repurchase and Reissue Shares	For	For	For	
Axa	FR	4/24/2023	4/27/2023	Mix	21	Management	Authority to Increase Capital Through Capitalisations	For	For	For	
Axa	FR	4/24/2023	4/27/2023	Mix	22	Management	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	For	For	For	
Axa	FR	4/24/2023	4/27/2023	Mix	23	Management	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	For	For	For	
Axa	FR	4/24/2023	4/27/2023	Mix	24	Management	Authority to Issue Shares and Convertible Debt Through Private Placement	For	For	For	
Axa	FR	4/24/2023	4/27/2023	Mix	25	Management	Authority to Set Offering Price of Shares	For	For	For	
Axa	FR	4/24/2023	4/27/2023	Mix	26	Management	Authority to Increase Capital in Case of Exchange Offers	For	For	For	
Axa	FR	4/24/2023	4/27/2023	Mix	27	Management	Authority to Increase Capital in Consideration for Contributions In Kind	For	For	For	
Axa	FR	4/24/2023	4/27/2023	Mix	28	Management	Authority to Issue Shares w/o Preemptive Rights in Consideration for Securities Issued by Subsidiaries	For	For	For	
Axa	FR	4/24/2023	4/27/2023	Mix	29	Management	Authority to Issue Shares w/ Preemptive Rights in Consideration for Securities Issued by Subsidiaries	For	For	For	
Axa	FR	4/24/2023	4/27/2023	Mix	30	Management	Employee Stock Purchase Plan	For	For	For	
Axa	FR	4/24/2023	4/27/2023	Mix	31	Management	Stock Purchase Plan for Overseas Employees	For	For	For	
Axa	FR	4/24/2023	4/27/2023	Mix	32	Management	Authority to Cancel Shares and Reduce Capital	For	For	For	
Axa	FR	4/24/2023	4/27/2023	Mix	33	Management	Authorisation of Legal Formalities	For	For	For	
Axa	US	3/17/2023	4/27/2023	Annual	1	Management	Accounts and Reports	For	For	For	
Axa	US	3/17/2023	4/27/2023	Annual	2	Management	Consolidated Accounts and Reports	For	For	For	
Axa	US	3/17/2023	4/27/2023	Annual	3	Management	Allocation of Profits/Dividends	For	For	For	
Axa	US	3/17/2023	4/27/2023	Annual	4	Management	2022 Remuneration Report	For	For	For	
Axa	US	3/17/2023	4/27/2023	Annual	5	Management	2022 Remuneration of Denis Duverne, Chair (Until April 28, 2022)	For	For	For	
Axa	US	3/17/2023	4/27/2023	Annual	6	Management	2022 Remuneration of Antoine Gosset-Grainville, Chair (From April 28, 2022)	For	For	For	
Axa	US	3/17/2023	4/27/2023	Annual	7	Management	2022 Remuneration of Thomas Buberl, CEO	For	Against	Against	Insufficient response to shareholder dissent
Axa	US	3/17/2023	4/27/2023	Annual	8	Management	2023 Remuneration Policy (CEO)	For	For	For	
Axa	US	3/17/2023	4/27/2023	Annual	9	Management	2023 Remuneration Policy (Chair)	For	For	For	
Axa	US	3/17/2023	4/27/2023	Annual	10	Management	2023 Remuneration Policy (Board of Directors)	For	For	For	
Axa	US	3/17/2023	4/27/2023	Annual	11	Management	Special Auditors Report on Regulated Agreements	For	For	For	
Axa	US	3/17/2023	4/27/2023	Annual	12	Management	Authority to Repurchase and Reissue Shares	For	For	For	
Axa	US	3/17/2023	4/27/2023	Annual	13	Management	Authority to Increase Capital Through Capitalisations	For	For	For	
Axa	US	3/17/2023	4/27/2023	Annual	14	Management	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	For	For	For	
Axa	US	3/17/2023	4/27/2023	Annual	15	Management	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	For	For	For	
Axa	US	3/17/2023	4/27/2023	Annual	16	Management	Authority to Issue Shares and Convertible Debt Through Private Placement	For	For	For	
Axa	US	3/17/2023	4/27/2023	Annual	17	Management	Authority to Set Offering Price of Shares	For	For	For	

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Axa	US	3/17/2023	4/27/2023	Annual	18	Management	Authority to Increase Capital in Case of Exchange Offers	For	For	For	
Axa	US	3/17/2023	4/27/2023	Annual	19	Management	Authority to Increase Capital in Consideration for Contributions In Kind	For	For	For	
Axa	US	3/17/2023	4/27/2023	Annual	20	Management	Authority to Issue Shares w/o Preemptive Rights in Consideration for Securities Issued by Subsidiaries	For	For	For	
Axa	US	3/17/2023	4/27/2023	Annual	21	Management	Authority to Issue Shares w/ Preemptive Rights in Consideration for Securities Issued by Subsidiaries	For	For	For	
Axa	US	3/17/2023	4/27/2023	Annual	22	Management	Employee Stock Purchase Plan	For	For	For	
Axa	US	3/17/2023	4/27/2023	Annual	23	Management	Stock Purchase Plan for Overseas Employees	For	For	For	
Axa	US	3/17/2023	4/27/2023	Annual	24	Management	Authority to Cancel Shares and Reduce Capital	For	For	For	
Axa	US	3/17/2023	4/27/2023	Annual	25	Management	Authorisation of Legal Formalities	For	For	For	
BAE Systems plc	GB		5/4/2023	Annual	1	Management	Accounts and Reports	For	For	For	
BAE Systems plc	GB		5/4/2023	Annual	2	Management	REMUNERATION POLICY	For	For	For	
BAE Systems plc	GB		5/4/2023	Annual	3	Management	REMUNERATION REPORT	For	For	For	
BAE Systems plc	GB		5/4/2023	Annual	4	Management	FINAL DIVIDEND	For	For	For	
BAE Systems plc	GB		5/4/2023	Annual	5	Management	Elect Nick Anderson	For	For	For	
BAE Systems plc	GB		5/4/2023	Annual	6	Management	Elect Thomas Arseneault	For	For	For	
BAE Systems plc	GB		5/4/2023	Annual	7	Management	Elect Crystal E. Ashby	For	For	For	
BAE Systems plc	GB		5/4/2023	Annual	8	Management	Elect Elizabeth Corley	For	For	For	
BAE Systems plc	GB		5/4/2023	Annual	9	Management	Elect Bradley Greve	For	For	For	
BAE Systems plc	GB		5/4/2023	Annual	10	Management	Elect Jane Griffiths	For	For	For	
BAE Systems plc	GB		5/4/2023	Annual	11	Management	Elect Chris Grigg	For	For	For	
BAE Systems plc	GB		5/4/2023	Annual	12	Management	Elect Ewan Kirk	For	For	For	
BAE Systems plc	GB		5/4/2023	Annual	13	Management	Elect Stephen T. Pearce	For	For	For	
BAE Systems plc	GB		5/4/2023	Annual	14	Management	Elect Nicole W. Piasecki	For	For	For	
BAE Systems plc	GB		5/4/2023	Annual	15	Management	Elect Charles Woodburn	For	For	For	
BAE Systems plc	GB		5/4/2023	Annual	16	Management	ELECT CRESSIDA HOGG	For	For	For	
BAE Systems plc	GB		5/4/2023	Annual	17	Management	Elect Mark Sedwill	For	For	For	
BAE Systems plc	GB		5/4/2023	Annual	18	Management	Appointment of Auditor	For	For	For	
BAE Systems plc	GB		5/4/2023	Annual	19	Management	Authority to Set Auditor's Fees	For	For	For	
BAE Systems plc	GB		5/4/2023	Annual	20	Management	Authorisation of Political Donations	For	For	For	
BAE Systems plc	GB		5/4/2023	Annual	21	Management	Long-Term Incentive Plan	For	For	For	
BAE Systems plc	GB		5/4/2023	Annual	22	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	For	
BAE Systems plc	GB		5/4/2023	Annual	23	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	For	
BAE Systems plc	GB		5/4/2023	Annual	24	Management	Authority to Repurchase Shares	For	For	For	
BAE Systems plc	GB		5/4/2023	Annual	25	Management	Authority to Set General Meeting Notice Period at 14 Days	For	Against	Against	Proposal would authorize a 14 day notice period for EGMs.
Banco Bilbao Vizcaya Argentaria.	ES	3/10/2023	3/16/2023	Ordinary	1	Management	Accounts and Reports	For	For	For	
Banco Bilbao Vizcaya Argentaria.	ES	3/10/2023	3/16/2023	Ordinary	2	Management	Report on Non-Financial Information	For	For	For	
Banco Bilbao Vizcaya Argentaria.	ES	3/10/2023	3/16/2023	Ordinary	3	Management	Allocation of Profits/Dividends	For	For	For	
Banco Bilbao Vizcaya Argentaria.	ES	3/10/2023	3/16/2023	Ordinary	4	Management	Ratification of Board Acts	For	For	For	
Banco Bilbao Vizcaya Argentaria.	ES	3/10/2023	3/16/2023	Ordinary	5	Management	Elect Raúl Catarino Galamba de Oliveira	For	For	For	
Banco Bilbao Vizcaya Argentaria.	ES	3/10/2023	3/16/2023	Ordinary	6	Management	Elect Lourdes Máiz Carro	For	For	For	
Banco Bilbao Vizcaya Argentaria.	ES	3/10/2023	3/16/2023	Ordinary	7	Management	Elect Ana Leonor Revenga Shanklin	For	For	For	
Banco Bilbao Vizcaya Argentaria.	ES	3/10/2023	3/16/2023	Ordinary	8	Management	Elect Carlos Salazar Lomelín	For	For	For	
Banco Bilbao Vizcaya Argentaria.	ES	3/10/2023	3/16/2023	Ordinary	9	Management	Elect Sonia Dulá	For	For	For	
Banco Bilbao Vizcaya Argentaria.	ES	3/10/2023	3/16/2023	Ordinary	10	Management	Authority to Cancel Treasury Shares and Reduce Capital	For	For	For	

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Banco Bilbao Vizcaya Argentaria.	ES	3/10/2023	3/16/2023	Ordinary	11	Management	Remuneration Policy	For	For	For	
Banco Bilbao Vizcaya Argentaria.	ES	3/10/2023	3/16/2023	Ordinary	12	Management	Maximum Variable Pay Ratio	For	For	For	
Banco Bilbao Vizcaya Argentaria.	ES	3/10/2023	3/16/2023	Ordinary	13	Management	Authorisation of Legal Formalities	For	For	For	
Banco Bilbao Vizcaya Argentaria.	ES	3/10/2023	3/16/2023	Ordinary	14	Management	Remuneration Report	For	For	For	
Banco Santander S.A.	ES	3/24/2023	3/30/2023	Annual	1	Management	Accounts and Reports	For	For	For	
Banco Santander S.A.	ES	3/24/2023	3/30/2023	Annual	2	Management	Report on Non-Financial Information	For	For	For	
Banco Santander S.A.	ES	3/24/2023	3/30/2023	Annual	3	Management	Ratification of Board Acts	For	For	For	
Banco Santander S.A.	ES	3/24/2023	3/30/2023	Annual	4	Management	Allocation of Profits/Dividends	For	For	For	
Banco Santander S.A.	ES	3/24/2023	3/30/2023	Annual	5	Management	Board Size	For	For	For	
Banco Santander S.A.	ES	3/24/2023	3/30/2023	Annual	6	Management	Ratify Co-Option and Elect Héctor Grisi Checa	For	For	For	
Banco Santander S.A.	ES	3/24/2023	3/30/2023	Annual	7	Management	Ratify Co-Option and Elect Glenn H. Hutchins	For	For	For	
Banco Santander S.A.	ES	3/24/2023	3/30/2023	Annual	8	Management	Elect Pamela Ann Walkden	For	For	For	
Banco Santander S.A.	ES	3/24/2023	3/30/2023	Annual	9	Management	Elect Ana Patricia Botín-Sanz de Sautuola y O'Shea	For	For	For	
Banco Santander S.A.	ES	3/24/2023	3/30/2023	Annual	10	Management	Elect Sol Daurella Comadrán	For	For	For	
Banco Santander S.A.	ES	3/24/2023	3/30/2023	Annual	11	Management	Elect Gina Lorenza Díez Barroso Azcárraga	For	For	For	
Banco Santander S.A.	ES	3/24/2023	3/30/2023	Annual	12	Management	Elect Homaira Akbari	For	For	For	
Banco Santander S.A.	ES	3/24/2023	3/30/2023	Annual	13	Management	Appointment of Auditor	For	For	For	
Banco Santander S.A.	ES	3/24/2023	3/30/2023	Annual	14	Management	Authority to Cancel Treasury Shares (Buy-Back Programme)	For	For	For	
Banco Santander S.A.	ES	3/24/2023	3/30/2023	Annual	15	Management	Authority to Cancel Treasury Shares	For	For	For	
Banco Santander S.A.	ES	3/24/2023	3/30/2023	Annual	16	Management	Authority to Repurchase and Reissue Shares	For	For	For	
Banco Santander S.A.	ES	3/24/2023	3/30/2023	Annual	17	Management	Authority to Issue Convertible Debt Instruments	For	For	For	
Banco Santander S.A.	ES	3/24/2023	3/30/2023	Annual	18	Management	Remuneration Policy	For	For	For	
Banco Santander S.A.	ES	3/24/2023	3/30/2023	Annual	19	Management	Directors' Fees	For	For	For	
Banco Santander S.A.	ES	3/24/2023	3/30/2023	Annual	20	Management	Maximum Variable Pay Ratio	For	For	For	
Banco Santander S.A.	ES	3/24/2023	3/30/2023	Annual	21	Management	Deferred Multiyear Objectives Variable Remuneration Plan	For	For	For	
Banco Santander S.A.	ES	3/24/2023	3/30/2023	Annual	22	Management	Buy-Out Policy	For	Manual	For	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Banco Santander S.A.	ES	3/24/2023	3/30/2023	Annual	23	Management	Remuneration Report	For	For	For	
Banco Santander S.A.	ES	3/24/2023	3/30/2023	Annual	24	Management	Authorisation of Legal Formalities	For	For	For	
Bank Leumi Le- Israel B.M.	IL	7/6/2022	8/4/2022	Ordinary	1	Management	Appointment of Auditor and Authority to Set Fees	For	For	For	
Bank Leumi Le- Israel B.M.	IL	7/6/2022	8/4/2022	Ordinary	2	Management	Elect Dan Lallouz	NA	Manual	Do Not Vote	There are more candidates than seats. (Shareholders can only submit a vote on one candidate.) / Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Bank Leumi Le- Israel B.M.	IL	7/6/2022	8/4/2022	Ordinary	3	Management	Elect Zvika Naggan	NA	Manual	For	There are more candidates than seats. . (Shareholders can only submit a vote on one candidate.) / Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Bank Leumi Le- Israel B.M.	IL	7/6/2022	8/4/2022	Ordinary	4	Management	Elect Esther Eldan	NA	Manual	Abstain	There are more candidates than seats. / Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Bank Leumi Le- Israel B.M.	IL	7/6/2022	8/4/2022	Ordinary	5	Management	Elect Esther Dominissini	NA	Manual	For	There are more candidates than seats. / Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Bank Leumi Le- Israel B.M.	IL	7/6/2022	8/4/2022	Ordinary	6	Management	Elect Irit Shlomi	NA	Manual	For	There are more candidates than seats. / Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Bank Leumi Le- Israel B.M.	IL	7/6/2022	8/4/2022	Ordinary	7	Management	Amendments to Articles	For	For	For	
Bank Leumi Le- Israel B.M.	IL	7/6/2022	8/4/2022	Ordinary	8	Management	Compensation Policy	For	For	For	
Bank of Ireland Group Plc	IE	5/19/2023	5/23/2023	Annual	2	Management	Accounts and Reports	For	For	TNA	Shareblocking applies
Bank of Ireland Group Plc	IE	5/19/2023	5/23/2023	Annual	3	Management	Final Dividend	For	For	TNA	Shareblocking applies

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Bank of Ireland Group Plc	IE	5/19/2023	5/23/2023	Annual	4	Management	Elect Myles O'Grady	For	For	TNA	Shareblocking applies
Bank of Ireland Group Plc	IE	5/19/2023	5/23/2023	Annual	5	Management	Elect Giles Andrews	For	For	TNA	Shareblocking applies
Bank of Ireland Group Plc	IE	5/19/2023	5/23/2023	Annual	6	Management	Elect Evelyn Bourke	For	For	TNA	Shareblocking applies
Bank of Ireland Group Plc	IE	5/19/2023	5/23/2023	Annual	7	Management	Elect Ian Buchanan	For	For	TNA	Shareblocking applies
Bank of Ireland Group Plc	IE	5/19/2023	5/23/2023	Annual	8	Management	Elect Eileen Fitzpatrick	For	For	TNA	Shareblocking applies
Bank of Ireland Group Plc	IE	5/19/2023	5/23/2023	Annual	9	Management	Elect Richard Goulding	For	For	TNA	Shareblocking applies
Bank of Ireland Group Plc	IE	5/19/2023	5/23/2023	Annual	10	Management	Elect Michele Greene	For	For	TNA	Shareblocking applies
Bank of Ireland Group Plc	IE	5/19/2023	5/23/2023	Annual	11	Management	Elect Patrick Kennedy	For	For	TNA	Shareblocking applies
Bank of Ireland Group Plc	IE	5/19/2023	5/23/2023	Annual	12	Management	Elect Fiona Muldoon	For	For	TNA	Shareblocking applies
Bank of Ireland Group Plc	IE	5/19/2023	5/23/2023	Annual	13	Management	Elect Steve Pateman	For	For	TNA	Shareblocking applies
Bank of Ireland Group Plc	IE	5/19/2023	5/23/2023	Annual	14	Management	Elect Mark Spain	For	For	TNA	Shareblocking applies
Bank of Ireland Group Plc	IE	5/19/2023	5/23/2023	Annual	15	Management	Appointment of Auditor	For	For	TNA	Shareblocking applies
Bank of Ireland Group Plc	IE	5/19/2023	5/23/2023	Annual	16	Management	Authority to Set Auditor's Fees	For	For	TNA	Shareblocking applies
Bank of Ireland Group Plc	IE	5/19/2023	5/23/2023	Annual	17	Management	Authority to Set General Meeting Notice Period at 14 Days	For	Against	TNA	Shareblocking applies
Bank of Ireland Group Plc	IE	5/19/2023	5/23/2023	Annual	18	Management	Remuneration Report	For	For	TNA	Shareblocking applies
Bank of Ireland Group Plc	IE	5/19/2023	5/23/2023	Annual	19	Management	Remuneration Policy	For	For	TNA	Shareblocking applies
Bank of Ireland Group Plc	IE	5/19/2023	5/23/2023	Annual	20	Management	Authority to Repurchase Shares	For	For	TNA	Shareblocking applies
Bank of Ireland Group Plc	IE	5/19/2023	5/23/2023	Annual	21	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	TNA	Shareblocking applies
Bank of Ireland Group Plc	IE	5/19/2023	5/23/2023	Annual	22	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	TNA	Shareblocking applies
Bank of Ireland Group Plc	IE	5/19/2023	5/23/2023	Annual	23	Management	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	TNA	Shareblocking applies
Bank of Ireland Group Plc	IE	5/19/2023	5/23/2023	Annual	24	Management	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	For	Manual	TNA	Shareblocking applies
Bank of Ireland Group Plc	IE	5/19/2023	5/23/2023	Annual	25	Management	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	For	For	TNA	Shareblocking applies
Barratt Developments plc	GB		10/17/2022	Annual	1	Management	Accounts and Reports	For	For	For	
Barratt Developments plc	GB		10/17/2022	Annual	2	Management	Remuneration Report	For	For	For	
Barratt Developments plc	GB		10/17/2022	Annual	3	Management	Final Dividend	For	For	For	
Barratt Developments plc	GB		10/17/2022	Annual	4	Management	Elect Mike Scott	For	For	For	
Barratt Developments plc	GB		10/17/2022	Annual	5	Management	Elect John M. Allan	For	For	For	
Barratt Developments plc	GB		10/17/2022	Annual	6	Management	Elect David F. Thomas	For	For	For	

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Barratt Developments plc	GB		10/17/2022	Annual	7	Management	Elect Steven J. Boyes	For	For	For	
Barratt Developments plc	GB		10/17/2022	Annual	8	Management	Elect Katie Bickerstaffe	For	For	For	
Barratt Developments plc	GB		10/17/2022	Annual	9	Management	Elect Jock F. Lennox	For	For	For	
Barratt Developments plc	GB		10/17/2022	Annual	10	Management	Elect Chris Weston	For	For	For	
Barratt Developments plc	GB		10/17/2022	Annual	11	Management	Elect Sharon White	For	For	For	
Barratt Developments plc	GB		10/17/2022	Annual	12	Management	Appointment of Auditor	For	For	For	
Barratt Developments plc	GB		10/17/2022	Annual	13	Management	Authority to Set Auditor's Fees	For	For	For	
Barratt Developments plc	GB		10/17/2022	Annual	14	Management	Authorisation of Political Donations	For	For	For	
Barratt Developments plc	GB		10/17/2022	Annual	15	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	For	
Barratt Developments plc	GB		10/17/2022	Annual	16	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	For	
Barratt Developments plc	GB		10/17/2022	Annual	17	Management	Authority to Repurchase Shares	For	For	For	
Barratt Developments plc	GB		10/17/2022	Annual	18	Management	Authority to Set General Meeting Notice Period at 14 Days	For	Against	Against	Proposal would authorize a 14 day notice period for EGMs.
BHP Group Limited	AU	11/8/2022	11/10/2022	Annual	2	Management	Elect Michelle A Hinchliffe	For	For	For	
BHP Group Limited	AU	11/8/2022	11/10/2022	Annual	3	Management	Elect Catherine Tanna	For	For	For	
BHP Group Limited	AU	11/8/2022	11/10/2022	Annual	4	Management	Re-elect Terence (Terry) J. Bowen	For	For	For	
BHP Group Limited	AU	11/8/2022	11/10/2022	Annual	5	Management	Re-elect Xiaoqun Clever	For	For	For	
BHP Group Limited	AU	11/8/2022	11/10/2022	Annual	6	Management	Re-elect Ian D. Cockerill	For	For	For	
BHP Group Limited	AU	11/8/2022	11/10/2022	Annual	7	Management	Re-elect Gary J. Goldberg	For	For	For	
BHP Group Limited	AU	11/8/2022	11/10/2022	Annual	8	Management	Re-elect Ken N. MacKenzie	For	For	For	
BHP Group Limited	AU	11/8/2022	11/10/2022	Annual	9	Management	Re-elect Christine E. O'Reilly	For	For	For	
BHP Group Limited	AU	11/8/2022	11/10/2022	Annual	10	Management	Re-elect Dion J. Weisler	For	For	For	
BHP Group Limited	AU	11/8/2022	11/10/2022	Annual	11	Management	Remuneration Report	For	For	For	
BHP Group Limited	AU	11/8/2022	11/10/2022	Annual	12	Management	Equity Grant (CEO Mike Henry)	For	Manual	For	Reviewed by Portfolio Management: Approval of the proposal was determined to be in the best interest of shareholders.
BHP Group Limited	AU	11/8/2022	11/10/2022	Annual	13	Shareholder	Shareholder Proposal Regarding Facilitating Nonbinding Proposals	Against	Against	Against	Putnam does not generally support this type of proposal and believes the proposal would not benefit shareholders.
BHP Group Limited	AU	11/8/2022	11/10/2022	Annual	14	Shareholder	Shareholder Proposal Regarding Lobbying Activity Alignment with the Paris Agreement	Against	Against	Against	Putnam does not generally support this type of proposal and believes the proposal would not benefit shareholders.
BHP Group Limited	AU	11/8/2022	11/10/2022	Annual	15	Shareholder	Shareholder Proposal Regarding Audited Climate Sensitivity Analysis	Against	Against	Against	Putnam does not generally support this type of proposal and believes the proposal would not benefit shareholders.
Booz Allen Hamilton Holding Corp	US	6/6/2022	7/27/2022	Annual	1	Management	Elect Horacio D. Rozanski	For	For	For	
Booz Allen Hamilton Holding Corp	US	6/6/2022	7/27/2022	Annual	2	Management	Elect Mark E. Gaumond	For	For	For	
Booz Allen Hamilton Holding Corp	US	6/6/2022	7/27/2022	Annual	3	Management	Elect Gretchen W. McClain	For	For	For	
Booz Allen Hamilton Holding Corp	US	6/6/2022	7/27/2022	Annual	4	Management	Elect Melody C. Barnes	For	For	For	
Booz Allen Hamilton Holding Corp	US	6/6/2022	7/27/2022	Annual	5	Management	Elect Ellen Jewett	For	For	For	
Booz Allen Hamilton Holding Corp	US	6/6/2022	7/27/2022	Annual	6	Management	Elect Arthur E. Johnson	For	For	For	
Booz Allen Hamilton Holding Corp	US	6/6/2022	7/27/2022	Annual	7	Management	Elect Charles O. Rossotti	For	For	For	

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Booz Allen Hamilton Holding Corp	US	6/6/2022	7/27/2022	Annual	8	Management	Ratification of Auditor	For	For	For	
Booz Allen Hamilton Holding Corp	US	6/6/2022	7/27/2022	Annual	9	Management	Advisory Vote on Executive Compensation	For	For	For	
Booz Allen Hamilton Holding Corp	US	6/6/2022	7/27/2022	Annual	10	Management	Amendments to Articles Regarding Stockholder Rights	For	For	For	The ballot contains competing management and shareholder proposals giving shareholders the right to call a special meeting, and this proposal represents a threshold that of 25% of outstanding stock.
Booz Allen Hamilton Holding Corp	US	6/6/2022	7/27/2022	Annual	11	Shareholder	Shareholder Proposal Regarding Right to Call Special Meetings	Against	Against	Against	Proposal would not involve an appropriate ownership threshold for the right to call a special meeting; 10% is outside the ideal range of 15-25%.
BP plc	GB		4/27/2023	Annual	1	Management	Accounts and Reports	For	For	For	
BP plc	GB		4/27/2023	Annual	2	Management	Remuneration Report	For	Against	Against	STI safety component payout
BP plc	GB		4/27/2023	Annual	3	Management	Remuneration Policy	For	For	For	
BP plc	GB		4/27/2023	Annual	4	Management	Elect Helge Lund	For	For	For	
BP plc	GB		4/27/2023	Annual	5	Management	Elect Bernard Looney	For	For	For	
BP plc	GB		4/27/2023	Annual	6	Management	Elect Murray Auchincloss	For	For	For	
BP plc	GB		4/27/2023	Annual	7	Management	Elect Paula Rosput Reynolds	For	For	For	
BP plc	GB		4/27/2023	Annual	8	Management	Elect Melody B. Meyer	For	For	For	
BP plc	GB		4/27/2023	Annual	9	Management	Elect Tushar Morzaria	For	For	For	
BP plc	GB		4/27/2023	Annual	10	Management	Elect Sir John Sawers	For	For	For	
BP plc	GB		4/27/2023	Annual	11	Management	Elect Pamela Daley	For	For	For	
BP plc	GB		4/27/2023	Annual	12	Management	Elect Karen A. Richardson	For	For	For	
BP plc	GB		4/27/2023	Annual	13	Management	Elect Johannes Teysen	For	For	For	
BP plc	GB		4/27/2023	Annual	14	Management	Elect Amanda J. Blanc	For	For	For	
BP plc	GB		4/27/2023	Annual	15	Management	Elect Satish Pai	For	For	For	
BP plc	GB		4/27/2023	Annual	16	Management	Elect Hina Nagarajan	For	For	For	
BP plc	GB		4/27/2023	Annual	17	Management	Appointment of Auditor	For	For	For	
BP plc	GB		4/27/2023	Annual	18	Management	Authority to Set Auditor's Fees	For	For	For	
BP plc	GB		4/27/2023	Annual	19	Management	Authorisation of Political Donations	For	For	For	
BP plc	GB		4/27/2023	Annual	20	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	For	
BP plc	GB		4/27/2023	Annual	21	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	For	
BP plc	GB		4/27/2023	Annual	22	Management	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	For	
BP plc	GB		4/27/2023	Annual	23	Management	Authority to Repurchase Shares	For	For	For	
BP plc	GB		4/27/2023	Annual	24	Management	Authority to Set General Meeting Notice Period at 14 Days	For	Against	Against	Proposal would authorize a 14 day notice period for EGMs.
BP plc	GB		4/27/2023	Annual	25	Shareholder	Shareholder Proposal Regarding Reporting and Reducing Greenhouse Gas Emissions	Against	Against	Against	Putnam does not generally support this type of proposal and believes the proposal would not benefit shareholders.
Brambles Ltd	AU	10/14/2022	10/18/2022	Annual	1	Management	Remuneration Report	For	For	For	
Brambles Ltd	AU	10/14/2022	10/18/2022	Annual	2	Management	Elect Kendra Banks	For	For	For	
Brambles Ltd	AU	10/14/2022	10/18/2022	Annual	3	Management	Re-elect George El Zoghbi	For	For	For	
Brambles Ltd	AU	10/14/2022	10/18/2022	Annual	4	Management	Re-elect Jim Miller	For	For	For	
Brambles Ltd	AU	10/14/2022	10/18/2022	Annual	5	Management	Approve Performance Share Plan	For	For	For	
Brambles Ltd	AU	10/14/2022	10/18/2022	Annual	6	Management	Equity Grant (CEO Graham Chipchase - PSP)	For	Manual	For	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Brambles Ltd	AU	10/14/2022	10/18/2022	Annual	7	Management	Equity Grant (CFO Nessa O'Sullivan - PSP)	For	Manual	For	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Brambles Ltd	AU	10/14/2022	10/18/2022	Annual	8	Management	Equity Grant (CEO Graham Chipchase - MyShare Plan)	For	Manual	For	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Brambles Ltd	AU	10/14/2022	10/18/2022	Annual	9	Management	AMENDMENTS TO CONSTITUTION	For	For	For	
British American Tobacco Plc	GB		4/19/2023	Annual	1	Management	Accounts and Reports	For	For	For	
British American Tobacco Plc	GB		4/19/2023	Annual	2	Management	Remuneration Report	For	For	For	
British American Tobacco Plc	GB		4/19/2023	Annual	3	Management	Appointment of Auditor	For	For	For	
British American Tobacco Plc	GB		4/19/2023	Annual	4	Management	Authority to Set Auditor's Fees	For	For	For	

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British American Tobacco Plc	GB		4/19/2023	Annual	5	Management	Elect Luc Jobin	For	For	For	
British American Tobacco Plc	GB		4/19/2023	Annual	6	Management	Elect Jack M. Bowles	For	For	For	
British American Tobacco Plc	GB		4/19/2023	Annual	7	Management	Elect Tadeu Marroco	For	For	For	
British American Tobacco Plc	GB		4/19/2023	Annual	8	Management	Elect Krishnan Anand	For	For	For	
British American Tobacco Plc	GB		4/19/2023	Annual	9	Management	Elect Susan J. Farr	For	For	For	
British American Tobacco Plc	GB		4/19/2023	Annual	10	Management	Elect Karen Guerra	For	For	For	
British American Tobacco Plc	GB		4/19/2023	Annual	11	Management	Elect Holly K. Koepfel	For	For	For	
British American Tobacco Plc	GB		4/19/2023	Annual	12	Management	Elect Dimitri Panayotopoulos	For	For	For	
British American Tobacco Plc	GB		4/19/2023	Annual	13	Management	Elect J. Darrell Thomas	For	For	For	
British American Tobacco Plc	GB		4/19/2023	Annual	14	Management	Elect Véronique Laury	For	For	For	
British American Tobacco Plc	GB		4/19/2023	Annual	15	Management	Authorisation of Political Donations	For	For	For	
British American Tobacco Plc	GB		4/19/2023	Annual	16	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	For	
British American Tobacco Plc	GB		4/19/2023	Annual	17	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	For	
British American Tobacco Plc	GB		4/19/2023	Annual	18	Management	Authority to Repurchase Shares	For	For	For	
British American Tobacco Plc	GB		4/19/2023	Annual	19	Management	Authority to Set General Meeting Notice Period at 14 Days	For	Against	Against	Proposal would authorize a 14 day notice period for EGMs.
British American Tobacco Plc	GB		4/19/2023	Annual	20	Management	Adoption of New Articles	For	For	For	
Cae Inc.	CA	6/15/2022	8/10/2022	Annual	1	Management	Elect Ayman Antoun	For	For	For	
Cae Inc.	CA	6/15/2022	8/10/2022	Annual	2	Management	Elect Margaret S. Billson	For	For	For	
Cae Inc.	CA	6/15/2022	8/10/2022	Annual	3	Management	Elect Elise R. Eberwein	For	For	For	
Cae Inc.	CA	6/15/2022	8/10/2022	Annual	4	Management	Elect Michael M. Fortier	For	For	For	
Cae Inc.	CA	6/15/2022	8/10/2022	Annual	5	Management	Elect Marianne Harrison	For	For	For	
Cae Inc.	CA	6/15/2022	8/10/2022	Annual	6	Management	Elect Alan N. MacGibbon	For	For	For	
Cae Inc.	CA	6/15/2022	8/10/2022	Annual	7	Management	Elect Mary Lou Maher	For	For	For	
Cae Inc.	CA	6/15/2022	8/10/2022	Annual	8	Management	Elect François Olivier	For	For	For	
Cae Inc.	CA	6/15/2022	8/10/2022	Annual	9	Management	Elect Marc Parent	For	For	For	
Cae Inc.	CA	6/15/2022	8/10/2022	Annual	10	Management	Elect David G. Perkins	For	For	For	
Cae Inc.	CA	6/15/2022	8/10/2022	Annual	11	Management	Elect Michael E. Roach	For	For	For	
Cae Inc.	CA	6/15/2022	8/10/2022	Annual	12	Management	Elect Patrick M. Shanahan	For	For	For	
Cae Inc.	CA	6/15/2022	8/10/2022	Annual	13	Management	Elect Andrew J. Stevens	For	For	For	
Cae Inc.	CA	6/15/2022	8/10/2022	Annual	14	Management	Appointment of Auditor and Authority to Set Fees	For	For	For	
Cae Inc.	CA	6/15/2022	8/10/2022	Annual	15	Management	Advisory Vote on Executive Compensation	For	Against	Against	The Company received a P4P grade of F and the Glass Lewis recommendation is Against.
Canadian National Railway Co.	CA	3/3/2023	4/25/2023	Annual	1	Management	Elect Shauneen Bruder	For	For	For	
Canadian National Railway Co.	CA	3/3/2023	4/25/2023	Annual	2	Management	Elect Jo-ann dePass Olsovsky	For	For	For	
Canadian National Railway Co.	CA	3/3/2023	4/25/2023	Annual	3	Management	Elect David Freeman	For	For	For	
Canadian National Railway Co.	CA	3/3/2023	4/25/2023	Annual	4	Management	Elect Denise Gray	For	For	For	

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Canadian National Railway Co.	CA	3/3/2023	4/25/2023	Annual	5	Management	Elect Justin M. Howell	For	For	For	
Canadian National Railway Co.	CA	3/3/2023	4/25/2023	Annual	6	Management	Elect Susan C. Jones	For	For	For	
Canadian National Railway Co.	CA	3/3/2023	4/25/2023	Annual	7	Management	Elect Robert Knight	For	For	For	
Canadian National Railway Co.	CA	3/3/2023	4/25/2023	Annual	8	Management	Elect Michel Letellier	For	For	For	
Canadian National Railway Co.	CA	3/3/2023	4/25/2023	Annual	9	Management	Elect Margaret A. McKenzie	For	For	For	
Canadian National Railway Co.	CA	3/3/2023	4/25/2023	Annual	10	Management	Elect Al Monaco	For	For	For	
Canadian National Railway Co.	CA	3/3/2023	4/25/2023	Annual	11	Management	Elect Tracy Robinson	For	For	For	
Canadian National Railway Co.	CA	3/3/2023	4/25/2023	Annual	12	Management	Appointment of Auditor	For	For	For	
Canadian National Railway Co.	CA	3/3/2023	4/25/2023	Annual	13	Management	Advisory Vote on Executive Compensation	For	For	For	
Canadian National Railway Co.	CA	3/3/2023	4/25/2023	Annual	14	Management	Advisory Vote on Climate Action Plan	For	For	For	
Canadian National Railway Co.	CA	3/3/2023	4/25/2023	Annual	1	Management	Elect Shauneen Bruder	For	For	For	
Canadian National Railway Co.	CA	3/3/2023	4/25/2023	Annual	2	Management	Elect Jo-ann dePass Olsovsky	For	For	For	
Canadian National Railway Co.	CA	3/3/2023	4/25/2023	Annual	3	Management	Elect David Freeman	For	For	For	
Canadian National Railway Co.	CA	3/3/2023	4/25/2023	Annual	4	Management	Elect Denise Gray	For	For	For	
Canadian National Railway Co.	CA	3/3/2023	4/25/2023	Annual	5	Management	Elect Justin M. Howell	For	For	For	
Canadian National Railway Co.	CA	3/3/2023	4/25/2023	Annual	6	Management	Elect Susan C. Jones	For	For	For	
Canadian National Railway Co.	CA	3/3/2023	4/25/2023	Annual	7	Management	Elect Robert Knight	For	For	For	
Canadian National Railway Co.	CA	3/3/2023	4/25/2023	Annual	8	Management	Elect Michel Letellier	For	For	For	
Canadian National Railway Co.	CA	3/3/2023	4/25/2023	Annual	9	Management	Elect Margaret A. McKenzie	For	For	For	
Canadian National Railway Co.	CA	3/3/2023	4/25/2023	Annual	10	Management	Elect Al Monaco	For	For	For	
Canadian National Railway Co.	CA	3/3/2023	4/25/2023	Annual	11	Management	Elect Tracy Robinson	For	For	For	
Canadian National Railway Co.	CA	3/3/2023	4/25/2023	Annual	12	Management	Appointment of Auditor	For	For	For	
Canadian National Railway Co.	CA	3/3/2023	4/25/2023	Annual	13	Management	Advisory Vote on Executive Compensation	For	For	For	
Canadian National Railway Co.	CA	3/3/2023	4/25/2023	Annual	14	Management	Advisory Vote on Climate Action Plan	For	For	For	
Capgemini	FR	5/11/2023	5/16/2023	Mix	7	Management	Accounts and Reports	For	For	For	
Capgemini	FR	5/11/2023	5/16/2023	Mix	8	Management	Consolidated Accounts and Reports	For	For	For	
Capgemini	FR	5/11/2023	5/16/2023	Mix	9	Management	Allocation of Profits/Dividends	For	For	For	
Capgemini	FR	5/11/2023	5/16/2023	Mix	10	Management	Special Auditors Report on Regulated Agreements	For	For	For	
Capgemini	FR	5/11/2023	5/16/2023	Mix	11	Management	2022 Remuneration Report	For	For	For	
Capgemini	FR	5/11/2023	5/16/2023	Mix	12	Management	2022 Remuneration of Paul Hermelin, Chair	For	For	For	
Capgemini	FR	5/11/2023	5/16/2023	Mix	13	Management	2022 Remuneration of Aiman Ezzat, CEO	For	For	For	
Capgemini	FR	5/11/2023	5/16/2023	Mix	14	Management	2023 Remuneration Policy (Chair)	For	For	For	
Capgemini	FR	5/11/2023	5/16/2023	Mix	15	Management	2023 Remuneration Policy (CEO)	For	For	For	

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Capgemini	FR	5/11/2023	5/16/2023	Mix	16	Management	2023 Remuneration Policy (Board of Directors)	For	For	For	
Capgemini	FR	5/11/2023	5/16/2023	Mix	17	Management	Elect Megan Clarken	For	For	For	
Capgemini	FR	5/11/2023	5/16/2023	Mix	18	Management	Elect Ulrica Fearn	For	For	For	
Capgemini	FR	5/11/2023	5/16/2023	Mix	19	Management	Authority to Repurchase and Reissue Shares	For	For	For	
Capgemini	FR	5/11/2023	5/16/2023	Mix	20	Management	Authority to Issue Performance Shares	For	For	For	Vote for stock option and restricted stock plans that will result in an average annual dilution of 1.67% or less.
Capgemini	FR	5/11/2023	5/16/2023	Mix	21	Management	Employee Stock Purchase Plan	For	For	For	
Capgemini	FR	5/11/2023	5/16/2023	Mix	22	Management	Stock Purchase Plan for Overseas Employees	For	For	For	
Capgemini	FR	5/11/2023	5/16/2023	Mix	23	Management	Authorisation of Legal Formalities	For	For	For	
Chow Tai Fook Jewellery Group Limited	HK	7/21/2022	7/27/2022	Annual	1	Management	Accounts and Reports	For	For	For	
Chow Tai Fook Jewellery Group Limited	HK	7/21/2022	7/27/2022	Annual	2	Management	Allocation of Profits/Dividends	For	For	For	
Chow Tai Fook Jewellery Group Limited	HK	7/21/2022	7/27/2022	Annual	3	Management	Elect Kent WONG Siu Kee	For	For	For	
Chow Tai Fook Jewellery Group Limited	HK	7/21/2022	7/27/2022	Annual	4	Management	Elect Adrian CHENG Chi Kong	For	For	For	(The nominee is an executive of the Company.)
Chow Tai Fook Jewellery Group Limited	HK	7/21/2022	7/27/2022	Annual	5	Management	Elect Bobby LIU Chun Wai	For	For	For	
Chow Tai Fook Jewellery Group Limited	HK	7/21/2022	7/27/2022	Annual	6	Management	Elect Jeffrey LAM Kin-fung	For	Manual	Against	The nominee serves on more than five public company boards. / Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Chow Tai Fook Jewellery Group Limited	HK	7/21/2022	7/27/2022	Annual	7	Management	Elect Lily CHENG Kai Lai	For	For	For	
Chow Tai Fook Jewellery Group Limited	HK	7/21/2022	7/27/2022	Annual	8	Management	Directors' Fees	For	For	For	
Chow Tai Fook Jewellery Group Limited	HK	7/21/2022	7/27/2022	Annual	9	Management	Appointment of Auditor and Authority to Set Fees	For	For	For	
Chow Tai Fook Jewellery Group Limited	HK	7/21/2022	7/27/2022	Annual	10	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	For	
Chow Tai Fook Jewellery Group Limited	HK	7/21/2022	7/27/2022	Annual	11	Management	Authority to Repurchase Shares	For	For	For	
Chow Tai Fook Jewellery Group Limited	HK	7/21/2022	7/27/2022	Annual	12	Management	Amendments to Articles	For	Against	Against	Proposal would authorize the company to reduce the notice period for EGMs to less than 21 days.
Chugai Pharmaceutical Co Ltd	JP	12/31/2022	3/30/2023	Annual	2	Management	Allocation of Profits/Dividends	For	For	For	
Chugai Pharmaceutical Co Ltd	JP	12/31/2022	3/30/2023	Annual	3	Management	Elect Fumio Tateishi	For	For	For	
Chugai Pharmaceutical Co Ltd	JP	12/31/2022	3/30/2023	Annual	4	Management	Elect Hideo Teramoto	For	For	For	
Chugai Pharmaceutical Co Ltd	JP	12/31/2022	3/30/2023	Annual	5	Management	Elect Christoph Franz	For	For	For	
Chugai Pharmaceutical Co Ltd	JP	12/31/2022	3/30/2023	Annual	6	Management	Elect James H. Sabry	For	For	For	
Chugai Pharmaceutical Co Ltd	JP	12/31/2022	3/30/2023	Annual	7	Management	Elect Teresa A. Graham	For	For	For	
Chugai Pharmaceutical Co Ltd	JP	12/31/2022	3/30/2023	Annual	8	Management	Elect Shigehiro Yamada	For	For	For	
Chugai Pharmaceutical Co Ltd	JP	12/31/2022	3/30/2023	Annual	9	Management	Elect Yumiko Waseda	For	For	For	
CK Asset Holdings Limited	HK	5/12/2023	5/18/2023	Annual	1	Management	Accounts and Reports	For	For	For	
CK Asset Holdings Limited	HK	5/12/2023	5/18/2023	Annual	2	Management	Allocation of Profits/Dividends	For	For	For	
CK Asset Holdings Limited	HK	5/12/2023	5/18/2023	Annual	3	Management	Elect Victor LI Tzar Kuoi	For	For	For	
CK Asset Holdings Limited	HK	5/12/2023	5/18/2023	Annual	4	Management	Elect Justin CHIU Kwok Hung	For	For	For	

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CK Asset Holdings Limited	HK	5/12/2023	5/18/2023	Annual	5	Management	Elect Raymond CHOW Wai Kam	For	For	For	
CK Asset Holdings Limited	HK	5/12/2023	5/18/2023	Annual	6	Management	Elect Henry CHEONG Ying Chew	For	Against	Against	The nominee serves as an executive and sits on more than 2 outside boards.
CK Asset Holdings Limited	HK	5/12/2023	5/18/2023	Annual	7	Management	Elect Stephen Edward Bradley	For	For	For	
CK Asset Holdings Limited	HK	5/12/2023	5/18/2023	Annual	8	Management	Elect KWOK Eva Lee	For	For	For	
CK Asset Holdings Limited	HK	5/12/2023	5/18/2023	Annual	9	Management	Elect SNG Sow Mei alias POON Sow Mei	For	For	For	
CK Asset Holdings Limited	HK	5/12/2023	5/18/2023	Annual	10	Management	Elect Donny LAM Siu Hong	For	For	For	
CK Asset Holdings Limited	HK	5/12/2023	5/18/2023	Annual	11	Management	Appointment of Auditor and Authority to Set Fees	For	For	For	
CK Asset Holdings Limited	HK	5/12/2023	5/18/2023	Annual	12	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	For	
CK Asset Holdings Limited	HK	5/12/2023	5/18/2023	Annual	13	Management	Authority to Repurchase Shares	For	For	For	
CK Hutchison Holdings Limited	HK	5/12/2023	5/18/2023	Annual	3	Management	Accounts and Reports	For	For	For	
CK Hutchison Holdings Limited	HK	5/12/2023	5/18/2023	Annual	4	Management	Allocation of Profits/Dividends	For	For	For	
CK Hutchison Holdings Limited	HK	5/12/2023	5/18/2023	Annual	5	Management	Elect Canning FOK Kin Ning	For	Against	Against	The board has more than 15 members.
CK Hutchison Holdings Limited	HK	5/12/2023	5/18/2023	Annual	6	Management	Elect KAM Hing Lam	For	Against	Against	The board has more than 15 members.
CK Hutchison Holdings Limited	HK	5/12/2023	5/18/2023	Annual	7	Management	Elect Roland CHOW Kun Chee	For	Against	Against	The board has more than 15 members.
CK Hutchison Holdings Limited	HK	5/12/2023	5/18/2023	Annual	8	Management	Elect Philip Lawrence Kadoorie	For	Against	Against	The board has more than 15 members.
CK Hutchison Holdings Limited	HK	5/12/2023	5/18/2023	Annual	9	Management	Elect Charles LEE Yeh Kwong	For	Against	Against	The board has more than 15 members.
CK Hutchison Holdings Limited	HK	5/12/2023	5/18/2023	Annual	10	Management	Elect Paul Joseph Tighe	For	Against	Against	The board has more than 15 members.
CK Hutchison Holdings Limited	HK	5/12/2023	5/18/2023	Annual	11	Management	Elect WONG Kwai Lam	For	Against	Against	The board has more than 15 members.
CK Hutchison Holdings Limited	HK	5/12/2023	5/18/2023	Annual	12	Management	Appointment of Auditor and Authority to Set Fees	For	For	For	
CK Hutchison Holdings Limited	HK	5/12/2023	5/18/2023	Annual	13	Management	Authority to Issue Shares w/o Preemptive Rights	For	Against	Against	Putnam is voting against the directors. The board does not meet Putnam's standards.
CK Hutchison Holdings Limited	HK	5/12/2023	5/18/2023	Annual	14	Management	Authority to Repurchase Shares	For	For	For	
Coca-Cola Europacific Partners Plc	US	3/29/2023	5/24/2023	Annual	1	Management	Accounts and Reports	For	For	For	
Coca-Cola Europacific Partners Plc	US	3/29/2023	5/24/2023	Annual	2	Management	Remuneration Policy	For	For	For	
Coca-Cola Europacific Partners Plc	US	3/29/2023	5/24/2023	Annual	3	Management	Remuneration Report	For	For	For	
Coca-Cola Europacific Partners Plc	US	3/29/2023	5/24/2023	Annual	4	Management	Elect Mary Harris	For	Against	Against	The board has not established a compensation committee composed of at least three directors, (two directors in the case of smaller companies) and composed solely of independent non-executive directors. The board has more than 15 members or fewer than 5 members.
Coca-Cola Europacific Partners Plc	US	3/29/2023	5/24/2023	Annual	5	Management	Elect Nicolas Mirzayantz	For	Against	Against	The board has not established a compensation committee composed of at least three directors, (two directors in the case of smaller companies) and composed solely of independent non-executive directors. The board has more than 15 members or fewer than 5 members.

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Coca-Cola Europacific Partners Plc	US	3/29/2023	5/24/2023	Annual	6	Management	Elect Nancy W. Quan	For	Against	Against	The board has not established a compensation committee composed of at least three directors, (two directors in the case of smaller companies) and composed solely of independent non-executive directors. The board has more than 15 members or fewer than 5 members.
Coca-Cola Europacific Partners Plc	US	3/29/2023	5/24/2023	Annual	7	Management	Elect Manolo Arroyo	For	Against	Against	The board has not established a compensation committee composed of at least three directors, (two directors in the case of smaller companies) and composed solely of independent non-executive directors. The board has more than 15 members or fewer than 5 members.
Coca-Cola Europacific Partners Plc	US	3/29/2023	5/24/2023	Annual	8	Management	Elect John A. Bryant	For	Against	Against	The board has not established a compensation committee composed of at least three directors, (two directors in the case of smaller companies) and composed solely of independent non-executive directors. The board has more than 15 members or fewer than 5 members.
Coca-Cola Europacific Partners Plc	US	3/29/2023	5/24/2023	Annual	9	Management	Elect José Ignacio Comenge Sánchez-Real	For	Against	Against	The board has not established a compensation committee composed of at least three directors, (two directors in the case of smaller companies) and composed solely of independent non-executive directors. The board has more than 15 members or fewer than 5 members.
Coca-Cola Europacific Partners Plc	US	3/29/2023	5/24/2023	Annual	10	Management	Elect Damian P. Gammell	For	Against	Against	The board has not established a compensation committee composed of at least three directors, (two directors in the case of smaller companies) and composed solely of independent non-executive directors. The board has more than 15 members or fewer than 5 members.
Coca-Cola Europacific Partners Plc	US	3/29/2023	5/24/2023	Annual	11	Management	Elect Nathalie Gaveau	For	Against	Against	The board has not established a compensation committee composed of at least three directors, (two directors in the case of smaller companies) and composed solely of independent non-executive directors. The board has more than 15 members or fewer than 5 members.
Coca-Cola Europacific Partners Plc	US	3/29/2023	5/24/2023	Annual	12	Management	Elect Álvaro Gómez-Trénor Aguilar	For	Against	Against	The board has not established a compensation committee composed of at least three directors, (two directors in the case of smaller companies) and composed solely of independent non-executive directors. The board has more than 15 members or fewer than 5 members.
Coca-Cola Europacific Partners Plc	US	3/29/2023	5/24/2023	Annual	13	Management	Elect Thomas H. Johnson	For	Against	Against	The board has not established a compensation committee composed of at least three directors, (two directors in the case of smaller companies) and composed solely of independent non-executive directors. The board has more than 15 members or fewer than 5 members.
Coca-Cola Europacific Partners Plc	US	3/29/2023	5/24/2023	Annual	14	Management	Elect Dagmar Kollmann	For	Against	Against	The board has not established a compensation committee composed of at least three directors, (two directors in the case of smaller companies) and composed solely of independent non-executive directors. The board has more than 15 members or fewer than 5 members.
Coca-Cola Europacific Partners Plc	US	3/29/2023	5/24/2023	Annual	15	Management	Elect Alfonso Líbano Daurella	For	Against	Against	The board has not established a compensation committee composed of at least three directors, (two directors in the case of smaller companies) and composed solely of independent non-executive directors. The board has more than 15 members or fewer than 5 members.
Coca-Cola Europacific Partners Plc	US	3/29/2023	5/24/2023	Annual	16	Management	Elect Mark Price	For	Against	Against	The board has not established a compensation committee composed of at least three directors, (two directors in the case of smaller companies) and composed solely of independent non-executive directors. The board has more than 15 members or fewer than 5 members.
Coca-Cola Europacific Partners Plc	US	3/29/2023	5/24/2023	Annual	17	Management	Elect Mario R. Solá	For	Against	Against	The board has not established a compensation committee composed of at least three directors, (two directors in the case of smaller companies) and composed solely of independent non-executive directors. The board has more than 15 members or fewer than 5 members.
Coca-Cola Europacific Partners Plc	US	3/29/2023	5/24/2023	Annual	18	Management	Elect Dessislava Temperley	For	Against	Against	The board has not established a compensation committee composed of at least three directors, (two directors in the case of smaller companies) and composed solely of independent non-executive directors. The board has more than 15 members or fewer than 5 members.
Coca-Cola Europacific Partners Plc	US	3/29/2023	5/24/2023	Annual	19	Management	Elect Garry Watts	For	Against	Against	The board has not established a compensation committee composed of at least three directors, (two directors in the case of smaller companies) and composed solely of independent non-executive directors. The board has more than 15 members or fewer than 5 members.

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Coca-Cola Europacific Partners Plc	US	3/29/2023	5/24/2023	Annual	20	Management	Appointment of Auditor	For	For	For	
Coca-Cola Europacific Partners Plc	US	3/29/2023	5/24/2023	Annual	21	Management	Authority to Set Auditor's Fees	For	For	For	
Coca-Cola Europacific Partners Plc	US	3/29/2023	5/24/2023	Annual	22	Management	Authorisation of Political Donations	For	For	For	
Coca-Cola Europacific Partners Plc	US	3/29/2023	5/24/2023	Annual	23	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	For	
Coca-Cola Europacific Partners Plc	US	3/29/2023	5/24/2023	Annual	24	Management	Waiver of Mandatory Takeover Requirement	For	Manual	For	Reviewed by Portfolio Management: CCEP is doing buybacks of which the largest shareholder (Olive) is not participating. This is required so that this does not force Olive to make a mandatory takeover offer.
Coca-Cola Europacific Partners Plc	US	3/29/2023	5/24/2023	Annual	25	Management	Long-Term Incentive Plan	For	Manual	For	Reviewed by Portfolio Management: Aligns with shareholders' interest.
Coca-Cola Europacific Partners Plc	US	3/29/2023	5/24/2023	Annual	26	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	For	
Coca-Cola Europacific Partners Plc	US	3/29/2023	5/24/2023	Annual	27	Management	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	For	
Coca-Cola Europacific Partners Plc	US	3/29/2023	5/24/2023	Annual	28	Management	Authority to Repurchase Shares	For	For	For	
Coca-Cola Europacific Partners Plc	US	3/29/2023	5/24/2023	Annual	29	Management	Authority to Repurchase Shares Off Market	For	For	For	
Coca-Cola Europacific Partners Plc	US	3/29/2023	5/24/2023	Annual	30	Management	Authority to Set General Meeting Notice Period at 14 Days	For	Against	Against	Proposal would authorize a 14 day notice period for EGMs.
Coles Group Ltd	AU	11/7/2022	11/9/2022	Annual	1	Management	Elect Terry Bowen	For	For	For	
Coles Group Ltd	AU	11/7/2022	11/9/2022	Annual	2	Management	Elect Scott Price	For	For	For	
Coles Group Ltd	AU	11/7/2022	11/9/2022	Annual	3	Management	Re-elect James Graham	For	For	For	
Coles Group Ltd	AU	11/7/2022	11/9/2022	Annual	4	Management	Re-elect Jacqueline Chow	For	For	For	
Coles Group Ltd	AU	11/7/2022	11/9/2022	Annual	5	Management	Remuneration Report	For	For	For	
Coles Group Ltd	AU	11/7/2022	11/9/2022	Annual	6	Management	Equity Grant (MD/CEO Steven Cain - FY2022 STI)	For	Manual	For	Reviewed by Portfolio Management: They were earned in-line with what is a fair and transparent compensation structure.
Coles Group Ltd	AU	11/7/2022	11/9/2022	Annual	7	Management	Equity Grant (MD/CEO Steven Cain - FY2023 LTI)	For	Manual	For	Reviewed by Portfolio Management: They were earned in-line with what is a fair and transparent compensation structure.
Coloplast AS	DK	11/24/2022	12/1/2022	Annual	1	Management	Approval of New Article to the Articles of Association (Language)	For	For	For	
Coloplast AS	DK	11/24/2022	12/1/2022	Annual	2	Management	Accounts and Reports	For	For	For	
Coloplast AS	DK	11/24/2022	12/1/2022	Annual	3	Management	Allocation of Profits/Dividends	For	For	For	
Coloplast AS	DK	11/24/2022	12/1/2022	Annual	4	Management	Remuneration Report	For	For	For	
Coloplast AS	DK	11/24/2022	12/1/2022	Annual	5	Management	Directors' Fees	For	For	For	
Coloplast AS	DK	11/24/2022	12/1/2022	Annual	6	Management	Authority to Issue Shares w/ or w/o Preemptive Rights	For	For	For	
Coloplast AS	DK	11/24/2022	12/1/2022	Annual	7	Management	Amendments to Articles (Corporate Language)	For	For	For	
Coloplast AS	DK	11/24/2022	12/1/2022	Annual	8	Management	Elect Lars Søren Rasmussen	For	Against	Against	The compensation committee does not have a majority of independent directors. The nominating committee does not have a majority of independent directors.
Coloplast AS	DK	11/24/2022	12/1/2022	Annual	9	Management	Elect Niels Peter Louis-Hansen	For	Against	Against	The compensation committee does not have a majority of independent directors. The nominating committee does not have a majority of independent directors.
Coloplast AS	DK	11/24/2022	12/1/2022	Annual	10	Management	Elect Annette Brøls	For	Against	Against	The compensation committee does not have a majority of independent directors. The nominating committee does not have a majority of independent directors.
Coloplast AS	DK	11/24/2022	12/1/2022	Annual	11	Management	Elect Carsten Hellmann	For	Against	Against	The compensation committee does not have a majority of independent directors. The nominating committee does not have a majority of independent directors.
Coloplast AS	DK	11/24/2022	12/1/2022	Annual	12	Management	Elect Jette Nygaard-Andersen	For	Against	Against	The compensation committee does not have a majority of independent directors. The nominating committee does not have a majority of independent directors.
Coloplast AS	DK	11/24/2022	12/1/2022	Annual	13	Management	Elect Marianne Wiinholt	For	Against	Against	The compensation committee does not have a majority of independent directors. The nominating committee does not have a majority of independent directors.
Coloplast AS	DK	11/24/2022	12/1/2022	Annual	14	Management	Appointment of Auditor	For	For	For	
Coloplast AS	DK	11/24/2022	12/1/2022	Annual	15	Management	Authorization of Legal Formalities	For	For	For	
Compagnie de Saint-Gobain S.A.	FR	6/5/2023	6/8/2023	Mix	1	Management	Accounts and Reports	For	For	For	

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Compagnie de Saint-Gobain S.A.	FR	6/5/2023	6/8/2023	Mix	2	Management	Consolidated Accounts and Reports	For	For	For	
Compagnie de Saint-Gobain S.A.	FR	6/5/2023	6/8/2023	Mix	3	Management	Allocation of Profits/Dividends	For	For	For	
Compagnie de Saint-Gobain S.A.	FR	6/5/2023	6/8/2023	Mix	4	Management	Elect Dominique Leroy	For	For	For	
Compagnie de Saint-Gobain S.A.	FR	6/5/2023	6/8/2023	Mix	5	Management	Elect Jana Revedin	For	For	For	
Compagnie de Saint-Gobain S.A.	FR	6/5/2023	6/8/2023	Mix	6	Management	2022 Remuneration of Pierre-André de Chalendar, Chair	For	For	For	
Compagnie de Saint-Gobain S.A.	FR	6/5/2023	6/8/2023	Mix	7	Management	2022 Remuneration of Benoit Bazin, CEO	For	For	For	
Compagnie de Saint-Gobain S.A.	FR	6/5/2023	6/8/2023	Mix	8	Management	2022 Remuneration Report	For	For	For	
Compagnie de Saint-Gobain S.A.	FR	6/5/2023	6/8/2023	Mix	9	Management	2023 Remuneration Policy (Chair)	For	Manual	For	Vote case-by-case when Glass Lewis identifies significant issues for shareholder concern. / Reviewed by Portfolio Management: We do not see a need to adjust retroactively.
Compagnie de Saint-Gobain S.A.	FR	6/5/2023	6/8/2023	Mix	10	Management	2023 Remuneration Policy (CEO)	For	Against	Against	Poor overall design
Compagnie de Saint-Gobain S.A.	FR	6/5/2023	6/8/2023	Mix	11	Management	2023 Remuneration Policy (Board of Directors)	For	For	For	
Compagnie de Saint-Gobain S.A.	FR	6/5/2023	6/8/2023	Mix	12	Management	2023 Directors' Fees	For	For	For	
Compagnie de Saint-Gobain S.A.	FR	6/5/2023	6/8/2023	Mix	13	Management	Authority to Repurchase and Reissue Shares	For	For	For	
Compagnie de Saint-Gobain S.A.	FR	6/5/2023	6/8/2023	Mix	14	Management	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	For	For	For	
Compagnie de Saint-Gobain S.A.	FR	6/5/2023	6/8/2023	Mix	15	Management	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	For	For	For	
Compagnie de Saint-Gobain S.A.	FR	6/5/2023	6/8/2023	Mix	16	Management	Authority to Issue Shares and Convertible Debt Through Private Placement	For	For	For	
Compagnie de Saint-Gobain S.A.	FR	6/5/2023	6/8/2023	Mix	17	Management	Greenshoe	For	For	For	
Compagnie de Saint-Gobain S.A.	FR	6/5/2023	6/8/2023	Mix	18	Management	Authority to Increase Capital in Consideration for Contributions In Kind	For	For	For	
Compagnie de Saint-Gobain S.A.	FR	6/5/2023	6/8/2023	Mix	19	Management	Authority to Increase Capital Through Capitalisations	For	For	For	
Compagnie de Saint-Gobain S.A.	FR	6/5/2023	6/8/2023	Mix	20	Management	Authority to Set Offering Price of Shares	For	For	For	
Compagnie de Saint-Gobain S.A.	FR	6/5/2023	6/8/2023	Mix	21	Management	Employee Stock Purchase Plan	For	For	For	
Compagnie de Saint-Gobain S.A.	FR	6/5/2023	6/8/2023	Mix	22	Management	Authority to Cancel Shares and Reduce Capital	For	For	For	
Compagnie de Saint-Gobain S.A.	FR	6/5/2023	6/8/2023	Mix	23	Management	Amendments to Articles Regarding Directors' Share Ownership	For	For	For	
Compagnie de Saint-Gobain S.A.	FR	6/5/2023	6/8/2023	Mix	24	Management	Authorisation of Legal Formalities	For	For	For	
Credit Agricole S.A.	FR	5/12/2023	5/17/2023	Mix	1	Management	Accounts and Reports; Non Tax-Deductible Expenses	For	For	For	
Credit Agricole S.A.	FR	5/12/2023	5/17/2023	Mix	2	Management	Consolidated Accounts and Reports	For	For	For	
Credit Agricole S.A.	FR	5/12/2023	5/17/2023	Mix	3	Management	Allocation of Profits/Dividends	For	For	For	
Credit Agricole S.A.	FR	5/12/2023	5/17/2023	Mix	4	Management	Related Party Transactions (Crédit Agricole CIB)	For	For	For	
Credit Agricole S.A.	FR	5/12/2023	5/17/2023	Mix	5	Management	Related Party Transactions (Crédit Agricole CIB)	For	For	For	
Credit Agricole S.A.	FR	5/12/2023	5/17/2023	Mix	6	Management	Elect Carol Sirou	For	Against	Against	The compensation committee does not have a majority of independent directors. The board has more than 15 members or fewer than 5 members. The board does not have a majority of independent directors. The nominating committee does not have a majority of independent directors.

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Credit Agricole S.A.	FR	5/12/2023	5/17/2023	Mix	7	Management	Elect Agnès Audier	For	Against	Against	The compensation committee does not have a majority of independent directors. The board has more than 15 members or fewer than 5 members. The board does not have a majority of independent directors. The nominating committee does not have a majority of independent directors.
Credit Agricole S.A.	FR	5/12/2023	5/17/2023	Mix	8	Management	Elect Sonia Bonnet-Bernard	For	Against	Against	The compensation committee does not have a majority of independent directors. The board has more than 15 members or fewer than 5 members. The board does not have a majority of independent directors. The nominating committee does not have a majority of independent directors.
Credit Agricole S.A.	FR	5/12/2023	5/17/2023	Mix	9	Management	Elect Marie-Claire Daveu	For	Against	Against	The compensation committee does not have a majority of independent directors. The board has more than 15 members or fewer than 5 members. The board does not have a majority of independent directors. The nominating committee does not have a majority of independent directors.
Credit Agricole S.A.	FR	5/12/2023	5/17/2023	Mix	10	Management	Elect Alessia Mosca	For	Against	Against	The compensation committee does not have a majority of independent directors. The board has more than 15 members or fewer than 5 members. The board does not have a majority of independent directors. The nominating committee does not have a majority of independent directors.
Credit Agricole S.A.	FR	5/12/2023	5/17/2023	Mix	11	Management	Elect Hugues Brasseur	For	Against	Against	The compensation committee does not have a majority of independent directors. The board has more than 15 members or fewer than 5 members. The board does not have a majority of independent directors. The nominating committee does not have a majority of independent directors.
Credit Agricole S.A.	FR	5/12/2023	5/17/2023	Mix	12	Management	Elect Pascal Lheureux	For	Against	Against	The compensation committee does not have a majority of independent directors. The board has more than 15 members or fewer than 5 members. The board does not have a majority of independent directors. The nominating committee does not have a majority of independent directors.
Credit Agricole S.A.	FR	5/12/2023	5/17/2023	Mix	13	Management	Elect Éric Vial	For	Against	Against	The compensation committee does not have a majority of independent directors. The board has more than 15 members or fewer than 5 members. The board does not have a majority of independent directors. The nominating committee does not have a majority of independent directors.
Credit Agricole S.A.	FR	5/12/2023	5/17/2023	Mix	14	Management	2023 Remuneration Policy (Chair)	For	For	For	
Credit Agricole S.A.	FR	5/12/2023	5/17/2023	Mix	15	Management	2023 Remuneration Policy (CEO)	For	For	For	
Credit Agricole S.A.	FR	5/12/2023	5/17/2023	Mix	16	Management	2023 Remuneration Policy (Xavier Musca, Deputy CEO)	For	For	For	
Credit Agricole S.A.	FR	5/12/2023	5/17/2023	Mix	17	Management	2023 Remuneration Policy (Jérôme Grivet, Deputy CEO)	For	For	For	
Credit Agricole S.A.	FR	5/12/2023	5/17/2023	Mix	18	Management	2023 Remuneration Policy (Olivier Gavalda, Deputy CEO)	For	For	For	
Credit Agricole S.A.	FR	5/12/2023	5/17/2023	Mix	19	Management	2023 Remuneration Policy (Board of Directors)	For	For	For	
Credit Agricole S.A.	FR	5/12/2023	5/17/2023	Mix	20	Management	2022 Remuneration of Dominique Lefebvre, Chair	For	For	For	
Credit Agricole S.A.	FR	5/12/2023	5/17/2023	Mix	21	Management	2022 Remuneration of Philippe Brassac, CEO	For	For	For	
Credit Agricole S.A.	FR	5/12/2023	5/17/2023	Mix	22	Management	2022 Remuneration of Xavier Musca, Deputy CEO	For	For	For	
Credit Agricole S.A.	FR	5/12/2023	5/17/2023	Mix	23	Management	2022 Remuneration of Jérôme Grivet, Deputy CEO (Since September 1, 2022)	For	For	For	
Credit Agricole S.A.	FR	5/12/2023	5/17/2023	Mix	24	Management	2022 Remuneration of Olivier Gavalda, Deputy CEO (Since November 1, 2022)	For	For	For	
Credit Agricole S.A.	FR	5/12/2023	5/17/2023	Mix	25	Management	2022 Remuneration Report	For	For	For	
Credit Agricole S.A.	FR	5/12/2023	5/17/2023	Mix	26	Management	Remuneration of Identified Staff	For	For	For	
Credit Agricole S.A.	FR	5/12/2023	5/17/2023	Mix	27	Management	Authority to Repurchase and Reissue Shares	For	For	For	
Credit Agricole S.A.	FR	5/12/2023	5/17/2023	Mix	28	Management	Employee Stock Purchase Plan	For	For	For	
Credit Agricole S.A.	FR	5/12/2023	5/17/2023	Mix	29	Management	Stock Purchase Plan for Overseas Employees	For	For	For	
Credit Agricole S.A.	FR	5/12/2023	5/17/2023	Mix	30	Management	Authority to Issue Performance Shares	For	Manual	For	The board fails to meet the basic independence standards.
Credit Agricole S.A.	FR	5/12/2023	5/17/2023	Mix	31	Management	Authorisation of Legal Formalities	For	For	For	
Credit Agricole S.A.	FR	5/12/2023	5/17/2023	Mix	32	Shareholder	SHP Regarding Discount on Equity Remuneration for Employees	Against	Against	Against	Putnam does not generally support this type of proposal and believes the proposal would not benefit shareholders.
CRH Plc	IE	4/21/2023	4/27/2023	Annual	2	Management	Accounts and Reports	For	For	For	
CRH Plc	IE	4/21/2023	4/27/2023	Annual	3	Management	Final Dividend	For	For	For	
CRH Plc	IE	4/21/2023	4/27/2023	Annual	4	Management	Remuneration Report	For	For	For	
CRH Plc	IE	4/21/2023	4/27/2023	Annual	5	Management	Elect Richard Boucher	For	For	For	
CRH Plc	IE	4/21/2023	4/27/2023	Annual	6	Management	Elect Caroline Dowling	For	For	For	
CRH Plc	IE	4/21/2023	4/27/2023	Annual	7	Management	Elect Richard H. Fearon	For	For	For	

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CRH Plc	IE	4/21/2023	4/27/2023	Annual	8	Management	Elect Johan Karlström	For	For	For	
CRH Plc	IE	4/21/2023	4/27/2023	Annual	9	Management	Elect Shaun Kelly	For	For	For	
CRH Plc	IE	4/21/2023	4/27/2023	Annual	10	Management	Elect Badar Khan	For	For	For	
CRH Plc	IE	4/21/2023	4/27/2023	Annual	11	Management	Elect H. Lamar McKay	For	For	For	
CRH Plc	IE	4/21/2023	4/27/2023	Annual	12	Management	Elect Albert Manifold	For	For	For	
CRH Plc	IE	4/21/2023	4/27/2023	Annual	13	Management	Elect Jim Mintern	For	For	For	
CRH Plc	IE	4/21/2023	4/27/2023	Annual	14	Management	Elect Gillian L. Platt	For	For	For	
CRH Plc	IE	4/21/2023	4/27/2023	Annual	15	Management	Elect Mary K. Rhinehart	For	For	For	
CRH Plc	IE	4/21/2023	4/27/2023	Annual	16	Management	Elect Siobhán Talbot	For	For	For	
CRH Plc	IE	4/21/2023	4/27/2023	Annual	17	Management	Elect Christina Verchere	For	For	For	
CRH Plc	IE	4/21/2023	4/27/2023	Annual	18	Management	Authority to Set Auditor's Fees	For	For	For	
CRH Plc	IE	4/21/2023	4/27/2023	Annual	19	Management	Appointment of Auditor	For	For	For	
CRH Plc	IE	4/21/2023	4/27/2023	Annual	20	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	For	
CRH Plc	IE	4/21/2023	4/27/2023	Annual	21	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	For	
CRH Plc	IE	4/21/2023	4/27/2023	Annual	22	Management	Authority to Repurchase Shares	For	For	For	
CRH Plc	IE	4/21/2023	4/27/2023	Annual	23	Management	Authority to Set Price Range for Reissuance of Treasury Shares	For	For	For	
CRH Plc	IE	6/2/2023	6/8/2023	Court	3	Management	Scheme of Arrangement (Settlement System Migration)	For	Manual	For	Reviewed by Portfolio Management: The proposal paves the way for listing in US which is in the interest of shareholders.
CRH Plc	IE	6/2/2023	6/8/2023	Special	3	Management	Approve Scheme of Arrangement	For	Manual	For	Reviewed by Portfolio Management: The proposal paves the way for listing in US which is in the interest of shareholders.
CRH Plc	IE	6/2/2023	6/8/2023	Special	4	Management	Change of Listing	For	Manual	For	Reviewed by Portfolio Management: The proposal paves the way for listing in US which is in the interest of shareholders.
CRH Plc	IE	6/2/2023	6/8/2023	Special	5	Management	Adoption of New Articles	For	Manual	For	Reviewed by Portfolio Management: The proposal paves the way for listing in US which is in the interest of shareholders.
CRH Plc	IE	6/2/2023	6/8/2023	Special	6	Management	Authority to Repurchase Shares	For	For	For	
CRH Plc	IE	6/2/2023	6/8/2023	Special	7	Management	Authority to Set Price Range for Reissuance of Treasury Shares	For	Manual	For	Reviewed by Portfolio Management: There is no apparent issue with this, especially given the limitation on issuance price.
CRH Plc	IE	6/2/2023	6/8/2023	Special	8	Management	Amendments to Articles (Share Redemption)	For	Manual	For	Reviewed by Portfolio Management: This request is inline with peers (US listed/primarily US earnings source).
CSL Ltd.	AU	10/10/2022	10/12/2022	Annual	1	Management	Re-elect Marie McDonald	For	For	For	
CSL Ltd.	AU	10/10/2022	10/12/2022	Annual	2	Management	Re-elect Megan Clark	For	For	For	
CSL Ltd.	AU	10/10/2022	10/12/2022	Annual	3	Management	Remuneration Report	For	For	For	
CSL Ltd.	AU	10/10/2022	10/12/2022	Annual	4	Management	Equity Grant (MD/CEO Paul Perreault)	For	Manual	For	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Daiichi Sankyo Co., Ltd.	JP	3/31/2023	6/19/2023	Annual	2	Management	Allocation of Profits/Dividends	For	For	For	
Daiichi Sankyo Co., Ltd.	JP	3/31/2023	6/19/2023	Annual	3	Management	Elect Sunao Manabe	For	For	For	
Daiichi Sankyo Co., Ltd.	JP	3/31/2023	6/19/2023	Annual	4	Management	Elect Hiroyuki Okuzawa	For	For	For	
Daiichi Sankyo Co., Ltd.	JP	3/31/2023	6/19/2023	Annual	5	Management	Elect Shoji Hirashima	For	For	For	
Daiichi Sankyo Co., Ltd.	JP	3/31/2023	6/19/2023	Annual	6	Management	Elect Masahiko Ohtsuki	For	For	For	
Daiichi Sankyo Co., Ltd.	JP	3/31/2023	6/19/2023	Annual	7	Management	Elect Takashi Fukuoka	For	For	For	
Daiichi Sankyo Co., Ltd.	JP	3/31/2023	6/19/2023	Annual	8	Management	Elect Kazuaki Kama	For	For	For	
Daiichi Sankyo Co., Ltd.	JP	3/31/2023	6/19/2023	Annual	9	Management	Elect Sawako Nohara	For	For	For	
Daiichi Sankyo Co., Ltd.	JP	3/31/2023	6/19/2023	Annual	10	Management	Elect Yasuhiro Komatsu	For	For	For	
Daiichi Sankyo Co., Ltd.	JP	3/31/2023	6/19/2023	Annual	11	Management	Elect Takaaki Nishii	For	For	For	
Daiichi Sankyo Co., Ltd.	JP	3/31/2023	6/19/2023	Annual	12	Management	Elect Kenji Sato	For	For	For	
Daiichi Sankyo Co., Ltd.	JP	3/31/2023	6/19/2023	Annual	13	Management	Elect Miyuki Arai	For	For	For	
Daiichi Sankyo Co., Ltd.	JP	3/31/2023	6/19/2023	Annual	14	Management	Trust Type Equity Plan	For	Manual	For	Reviewed by Portfolio Management: There is no dilution as the Trust will acquire stock for the market to allocate to senior management. Alignment of interest is good.
Dassault Aviation	FR	5/11/2023	5/16/2023	Mix	1	Management	Accounts and Reports	For	For	For	
Dassault Aviation	FR	5/11/2023	5/16/2023	Mix	2	Management	Consolidated Accounts and Reports	For	For	For	
Dassault Aviation	FR	5/11/2023	5/16/2023	Mix	3	Management	Allocation of Profits/Dividends	For	For	For	
Dassault Aviation	FR	5/11/2023	5/16/2023	Mix	4	Management	2022 Remuneration Report	For	Manual	Against	Poor overall compensation disclosure; Poor overall design
Dassault Aviation	FR	5/11/2023	5/16/2023	Mix	5	Management	2022 Remuneration of Éric Trappier, Chair and CEO	For	Against	Against	Poor overall compensation disclosure; Poor overall design
Dassault Aviation	FR	5/11/2023	5/16/2023	Mix	6	Management	2022 Remuneration of Loik Segalen, COO	For	Against	Against	Poor overall compensation disclosure; Poor overall design
Dassault Aviation	FR	5/11/2023	5/16/2023	Mix	7	Management	2023 Remuneration Policy (Board of Directors)	For	For	For	

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Dassault Aviation	FR	5/11/2023	5/16/2023	Mix	8	Management	2023 Remuneration Policy (Chair and CEO)	For	Against	Against	Poor overall design; Poor overall compensation disclosure
Dassault Aviation	FR	5/11/2023	5/16/2023	Mix	9	Management	2023 Remuneration Policy (COO)	For	Against	Against	Poor overall compensation disclosure; Poor overall design
Dassault Aviation	FR	5/11/2023	5/16/2023	Mix	10	Management	Elect Lucia Sinapi-Thomas	For	Against	Against	The board does not have a majority of independent directors.
Dassault Aviation	FR	5/11/2023	5/16/2023	Mix	11	Management	Elect Charles Edelstenne	For	Against	Against	The board does not have a majority of independent directors.
Dassault Aviation	FR	5/11/2023	5/16/2023	Mix	12	Management	Elect Thierry Dassault	For	Against	Against	The board does not have a majority of independent directors.
Dassault Aviation	FR	5/11/2023	5/16/2023	Mix	13	Management	Elect Eric Trappier	For	Against	Against	The board does not have a majority of independent directors.
Dassault Aviation	FR	5/11/2023	5/16/2023	Mix	14	Management	Related Party Transactions between Dassault Aviation and GIMD	For	For	For	
Dassault Aviation	FR	5/11/2023	5/16/2023	Mix	15	Management	Authority to Repurchase and Reissue Shares	For	For	For	
Dassault Aviation	FR	5/11/2023	5/16/2023	Mix	16	Management	Authority to Cancel Shares and Reduce Capital	For	For	For	
Dassault Aviation	FR	5/11/2023	5/16/2023	Mix	17	Management	Authorisation of Legal Formalities	For	For	For	
DBS Group Holdings Ltd	SG	3/29/2023	3/31/2023	Annual	2	Management	Accounts and Reports	For	For	For	
DBS Group Holdings Ltd	SG	3/29/2023	3/31/2023	Annual	3	Management	Allocation of Profits/Dividends	For	For	For	
DBS Group Holdings Ltd	SG	3/29/2023	3/31/2023	Annual	4	Management	Directors' Fees	For	For	For	
DBS Group Holdings Ltd	SG	3/29/2023	3/31/2023	Annual	5	Management	Appointment of Auditor and Authority to Set Fees	For	For	For	
DBS Group Holdings Ltd	SG	3/29/2023	3/31/2023	Annual	6	Management	Elect Peter SEAH Lim Huat	For	For	For	
DBS Group Holdings Ltd	SG	3/29/2023	3/31/2023	Annual	7	Management	Elect Punita Lal	For	For	For	
DBS Group Holdings Ltd	SG	3/29/2023	3/31/2023	Annual	8	Management	Elect Anthony LIM Weng Kin	For	For	For	
DBS Group Holdings Ltd	SG	3/29/2023	3/31/2023	Annual	9	Management	AUTHORITY TO GRANT AWARDS AND ISSUE SHARES UNDER THE DBSH SHARE PLAN	For	For	For	
DBS Group Holdings Ltd	SG	3/29/2023	3/31/2023	Annual	10	Management	Authority to Issues Share under The California Sub-Plan	For	For	For	
DBS Group Holdings Ltd	SG	3/29/2023	3/31/2023	Annual	11	Management	Authority to Issue Shares w/ or w/o Preemptive Rights	For	For	For	
DBS Group Holdings Ltd	SG	3/29/2023	3/31/2023	Annual	12	Management	AUTHORITY TO ISSUE SHARES PURSUANT TO THE DBSH SCRIP DIVIDEND SCHEME	For	For	For	
DBS Group Holdings Ltd	SG	3/29/2023	3/31/2023	Annual	13	Management	Authority to Repurchase and Reissue Shares	For	For	For	
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	1	Management	Allocation of Dividends	For	For	For	
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	2	Management	Ratify Christian Sewing	For	For	For	
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	3	Management	Ratify James von Moltke	For	For	For	
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	4	Management	Ratify Karl von Rohr	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	5	Management	Ratify Fabrizio Campelli	For	For	For	
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	6	Management	Ratify Bernd Leukert	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	7	Management	Ratify Stuart Lewis	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	8	Management	Ratify Alexander von zur Mühlen	For	For	For	
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	9	Management	Ratify Christiana Riley	For	For	For	
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	10	Management	Ratify Rebecca Short	For	For	For	
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	11	Management	Ratify Stefan Simon	For	For	For	
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	12	Management	Ratify Olivier Vigneron	For	For	For	
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	13	Management	Ratify Alexander Wynaendts	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	14	Management	Ratify Paul Achleitner	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	15	Management	Ratify Detlef Polaschek	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	16	Management	Ratify Norbert Winkeljohann	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	17	Management	Ratify Ludwig Blomeyer-Bartenstein	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	18	Management	Ratify Mayree Clark	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	19	Management	Ratify Jan Duscheck	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	20	Management	Ratify Manja Eifert	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.

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Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	21	Management	Ratify Gerhard Eschelbeck	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	22	Management	Ratify Sigmar Gabriel	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	23	Management	Ratify Timo Heider	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	24	Management	Ratify Martina Klee	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	25	Management	Ratify Henriette Mark	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	26	Management	Ratify Gabriele Platscher	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	27	Management	Ratify Bernd Rose	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	28	Management	Ratify Yngve Slyngstad	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	29	Management	Ratify John Alexander Thain	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	30	Management	Ratify Michele Trogni	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	31	Management	Ratify Dagmar Valcárcel	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	32	Management	Ratify Stefan Viertel	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	33	Management	Ratify Theodor Weimer	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	34	Management	Ratify Frank Werneke	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	35	Management	Ratify Frank Witter	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	36	Management	Appointment of Auditor	For	For	For	
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	37	Management	Remuneration Report	For	For	For	
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	38	Management	Authority to Repurchase and Reissue Shares	For	For	For	
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	39	Management	Authority to Repurchase Shares Using Equity Derivatives	For	For	For	
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	40	Management	Elect Mayree C. Clark	For	For	For	
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	41	Management	Elect John A. Thain	For	For	For	
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	42	Management	Elect Michele Trogni	For	For	For	
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	43	Management	Elect Norbert Winkeljohann	For	For	For	
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	44	Management	Amendments to Articles (Virtual AGM)	For	For	For	
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	45	Management	Amendments to Articles (Transmission of General Meeting)	For	For	For	
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	46	Management	Amendments to Articles (Virtual Supervisory Board Member AGM Participation)	For	For	For	
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	47	Management	Amendments to Articles (Share Register)	For	For	For	
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	48	Management	Supervisory Board Remuneration Policy	For	For	For	
Deutsche Boerse AG	DE	5/9/2023	5/16/2023	Annual	9	Management	Allocation of Dividends	For	For	For	
Deutsche Boerse AG	DE	5/9/2023	5/16/2023	Annual	10	Management	Ratification of Management Board Acts	For	For	For	
Deutsche Boerse AG	DE	5/9/2023	5/16/2023	Annual	11	Management	Ratification of Supervisory Board Acts	For	For	For	
Deutsche Boerse AG	DE	5/9/2023	5/16/2023	Annual	12	Management	Amendments to Articles (Virtual Shareholder Meetings)	For	For	For	
Deutsche Boerse AG	DE	5/9/2023	5/16/2023	Annual	13	Management	Amendments to Articles (Virtual Participation of Supervisory Board Members)	For	For	For	
Deutsche Boerse AG	DE	5/9/2023	5/16/2023	Annual	14	Management	Amendments to Articles (Convocation of Shareholder Meetings)	For	For	For	
Deutsche Boerse AG	DE	5/9/2023	5/16/2023	Annual	15	Management	Amendments to Articles (Share Register)	For	For	For	
Deutsche Boerse AG	DE	5/9/2023	5/16/2023	Annual	16	Management	Remuneration Report	For	For	For	
Deutsche Boerse AG	DE	5/9/2023	5/16/2023	Annual	17	Management	Appointment of Auditor	For	For	For	
Deutsche Post AG	DE	4/28/2023	5/4/2023	Annual	1	Management	Allocation of Dividends	For	For	For	

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Deutsche Post AG	DE	4/28/2023	5/4/2023	Annual	2	Management	Ratification of Management Board Acts	For	For	For	
Deutsche Post AG	DE	4/28/2023	5/4/2023	Annual	3	Management	Ratification of Supervisory Board Acts	For	For	For	
Deutsche Post AG	DE	4/28/2023	5/4/2023	Annual	4	Management	Elect Katrin Suder	For	For	For	
Deutsche Post AG	DE	4/28/2023	5/4/2023	Annual	5	Management	Elect Mario Daberkow	For	For	For	
Deutsche Post AG	DE	4/28/2023	5/4/2023	Annual	6	Management	Authority to Repurchase and Reissue Shares	For	For	For	
Deutsche Post AG	DE	4/28/2023	5/4/2023	Annual	7	Management	Authority to Repurchase Shares Using Equity Derivatives	For	For	For	
Deutsche Post AG	DE	4/28/2023	5/4/2023	Annual	8	Management	Remuneration Report	For	For	For	
Deutsche Post AG	DE	4/28/2023	5/4/2023	Annual	9	Management	Amendments to Articles (Location)	For	For	For	
Deutsche Post AG	DE	4/28/2023	5/4/2023	Annual	10	Management	Amendments to Articles (Virtual General Meeting)	For	For	For	
Deutsche Post AG	DE	4/28/2023	5/4/2023	Annual	11	Management	Amendments to Articles (Virtual Participation of Supervisory Board Members)	For	For	For	
Diageo plc	GB		10/6/2022	Annual	1	Management	Accounts and Reports	For	For	For	
Diageo plc	GB		10/6/2022	Annual	2	Management	Remuneration Report	For	For	For	
Diageo plc	GB		10/6/2022	Annual	3	Management	Final Dividend	For	For	For	
Diageo plc	GB		10/6/2022	Annual	4	Management	Elect Karen Blackett	For	For	For	
Diageo plc	GB		10/6/2022	Annual	5	Management	Elect Melissa Bethell	For	For	For	
Diageo plc	GB		10/6/2022	Annual	6	Management	Elect Lavanya Chandrashekar	For	For	For	
Diageo plc	GB		10/6/2022	Annual	7	Management	Elect Valérie Chapoulaud-Floquet	For	For	For	
Diageo plc	GB		10/6/2022	Annual	8	Management	Elect Javier Ferrán	For	For	For	
Diageo plc	GB		10/6/2022	Annual	9	Management	Elect Susan Kilsby	For	For	For	
Diageo plc	GB		10/6/2022	Annual	10	Management	Elect John A. Manzoni	For	For	For	
Diageo plc	GB		10/6/2022	Annual	11	Management	Elect Lady Nicola Mendelsohn	For	For	For	
Diageo plc	GB		10/6/2022	Annual	12	Management	Elect Ivan Menezes	For	For	For	
Diageo plc	GB		10/6/2022	Annual	13	Management	Elect Alan Stewart	For	For	For	
Diageo plc	GB		10/6/2022	Annual	14	Management	Elect Ireena Vittal	For	For	For	
Diageo plc	GB		10/6/2022	Annual	15	Management	Appointment of Auditor	For	For	For	
Diageo plc	GB		10/6/2022	Annual	16	Management	Authority to Set Auditor's Fees	For	For	For	
Diageo plc	GB		10/6/2022	Annual	17	Management	Authorisation of Political Donations	For	For	For	
Diageo plc	GB		10/6/2022	Annual	18	Management	Amendment to the Irish Share Ownership Plan	For	For	For	
Diageo plc	GB		10/6/2022	Annual	19	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	For	
Diageo plc	GB		10/6/2022	Annual	20	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	For	
Diageo plc	GB		10/6/2022	Annual	21	Management	Authority to Repurchase Shares	For	For	For	
Diageo plc	GB		10/6/2022	Annual	22	Management	Authority to Set General Meeting Notice Period at 14 Days	For	Against	Against	Proposal would authorize a 14 day notice period for EGMs.
Diageo plc	US	8/19/2022	10/6/2022	Annual	1	Management	Accounts and Reports	For	For	For	
Diageo plc	US	8/19/2022	10/6/2022	Annual	2	Management	Remuneration Report	For	For	For	
Diageo plc	US	8/19/2022	10/6/2022	Annual	3	Management	Final Dividend	For	For	For	
Diageo plc	US	8/19/2022	10/6/2022	Annual	4	Management	Elect Karen Blackett	For	For	For	
Diageo plc	US	8/19/2022	10/6/2022	Annual	5	Management	Elect Melissa Bethell	For	For	For	
Diageo plc	US	8/19/2022	10/6/2022	Annual	6	Management	Elect Lavanya Chandrashekar	For	For	For	
Diageo plc	US	8/19/2022	10/6/2022	Annual	7	Management	Elect Valérie Chapoulaud-Floquet	For	For	For	
Diageo plc	US	8/19/2022	10/6/2022	Annual	8	Management	Elect Javier Ferrán	For	For	For	
Diageo plc	US	8/19/2022	10/6/2022	Annual	9	Management	Elect Susan Kilsby	For	For	For	
Diageo plc	US	8/19/2022	10/6/2022	Annual	10	Management	Elect John A. Manzoni	For	For	For	
Diageo plc	US	8/19/2022	10/6/2022	Annual	11	Management	Elect Lady Nicola Mendelsohn	For	For	For	
Diageo plc	US	8/19/2022	10/6/2022	Annual	12	Management	Elect Ivan Menezes	For	For	For	
Diageo plc	US	8/19/2022	10/6/2022	Annual	13	Management	Elect Alan Stewart	For	For	For	
Diageo plc	US	8/19/2022	10/6/2022	Annual	14	Management	Elect Ireena Vittal	For	For	For	
Diageo plc	US	8/19/2022	10/6/2022	Annual	15	Management	Appointment of Auditor	For	For	For	
Diageo plc	US	8/19/2022	10/6/2022	Annual	16	Management	Authority to Set Auditor's Fees	For	For	For	
Diageo plc	US	8/19/2022	10/6/2022	Annual	17	Management	Authorisation of Political Donations	For	For	For	
Diageo plc	US	8/19/2022	10/6/2022	Annual	18	Management	Amendment to the Irish Share Ownership Plan	For	For	For	
Diageo plc	US	8/19/2022	10/6/2022	Annual	19	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	For	
Diageo plc	US	8/19/2022	10/6/2022	Annual	20	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	For	
Diageo plc	US	8/19/2022	10/6/2022	Annual	21	Management	Authority to Repurchase Shares	For	For	For	
Diageo plc	US	8/19/2022	10/6/2022	Annual	22	Management	Authority to Set General Meeting Notice Period at 14 Days	For	Against	Against	Proposal would authorize a 14 day notice period for EGMs.
DNB Bank ASA	NO	4/18/2023	4/25/2023	Annual	6	Management	Opening of Meeting; Election of Presiding Chair	For	For	TNA	Non-voting market

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DNB Bank ASA	NO	4/18/2023	4/25/2023	Annual	7	Management	Agenda	For	For	TNA	Non-voting market
DNB Bank ASA	NO	4/18/2023	4/25/2023	Annual	8	Management	Minutes	For	For	TNA	Non-voting market
DNB Bank ASA	NO	4/18/2023	4/25/2023	Annual	9	Management	Accounts and Reports; Allocation of Profits and Dividends	For	For	TNA	Non-voting market
DNB Bank ASA	NO	4/18/2023	4/25/2023	Annual	10	Management	Cancellation of Shares	For	For	TNA	Non-voting market
DNB Bank ASA	NO	4/18/2023	4/25/2023	Annual	11	Management	Authority to Repurchase Shares (Cancellation)	For	For	TNA	Non-voting market
DNB Bank ASA	NO	4/18/2023	4/25/2023	Annual	12	Management	Authority to Repurchase Shares (Hedging)	For	Manual	TNA	Non-voting market
DNB Bank ASA	NO	4/18/2023	4/25/2023	Annual	13	Management	Authority to Issue Debt Instruments	For	For	TNA	Non-voting market
DNB Bank ASA	NO	4/18/2023	4/25/2023	Annual	14	Management	Amendments to Articles (Debt Capital)	For	For	TNA	Non-voting market
DNB Bank ASA	NO	4/18/2023	4/25/2023	Annual	15	Management	Amendments to Articles (General Meeting)	For	For	TNA	Non-voting market
DNB Bank ASA	NO	4/18/2023	4/25/2023	Annual	16	Management	Remuneration Report	For	Against	TNA	Non-voting market
DNB Bank ASA	NO	4/18/2023	4/25/2023	Annual	17	Management	Corporate Governance Report	For	For	TNA	Non-voting market
DNB Bank ASA	NO	4/18/2023	4/25/2023	Annual	18	Management	Election of Directors	For	For	TNA	Non-voting market
DNB Bank ASA	NO	4/18/2023	4/25/2023	Annual	19	Management	Directors' and Nomination Committee Fees	For	For	TNA	Non-voting market
DNB Bank ASA	NO	4/18/2023	4/25/2023	Annual	20	Management	Authority to Set Auditor's Fees	For	For	TNA	Non-voting market
E. On SE	DE	5/10/2023	5/17/2023	Annual	1	Management	Allocation of Dividends	For	For	For	
E. On SE	DE	5/10/2023	5/17/2023	Annual	2	Management	Ratification of Management Board Acts	For	For	For	
E. On SE	DE	5/10/2023	5/17/2023	Annual	3	Management	Ratification of Supervisory Board Acts	For	For	For	
E. On SE	DE	5/10/2023	5/17/2023	Annual	4	Management	Appointment of Auditor (FY 2023)	For	For	For	
E. On SE	DE	5/10/2023	5/17/2023	Annual	5	Management	Appointment of Auditor for Interim Statements (FY 2023)	For	For	For	
E. On SE	DE	5/10/2023	5/17/2023	Annual	6	Management	Appointment of Auditor for Interim Statements (FY 2024 Q1)	For	For	For	
E. On SE	DE	5/10/2023	5/17/2023	Annual	7	Management	Remuneration Report	For	For	For	
E. On SE	DE	5/10/2023	5/17/2023	Annual	8	Management	Temporary Increase in Supervisory Board Size	For	Against	Against	Proposed maximum board size is too large.
E. On SE	DE	5/10/2023	5/17/2023	Annual	9	Management	Elect Erich Clementi	For	For	For	
E. On SE	DE	5/10/2023	5/17/2023	Annual	10	Management	Elect Andreas Schmitz	For	For	For	
E. On SE	DE	5/10/2023	5/17/2023	Annual	11	Management	Elect Nadège Petit	For	For	For	
E. On SE	DE	5/10/2023	5/17/2023	Annual	12	Management	Elect Ulrich Grillo	For	For	For	
E. On SE	DE	5/10/2023	5/17/2023	Annual	13	Management	Elect Deborah B. Wilkens	For	For	For	
E. On SE	DE	5/10/2023	5/17/2023	Annual	14	Management	Elect Rolf Martin Schmitz	For	For	For	
E. On SE	DE	5/10/2023	5/17/2023	Annual	15	Management	Elect Klaus A. Fröhlich	For	For	For	
E. On SE	DE	5/10/2023	5/17/2023	Annual	16	Management	Elect Anke Groth	For	For	For	
E. On SE	DE	5/10/2023	5/17/2023	Annual	17	Management	Amendments to Articles (Virtual Shareholder Meetings)	For	For	For	
E. On SE	DE	5/10/2023	5/17/2023	Annual	18	Management	Amendments to Articles (Virtual Participation of Supervisory Board Members)	For	For	For	
Edenred SE	FR	5/8/2023	5/11/2023	Mix	1	Management	Accounts and Reports; Non Tax-Deductible Expenses	For	For	For	
Edenred SE	FR	5/8/2023	5/11/2023	Mix	2	Management	Consolidated Accounts and Reports	For	For	For	
Edenred SE	FR	5/8/2023	5/11/2023	Mix	3	Management	Allocation of Profits/Dividends	For	For	For	
Edenred SE	FR	5/8/2023	5/11/2023	Mix	4	Management	2023 Remuneration Policy (Chair and CEO)	For	For	For	
Edenred SE	FR	5/8/2023	5/11/2023	Mix	5	Management	2023 Remuneration Policy (Board of Directors)	For	For	For	
Edenred SE	FR	5/8/2023	5/11/2023	Mix	6	Management	2023 Directors' Fees	For	For	For	
Edenred SE	FR	5/8/2023	5/11/2023	Mix	7	Management	2022 Remuneration Report	For	For	For	
Edenred SE	FR	5/8/2023	5/11/2023	Mix	8	Management	2022 Remuneration of Bertrand Dumazy, Chair and CEO	For	For	For	
Edenred SE	FR	5/8/2023	5/11/2023	Mix	9	Management	Special Auditors Report on Regulated Agreements	For	For	For	
Edenred SE	FR	5/8/2023	5/11/2023	Mix	10	Management	Authority to Repurchase and Reissue Shares	For	For	For	
Edenred SE	FR	5/8/2023	5/11/2023	Mix	11	Management	Authority to Issue Performance Shares	For	For	For	Vote for stock option and restricted stock plans that will result in an average annual dilution of 1.67% or less.
Edenred SE	FR	5/8/2023	5/11/2023	Mix	12	Management	Authorisation of Legal Formalities	For	For	For	
Eiffage	FR	4/14/2023	4/19/2023	Mix	1	Management	Accounts and Reports	For	For	For	
Eiffage	FR	4/14/2023	4/19/2023	Mix	2	Management	Consolidated Accounts and Reports	For	For	For	
Eiffage	FR	4/14/2023	4/19/2023	Mix	3	Management	Allocation of Profits/Dividends	For	For	For	
Eiffage	FR	4/14/2023	4/19/2023	Mix	4	Management	Elect Benoît de Ruffray	For	For	For	
Eiffage	FR	4/14/2023	4/19/2023	Mix	5	Management	Elect Isabelle Salaün	For	For	For	
Eiffage	FR	4/14/2023	4/19/2023	Mix	6	Management	Elect Laurent Dupont	For	For	For	
Eiffage	FR	4/14/2023	4/19/2023	Mix	7	Management	2023 Remuneration Policy (Board of Directors)	For	For	For	
Eiffage	FR	4/14/2023	4/19/2023	Mix	8	Management	2023 Remuneration Policy (Chair and CEO)	For	For	For	
Eiffage	FR	4/14/2023	4/19/2023	Mix	9	Management	2022 Remuneration Report	For	For	For	
Eiffage	FR	4/14/2023	4/19/2023	Mix	10	Management	2022 Remuneration of Benoît de Ruffray, Chair and CEO	For	For	For	
Eiffage	FR	4/14/2023	4/19/2023	Mix	11	Management	Authority to Repurchase and Reissue Shares	For	For	For	

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Eiffage	FR	4/14/2023	4/19/2023	Mix	12	Management	Authority to Cancel Shares and Reduce Capital	For	For	For	
Eiffage	FR	4/14/2023	4/19/2023	Mix	13	Management	Authority to Increase Capital Through Capitalisations	For	For	For	
Eiffage	FR	4/14/2023	4/19/2023	Mix	14	Management	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	For	For	For	
Eiffage	FR	4/14/2023	4/19/2023	Mix	15	Management	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights and to Increase Capital in Case of Exchange Offer	For	For	For	
Eiffage	FR	4/14/2023	4/19/2023	Mix	16	Management	Authority to Issue Shares and/or Convertible Debt Through Private Placement	For	For	For	
Eiffage	FR	4/14/2023	4/19/2023	Mix	17	Management	Greenshoe	For	For	For	
Eiffage	FR	4/14/2023	4/19/2023	Mix	18	Management	Authority to Increase Capital in Consideration for Contributions In Kind	For	For	For	
Eiffage	FR	4/14/2023	4/19/2023	Mix	19	Management	Global Ceiling on Capital Increases and Debt Issuances	For	For	For	
Eiffage	FR	4/14/2023	4/19/2023	Mix	20	Management	Employee Stock Purchase Plan	For	For	For	
Eiffage	FR	4/14/2023	4/19/2023	Mix	21	Management	Authority to Issue Performance Shares	For	For	For	Vote for stock option and restricted stock plans that will result in an average annual dilution of 1.67% or less.
Eiffage	FR	4/14/2023	4/19/2023	Mix	22	Management	Authorisation of Legal Formalities	For	For	For	
Enel Spa	IT	4/28/2023	5/10/2023	Annual	1	Management	Accounts and Reports	For	For	For	
Enel Spa	IT	4/28/2023	5/10/2023	Annual	2	Management	Allocation of Profits/Dividends	For	For	For	
Enel Spa	IT	4/28/2023	5/10/2023	Annual	3	Management	Authority to Repurchase and Reissue Shares	For	For	For	
Enel Spa	IT	4/28/2023	5/10/2023	Annual	4	Management	Board Size	For	For	For	
Enel Spa	IT	4/28/2023	5/10/2023	Annual	5	Management	Board Term Length	For	For	For	
Enel Spa	IT	4/28/2023	5/10/2023	Annual	6	Management	List Presented by Ministry of Economy and Finance	NA	For	For	
Enel Spa	IT	4/28/2023	5/10/2023	Annual	7	Management	List Presented by Group of Institutional Investors Representing 1.86% of Share Capital	NA	Manual	Do Not Vote	Putnam supports the majority shareholder supported list.
Enel Spa	IT	4/28/2023	5/10/2023	Annual	8	Management	List Presented by Covalis Capital LLP	NA	Manual	Do Not Vote	Putnam supports the majority shareholder supported list.
Enel Spa	IT	4/28/2023	5/10/2023	Annual	9	Management	Elect Paolo Scaroni as Chair of Board	NA	For	For	
Enel Spa	IT	4/28/2023	5/10/2023	Annual	10	Management	Elect Marco Mazzucchelli as Chair of Board	NA	Abstain	Abstain	Putnam supports the majority shareholder supported list.
Enel Spa	IT	4/28/2023	5/10/2023	Annual	11	Management	Directors' Fees	For	For	For	
Enel Spa	IT	4/28/2023	5/10/2023	Annual	12	Management	2023 Long-Term Incentive Plan	For	For	For	
Enel Spa	IT	4/28/2023	5/10/2023	Annual	13	Management	Remuneration Policy	For	For	For	
Enel Spa	IT	4/28/2023	5/10/2023	Annual	14	Management	Remuneration Report	For	For	For	
Equinor ASA	NO	5/9/2023	5/10/2023	Annual	1	Management	Election of Presiding Chair	For	For	TNA	Non-voting market
Equinor ASA	NO	5/9/2023	5/10/2023	Annual	2	Management	Agenda	For	For	TNA	Non-voting market
Equinor ASA	NO	5/9/2023	5/10/2023	Annual	3	Management	Minutes	For	For	TNA	Non-voting market
Equinor ASA	NO	5/9/2023	5/10/2023	Annual	4	Management	Accounts and Reports; Allocation of Profits and Dividends	For	For	TNA	Non-voting market
Equinor ASA	NO	5/9/2023	5/10/2023	Annual	5	Management	Authority to Distribute Interim Dividends	For	For	TNA	Non-voting market
Equinor ASA	NO	5/9/2023	5/10/2023	Annual	6	Shareholder	Shareholder Proposal Regarding Use of Fiberglass in Wind Farms, Commitment to Hydropower Projects, and Energy Research	Against	Against	TNA	Non-voting market
Equinor ASA	NO	5/9/2023	5/10/2023	Annual	7	Shareholder	Shareholder Proposal Regarding Climate Risk Assessment and Strategy	Against	Against	TNA	Non-voting market
Equinor ASA	NO	5/9/2023	5/10/2023	Annual	8	Shareholder	Shareholder Proposal Regarding Stopping Fossil Energy Resource Exploration and Providing Financial Assistance to Ukraine	Against	Against	TNA	Non-voting market
Equinor ASA	NO	5/9/2023	5/10/2023	Annual	9	Shareholder	Shareholder Proposal Regarding Developing an Improved Process to Respond to Shareholder Proposals	Against	Against	TNA	Non-voting market
Equinor ASA	NO	5/9/2023	5/10/2023	Annual	10	Shareholder	Shareholder Proposal Regarding Barents Sea Exploration	Against	Against	TNA	Non-voting market
Equinor ASA	NO	5/9/2023	5/10/2023	Annual	11	Shareholder	Shareholder Proposal Regarding Move From Fossil Fuels to Renewable Energy	Against	Against	TNA	Non-voting market
Equinor ASA	NO	5/9/2023	5/10/2023	Annual	12	Shareholder	Shareholder Proposal Regarding Oil and Gas Exploration and Renewable Transformation	Against	Against	TNA	Non-voting market
Equinor ASA	NO	5/9/2023	5/10/2023	Annual	13	Management	Corporate Governance Report	For	For	TNA	Non-voting market
Equinor ASA	NO	5/9/2023	5/10/2023	Annual	14	Management	Remuneration Policy	For	Against	TNA	Non-voting market
Equinor ASA	NO	5/9/2023	5/10/2023	Annual	15	Management	Remuneration Report	For	For	TNA	Non-voting market
Equinor ASA	NO	5/9/2023	5/10/2023	Annual	16	Management	Authority to Set Auditor's Fees	For	For	TNA	Non-voting market

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Equinor ASA	NO	5/9/2023	5/10/2023	Annual	17	Management	Corporate Assembly Fees	For	For	TNA	Non-voting market
Equinor ASA	NO	5/9/2023	5/10/2023	Annual	18	Management	Nomination Committee Fees	For	Manual	TNA	Non-voting market
Equinor ASA	NO	5/9/2023	5/10/2023	Annual	19	Management	Authority to Repurchase Shares (Share Savings Plan)	For	For	TNA	Non-voting market
Equinor ASA	NO	5/9/2023	5/10/2023	Annual	20	Management	Cancellation of Shares	For	For	TNA	Non-voting market
Equinor ASA	NO	5/9/2023	5/10/2023	Annual	21	Management	Authority to Repurchase Shares	For	For	TNA	Non-voting market
Experian Plc	JE		7/21/2022	Annual	1	Management	Accounts and Reports	For	For	For	
Experian Plc	JE		7/21/2022	Annual	2	Management	Remuneration Report	For	For	For	
Experian Plc	JE		7/21/2022	Annual	3	Management	Elect Ruba Borno	For	For	For	
Experian Plc	JE		7/21/2022	Annual	4	Management	Elect Alison Brittain	For	For	For	
Experian Plc	JE		7/21/2022	Annual	5	Management	Elect Brian Cassin	For	For	For	
Experian Plc	JE		7/21/2022	Annual	6	Management	Elect Caroline F. Donahue	For	For	For	
Experian Plc	JE		7/21/2022	Annual	7	Management	Elect Luiz Fernando Vendramini Fleury	For	For	For	
Experian Plc	JE		7/21/2022	Annual	8	Management	Elect Jonathan Howell	For	For	For	
Experian Plc	JE		7/21/2022	Annual	9	Management	Elect Lloyd Pitchford	For	For	For	
Experian Plc	JE		7/21/2022	Annual	10	Management	Elect Mike Rogers	For	For	For	
Experian Plc	JE		7/21/2022	Annual	11	Management	Appointment of Auditor	For	For	For	
Experian Plc	JE		7/21/2022	Annual	12	Management	Authority to Set Auditor's Fees	For	For	For	
Experian Plc	JE		7/21/2022	Annual	13	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	For	
Experian Plc	JE		7/21/2022	Annual	14	Management	Share Plans	For	Manual	For	Putnam's annualized dilution figure cannot be calculated using the provided data from the Company. / Reviewed by Portfolio Management: The amendments are largely technical in nature to ensure continued compliance with State and Federal laws in the US.
Experian Plc	JE		7/21/2022	Annual	15	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	For	
Experian Plc	JE		7/21/2022	Annual	16	Management	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	For	
Experian Plc	JE		7/21/2022	Annual	17	Management	Authority to Repurchase Shares	For	For	For	
Ferguson Plc.	GB		11/30/2022	Annual	1	Management	Accounts and Reports	For	For	For	
Ferguson Plc.	GB		11/30/2022	Annual	2	Management	Final Dividend	For	For	For	
Ferguson Plc.	GB		11/30/2022	Annual	3	Management	Elect Kelly Baker	For	For	For	
Ferguson Plc.	GB		11/30/2022	Annual	4	Management	Elect Bill Brundage	For	For	For	
Ferguson Plc.	GB		11/30/2022	Annual	5	Management	Elect Geoff Drabble	For	For	For	
Ferguson Plc.	GB		11/30/2022	Annual	6	Management	Elect Catherine Halligan	For	For	For	
Ferguson Plc.	GB		11/30/2022	Annual	7	Management	Elect Brian May	For	For	For	
Ferguson Plc.	GB		11/30/2022	Annual	8	Management	Elect Kevin Murphy	For	For	For	
Ferguson Plc.	GB		11/30/2022	Annual	9	Management	Elect Alan J. Murray	For	For	For	
Ferguson Plc.	GB		11/30/2022	Annual	10	Management	Elect Thomas Schmitt	For	For	For	
Ferguson Plc.	GB		11/30/2022	Annual	11	Management	Elect Nadia Shouraboura	For	For	For	
Ferguson Plc.	GB		11/30/2022	Annual	12	Management	Elect Suzanne Wood	For	For	For	
Ferguson Plc.	GB		11/30/2022	Annual	13	Management	Appointment of Auditor	For	For	For	
Ferguson Plc.	GB		11/30/2022	Annual	14	Management	Authority to Set Auditor's Fees	For	For	For	
Ferguson Plc.	GB		11/30/2022	Annual	15	Management	Authorisation of Political Donations	For	For	For	
Ferguson Plc.	GB		11/30/2022	Annual	16	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	For	
Ferguson Plc.	GB		11/30/2022	Annual	17	Management	Adoption of the Non-Employee Director Incentive Plan 2022	For	For	For	
Ferguson Plc.	GB		11/30/2022	Annual	18	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	For	
Ferguson Plc.	GB		11/30/2022	Annual	19	Management	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	For	
Ferguson Plc.	GB		11/30/2022	Annual	20	Management	Authority to Repurchase Shares	For	For	For	
Ferguson Plc.	GB		11/30/2022	Annual	21	Management	Adoption of New Articles of Association	For	Manual	For	Reviewed by Portfolio Management: The steps are inline with US listing which reflects their geographic mix and should create shareholder value.
Fortescue Metals Group Ltd	AU	11/18/2022	11/22/2022	Annual	1	Management	Remuneration Report	For	For	For	
Fortescue Metals Group Ltd	AU	11/18/2022	11/22/2022	Annual	2	Management	Re-elect Elizabeth Gaines	For	For	For	The board does not have a nominating committee composed solely of independent directors.
Fortescue Metals Group Ltd	AU	11/18/2022	11/22/2022	Annual	3	Management	Elect YIFEI Li	For	For	For	The board does not have a nominating committee composed solely of independent directors.

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Fortescue Metals Group Ltd	AU	11/18/2022	11/22/2022	Annual	4	Management	Increase NED fee cap	NA	Manual	Against	Vote case-by-case when Glass Lewis identifies significant issues for shareholder concern. / Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Fortescue Metals Group Ltd	AU	11/18/2022	11/22/2022	Annual	5	Management	Adoption of New Articles	For	For	For	
Fortum Oyj	FI	11/11/2022	11/23/2022	Special	1	Management	Directed Share Issue (Solidium Oy)	For	Manual	For	Proposal relates to a specific transaction. / Reviewed by Portfolio Management:: This is a small amount of dilution, necessary to navigate current market turbulence.
Fujitsu Limited	JP	3/31/2023	6/26/2023	Annual	1	Management	Elect Takahito Tokita	For	For	For	
Fujitsu Limited	JP	3/31/2023	6/26/2023	Annual	2	Management	Elect Hidenori Furuta	For	For	For	
Fujitsu Limited	JP	3/31/2023	6/26/2023	Annual	3	Management	Elect Takeshi Isobe	For	For	For	
Fujitsu Limited	JP	3/31/2023	6/26/2023	Annual	4	Management	Elect Masami Yamamoto	For	For	For	
Fujitsu Limited	JP	3/31/2023	6/26/2023	Annual	5	Management	Elect Chiaki Mukai	For	For	For	
Fujitsu Limited	JP	3/31/2023	6/26/2023	Annual	6	Management	Elect Atsushi Abe	For	For	For	
Fujitsu Limited	JP	3/31/2023	6/26/2023	Annual	7	Management	Elect Yoshiko Kojo	For	For	For	
Fujitsu Limited	JP	3/31/2023	6/26/2023	Annual	8	Management	Elect Kenichiro Sasae	For	For	For	
Fujitsu Limited	JP	3/31/2023	6/26/2023	Annual	9	Management	Elect Byron Gill	For	For	For	
Fujitsu Limited	JP	3/31/2023	6/26/2023	Annual	10	Management	Elect Koji Hatsukawa as Statutory Auditor	For	For	For	
Fujitsu Limited	JP	3/31/2023	6/26/2023	Annual	11	Management	Adoption of Restricted share Unit Plan for Outside directors	For	Against	Against	Plan allows grants to outsiders or independent statutory auditors.
GEA Group AG	DE	4/5/2023	4/27/2023	Annual	1	Management	Allocation of Dividends	For	For	For	
GEA Group AG	DE	4/5/2023	4/27/2023	Annual	2	Management	Remuneration Report	For	For	For	
GEA Group AG	DE	4/5/2023	4/27/2023	Annual	3	Management	Ratification of Management Board Acts	For	For	For	
GEA Group AG	DE	4/5/2023	4/27/2023	Annual	4	Management	Ratification of Supervisory Board Acts	For	For	For	
GEA Group AG	DE	4/5/2023	4/27/2023	Annual	5	Management	Appointment of Auditor	For	For	For	
GEA Group AG	DE	4/5/2023	4/27/2023	Annual	6	Management	Elect Dieter Kempf as Supervisory Board Member	For	For	For	
GEA Group AG	DE	4/5/2023	4/27/2023	Annual	7	Management	Amendments to Articles (Supervisory Board Terms)	For	For	For	
GEA Group AG	DE	4/5/2023	4/27/2023	Annual	8	Management	Amendments to Articles (Supervisory Board Terms By-Election)	For	For	For	
GEA Group AG	DE	4/5/2023	4/27/2023	Annual	9	Management	Supervisory Board Remuneration Policy	For	For	For	
GEA Group AG	DE	4/5/2023	4/27/2023	Annual	10	Management	Amendments to Articles (Virtual Meeting)	For	For	For	
GEA Group AG	DE	4/5/2023	4/27/2023	Annual	11	Management	Amendments to Articles (Virtual Supervisory Board Attendance at General Meetings)	For	For	For	
GEA Group AG	DE	4/5/2023	4/27/2023	Annual	12	Management	Amendments to Articles (Questions at General Meetings)	For	For	For	
GEA Group AG	DE	4/5/2023	4/27/2023	Annual	13	Management	Authority to Repurchase and Reissue Shares	For	For	For	
Gjensidige Forsikring ASA	NO	3/22/2023	3/23/2023	Annual	1	Management	Election of Presiding Chair	For	For	TNA	Non-voting market
Gjensidige Forsikring ASA	NO	3/22/2023	3/23/2023	Annual	2	Management	Agenda	For	For	TNA	Non-voting market
Gjensidige Forsikring ASA	NO	3/22/2023	3/23/2023	Annual	3	Management	Minutes	For	For	TNA	Non-voting market
Gjensidige Forsikring ASA	NO	3/22/2023	3/23/2023	Annual	4	Management	Accounts and Reports; Allocation of Profits and Dividends	For	For	TNA	Non-voting market
Gjensidige Forsikring ASA	NO	3/22/2023	3/23/2023	Annual	5	Management	Remuneration Report	For	For	TNA	Non-voting market
Gjensidige Forsikring ASA	NO	3/22/2023	3/23/2023	Annual	6	Management	Remuneration Policy	For	For	TNA	Non-voting market
Gjensidige Forsikring ASA	NO	3/22/2023	3/23/2023	Annual	7	Management	Authority to Distribute a Dividend	For	For	TNA	Non-voting market
Gjensidige Forsikring ASA	NO	3/22/2023	3/23/2023	Annual	8	Management	Authority to Repurchase Shares to Implement Equity Compensation Plan	For	For	TNA	Non-voting market
Gjensidige Forsikring ASA	NO	3/22/2023	3/23/2023	Annual	9	Management	Authority to Repurchase Shares	For	For	TNA	Non-voting market
Gjensidige Forsikring ASA	NO	3/22/2023	3/23/2023	Annual	10	Management	Authority to Issue Shares w/ or w/o Preemptive Rights	For	For	TNA	Non-voting market
Gjensidige Forsikring ASA	NO	3/22/2023	3/23/2023	Annual	11	Management	Authority to Issue Convertible Debt Instruments	For	For	TNA	Non-voting market

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Gjensidige Forsikring ASA	NO	3/22/2023	3/23/2023	Annual	12	Management	Election of Directors	For	Against	TNA	Non-voting market
Gjensidige Forsikring ASA	NO	3/22/2023	3/23/2023	Annual	13	Management	Elect Trine Riis Groven	For	For	TNA	Non-voting market
Gjensidige Forsikring ASA	NO	3/22/2023	3/23/2023	Annual	14	Management	Elect Iwar Arnstad	For	For	TNA	Non-voting market
Gjensidige Forsikring ASA	NO	3/22/2023	3/23/2023	Annual	15	Management	Elect Pernille Moen Masdal	For	For	TNA	Non-voting market
Gjensidige Forsikring ASA	NO	3/22/2023	3/23/2023	Annual	16	Management	Elect Henrik Bachke Madsen	For	For	TNA	Non-voting market
Gjensidige Forsikring ASA	NO	3/22/2023	3/23/2023	Annual	17	Management	Elect Inger Groggaard Stensaker	For	For	TNA	Non-voting market
Gjensidige Forsikring ASA	NO	3/22/2023	3/23/2023	Annual	18	Management	Appointment of Auditor	For	For	TNA	Non-voting market
Gjensidige Forsikring ASA	NO	3/22/2023	3/23/2023	Annual	19	Management	Directors and Auditors' Fees	For	For	TNA	Non-voting market
Goodman Group	AU	11/15/2022	11/17/2022	Annual	1	Management	Appointment of Auditor	For	For	For	
Goodman Group	AU	11/15/2022	11/17/2022	Annual	2	Management	Re-elect Chris Green	For	For	For	
Goodman Group	AU	11/15/2022	11/17/2022	Annual	3	Management	Re-elect Phillip (Phil) J. Pryke	For	For	For	
Goodman Group	AU	11/15/2022	11/17/2022	Annual	4	Management	Re-elect Anthony Rozic	For	For	For	
Goodman Group	AU	11/15/2022	11/17/2022	Annual	5	Management	Elect Hilary Jo Spann	For	For	For	
Goodman Group	AU	11/15/2022	11/17/2022	Annual	6	Management	Elect Vanessa Liu	For	For	For	
Goodman Group	AU	11/15/2022	11/17/2022	Annual	7	Management	Remuneration Report	For	For	For	
Goodman Group	AU	11/15/2022	11/17/2022	Annual	8	Management	Equity Grant (MD/CEO Greg Goodman)	For	Manual	For	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Goodman Group	AU	11/15/2022	11/17/2022	Annual	9	Management	Equity Grant (Executive Director Danny Peeters)	For	Manual	For	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Goodman Group	AU	11/15/2022	11/17/2022	Annual	10	Management	Equity Grant (Deputy CEO & CEO North America Anthony Rozic)	For	Manual	For	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Goodman Group	AU	11/15/2022	11/17/2022	Annual	11	Management	Increase NED fee cap	For	For	For	
Goodman Group	AU	11/15/2022	11/17/2022	Annual	12	Management	Board Spill	Against	Manual	Against	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Greek Organisation Of Football Prognostics S.A.	GR	4/21/2023	4/27/2023	Ordinary	3	Management	Accounts and Reports	For	For	For	
Greek Organisation Of Football Prognostics S.A.	GR	4/21/2023	4/27/2023	Ordinary	6	Management	Ratification of Board and Auditor's Acts	For	For	For	
Greek Organisation Of Football Prognostics S.A.	GR	4/21/2023	4/27/2023	Ordinary	7	Management	Appointment of Auditor	For	For	For	
Greek Organisation Of Football Prognostics S.A.	GR	4/21/2023	4/27/2023	Ordinary	8	Management	Allocation of Profits/Dividends	For	For	For	
Greek Organisation Of Football Prognostics S.A.	GR	4/21/2023	4/27/2023	Ordinary	9	Management	2022 Annual Bonus Plan	For	Manual	For	Reviewed by Portfolio Management: Putnam believes this is an acceptable incentive structure.
Greek Organisation Of Football Prognostics S.A.	GR	4/21/2023	4/27/2023	Ordinary	10	Management	Remuneration Policy	For	For	For	
Greek Organisation Of Football Prognostics S.A.	GR	4/21/2023	4/27/2023	Ordinary	11	Management	Long-Term Incentive Scheme 2020-2022	For	Manual	For	The board fails to meet the basic independence standards. / Reviewed by Portfolio Management: Putnam believes this is an acceptable incentive structure.
Greek Organisation Of Football Prognostics S.A.	GR	4/21/2023	4/27/2023	Ordinary	12	Management	Long-Term Incentive Scheme 2023-2025	For	Manual	For	The board fails to meet the basic independence standards. / Reviewed by Portfolio Management: Putnam believes this is an acceptable incentive structure.
Greek Organisation Of Football Prognostics S.A.	GR	4/21/2023	4/27/2023	Ordinary	13	Management	Remuneration Report	For	For	For	
Greek Organisation Of Football Prognostics S.A.	GR	4/21/2023	4/27/2023	Ordinary	14	Management	Authority to Increase Capital through Capitalisations	For	For	For	
Greek Organisation Of Football Prognostics S.A.	GR	4/21/2023	4/27/2023	Ordinary	15	Management	Capital Repayment; Decrease in Share Par Value	For	For	For	
Greek Organisation Of Football Prognostics S.A.	GR	4/21/2023	4/27/2023	Ordinary	16	Management	Amendments to Article 5 (Share Capital)	For	For	For	

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Greek Organisation Of Football Prognostics S.A.	GR	4/21/2023	4/27/2023	Ordinary	17	Management	Authority to Repurchase Shares	For	For	For	
GSK Plc	GB		7/6/2022	Ordinary	1	Management	Demerger of Haleon Group	For	Manual	For	Reviewed by Portfolio Management: Spinning off the entity is value enhancing and more efficient as an independent entity - benefitting shareholders.
GSK Plc	GB		7/6/2022	Ordinary	2	Management	Related Party Transactions	For	Manual	For	Reviewed by Portfolio Management: Given agenda item 1, this is technical in nature.
GSK Plc	GB		5/3/2023	Annual	1	Management	Accounts and Reports	For	For	For	
GSK Plc	GB		5/3/2023	Annual	2	Management	Remuneration Report	For	For	For	
GSK Plc	GB		5/3/2023	Annual	3	Management	Elect Julie Brown	For	For	For	
GSK Plc	GB		5/3/2023	Annual	4	Management	Elect Vishal Sikka	For	For	For	
GSK Plc	GB		5/3/2023	Annual	5	Management	Elect Elizabeth McKee Anderson	For	For	For	
GSK Plc	GB		5/3/2023	Annual	6	Management	Elect Sir Jonathan R. Symonds	For	For	For	
GSK Plc	GB		5/3/2023	Annual	7	Management	Elect Emma N. Walmsley	For	For	For	
GSK Plc	GB		5/3/2023	Annual	8	Management	Elect Charles A. Bancroft	For	For	For	
GSK Plc	GB		5/3/2023	Annual	9	Management	Elect Hal V. Barron	For	For	For	
GSK Plc	GB		5/3/2023	Annual	10	Management	Elect Anne Beal	For	For	For	
GSK Plc	GB		5/3/2023	Annual	11	Management	Elect Harry Dietz	For	For	For	
GSK Plc	GB		5/3/2023	Annual	12	Management	Elect Jesse Goodman	For	For	For	
GSK Plc	GB		5/3/2023	Annual	13	Management	Elect Urs Rohner	For	For	For	
GSK Plc	GB		5/3/2023	Annual	14	Management	Appointment of Auditor	For	For	For	
GSK Plc	GB		5/3/2023	Annual	15	Management	Authority to Set Auditor's Fees	For	For	For	
GSK Plc	GB		5/3/2023	Annual	16	Management	Amendment to Remuneration Policy	For	For	For	
GSK Plc	GB		5/3/2023	Annual	17	Management	Authorisation of Political Donations	For	For	For	
GSK Plc	GB		5/3/2023	Annual	18	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	For	
GSK Plc	GB		5/3/2023	Annual	19	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	For	
GSK Plc	GB		5/3/2023	Annual	20	Management	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	For	
GSK Plc	GB		5/3/2023	Annual	21	Management	Authority to Repurchase Shares	For	For	For	
GSK Plc	GB		5/3/2023	Annual	22	Management	Approve Exemption from Statement of the Senior Statutory Auditor's name in published Auditors' Reports	For	For	For	
GSK Plc	GB		5/3/2023	Annual	23	Management	Authority to Set General Meeting Notice Period at 14 Days	For	Against	Against	Proposal would authorize a 14 day notice period for EGMs.
Hana Financial Group Inc.	KR	12/31/2022	3/24/2023	Annual	1	Management	Financial Statements and Allocation of Profits/Dividends	For	For	For	
Hana Financial Group Inc.	KR	12/31/2022	3/24/2023	Annual	2	Management	Amendments to Articles	For	For	For	
Hana Financial Group Inc.	KR	12/31/2022	3/24/2023	Annual	3	Management	Elect KIM Hong Jin	For	Manual	For	Reviewed by Portfolio Management: Approval of the proposal was determined to be in the best interest of shareholders.
Hana Financial Group Inc.	KR	12/31/2022	3/24/2023	Annual	4	Management	Elect HEO Yoon	For	Manual	For	Reviewed by Portfolio Management: Approval of the proposal was determined to be in the best interest of shareholders.
Hana Financial Group Inc.	KR	12/31/2022	3/24/2023	Annual	5	Management	Elect LEE Jung Won	For	Manual	For	Reviewed by Portfolio Management: Approval of the proposal was determined to be in the best interest of shareholders.
Hana Financial Group Inc.	KR	12/31/2022	3/24/2023	Annual	6	Management	Elect PARK Dong Moon	For	Manual	For	Reviewed by Portfolio Management: Approval of the proposal was determined to be in the best interest of shareholders.
Hana Financial Group Inc.	KR	12/31/2022	3/24/2023	Annual	7	Management	Elect LEE Kang Won	For	Manual	For	Reviewed by Portfolio Management: Approval of the proposal was determined to be in the best interest of shareholders.
Hana Financial Group Inc.	KR	12/31/2022	3/24/2023	Annual	8	Management	Elect WON Sook Yeon	For	Manual	For	Reviewed by Portfolio Management: Approval of the proposal was determined to be in the best interest of shareholders.
Hana Financial Group Inc.	KR	12/31/2022	3/24/2023	Annual	9	Management	Elect LEE Jun Seo	For	Manual	For	Reviewed by Portfolio Management: Approval of the proposal was determined to be in the best interest of shareholders.
Hana Financial Group Inc.	KR	12/31/2022	3/24/2023	Annual	10	Management	Elect LEE Seung Yeol	For	Manual	For	Reviewed by Portfolio Management: Approval of the proposal was determined to be in the best interest of shareholders.
Hana Financial Group Inc.	KR	12/31/2022	3/24/2023	Annual	11	Management	Election of Independent Director to Be Appointed as Audit Committee Member: YANG Dong Hoon	For	For	For	
Hana Financial Group Inc.	KR	12/31/2022	3/24/2023	Annual	12	Management	Election of Audit Committee Member: HEO Yoon	For	For	For	

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Hana Financial Group Inc.	KR	12/31/2022	3/24/2023	Annual	13	Management	Election of Audit Committee Member: WON Sook Yeon	For	For	For	
Hana Financial Group Inc.	KR	12/31/2022	3/24/2023	Annual	14	Management	Election of Audit Committee Member: LEE Jun Seo	For	For	For	
Hana Financial Group Inc.	KR	12/31/2022	3/24/2023	Annual	15	Management	Directors' Fees	For	For	For	
Hennes & Mauritz AB	SE	4/25/2023	5/4/2023	Annual	1	Management	Election of Presiding Chair	For	For	For	
Hennes & Mauritz AB	SE	4/25/2023	5/4/2023	Annual	2	Management	Voting List	For	For	For	
Hennes & Mauritz AB	SE	4/25/2023	5/4/2023	Annual	3	Management	Agenda	For	For	For	
Hennes & Mauritz AB	SE	4/25/2023	5/4/2023	Annual	4	Management	Compliance with the Rules of Convocation	For	For	For	
Hennes & Mauritz AB	SE	4/25/2023	5/4/2023	Annual	5	Management	Accounts and Reports	For	For	For	
Hennes & Mauritz AB	SE	4/25/2023	5/4/2023	Annual	6	Management	Allocation of Profits/Dividends	For	For	For	
Hennes & Mauritz AB	SE	4/25/2023	5/4/2023	Annual	7	Management	Ratify Karl-Johan Persson	For	For	For	
Hennes & Mauritz AB	SE	4/25/2023	5/4/2023	Annual	8	Management	Ratify Stina Bergfors	For	For	For	
Hennes & Mauritz AB	SE	4/25/2023	5/4/2023	Annual	9	Management	Ratify Anders Dahlvig	For	For	For	
Hennes & Mauritz AB	SE	4/25/2023	5/4/2023	Annual	10	Management	Ratify Danica Kragic Jensfelt	For	For	For	
Hennes & Mauritz AB	SE	4/25/2023	5/4/2023	Annual	11	Management	Ratify Lena Patriksson Keller	For	For	For	
Hennes & Mauritz AB	SE	4/25/2023	5/4/2023	Annual	12	Management	Ratify Christian Sievert	For	For	For	
Hennes & Mauritz AB	SE	4/25/2023	5/4/2023	Annual	13	Management	Ratify Erica Wiking Häger	For	For	For	
Hennes & Mauritz AB	SE	4/25/2023	5/4/2023	Annual	14	Management	Ratify Niklas Zennström	For	For	For	
Hennes & Mauritz AB	SE	4/25/2023	5/4/2023	Annual	15	Management	Ratify Ingrid Godin	For	For	For	
Hennes & Mauritz AB	SE	4/25/2023	5/4/2023	Annual	16	Management	Ratify Tim Gahnström	For	For	For	
Hennes & Mauritz AB	SE	4/25/2023	5/4/2023	Annual	17	Management	Ratify Louise Wikholm	For	For	For	
Hennes & Mauritz AB	SE	4/25/2023	5/4/2023	Annual	18	Management	Ratify Margareta Welinder	For	For	For	
Hennes & Mauritz AB	SE	4/25/2023	5/4/2023	Annual	19	Management	Ratify Hampus Glanzelius	For	For	For	
Hennes & Mauritz AB	SE	4/25/2023	5/4/2023	Annual	20	Management	Ratify Agneta Gustafsson	For	For	For	
Hennes & Mauritz AB	SE	4/25/2023	5/4/2023	Annual	21	Management	Ratify Helena Helmersson (CEO)	For	For	For	
Hennes & Mauritz AB	SE	4/25/2023	5/4/2023	Annual	22	Management	Board Size	For	For	For	
Hennes & Mauritz AB	SE	4/25/2023	5/4/2023	Annual	23	Management	Number of Auditors	For	For	For	
Hennes & Mauritz AB	SE	4/25/2023	5/4/2023	Annual	24	Management	Directors' Fees	For	For	For	
Hennes & Mauritz AB	SE	4/25/2023	5/4/2023	Annual	25	Management	Authority to Set Auditor's Fees	For	For	For	
Hennes & Mauritz AB	SE	4/25/2023	5/4/2023	Annual	26	Management	Elect Stina Bergfors	For	Against	Against	The audit committee does not meet best practice requirements.
Hennes & Mauritz AB	SE	4/25/2023	5/4/2023	Annual	27	Management	Elect Anders Dahlvig	For	Against	Against	The audit committee does not meet best practice requirements.
Hennes & Mauritz AB	SE	4/25/2023	5/4/2023	Annual	28	Management	Elect Danica Kragic Jensfelt	For	Against	Against	The audit committee does not meet best practice requirements.
Hennes & Mauritz AB	SE	4/25/2023	5/4/2023	Annual	29	Management	Elect Lena Patriksson Keller	For	Against	Against	The audit committee does not meet best practice requirements.
Hennes & Mauritz AB	SE	4/25/2023	5/4/2023	Annual	30	Management	Elect Karl-Johan Persson	For	Against	Against	The audit committee does not meet best practice requirements.
Hennes & Mauritz AB	SE	4/25/2023	5/4/2023	Annual	31	Management	Elect Christian Sievert	For	Against	Against	The audit committee does not meet best practice requirements.
Hennes & Mauritz AB	SE	4/25/2023	5/4/2023	Annual	32	Management	Elect Niklas Zennström	For	Against	Against	The audit committee does not meet best practice requirements.
Hennes & Mauritz AB	SE	4/25/2023	5/4/2023	Annual	33	Management	Elect Christina Synnergren	For	Against	Against	The audit committee does not meet best practice requirements.
Hennes & Mauritz AB	SE	4/25/2023	5/4/2023	Annual	34	Management	Elect Karl-Johan Persson as Chair	For	Against	Against	The audit committee does not meet best practice requirements.
Hennes & Mauritz AB	SE	4/25/2023	5/4/2023	Annual	35	Management	Appointment of Auditor	For	For	For	
Hennes & Mauritz AB	SE	4/25/2023	5/4/2023	Annual	36	Management	Remuneration Report	For	Against	Against	Lacks long-term incentive plan
Hennes & Mauritz AB	SE	4/25/2023	5/4/2023	Annual	37	Management	Reduction of Share Capital and Bonus Issue	For	For	For	
Hennes & Mauritz AB	SE	4/25/2023	5/4/2023	Annual	38	Management	Authority to Repurchase Shares	For	For	For	
Hennes & Mauritz AB	SE	4/25/2023	5/4/2023	Annual	39	Shareholder	Shareholder Proposal Regarding Fairtrade-labelled Clothing	NA	Manual	Against	No recommendation from management.
Hennes & Mauritz AB	SE	4/25/2023	5/4/2023	Annual	40	Shareholder	Shareholder Proposal Regarding Severance Pay Policy	NA	Manual	Against	No recommendation from management.
Hennes & Mauritz AB	SE	4/25/2023	5/4/2023	Annual	41	Shareholder	Shareholder Proposal Regarding Report on Cotton Products	NA	Manual	Against	No recommendation from management.
Hennes & Mauritz AB	SE	4/25/2023	5/4/2023	Annual	42	Shareholder	Shareholder Proposal Regarding Policy on Down Products	NA	Manual	Against	No recommendation from management.
Hermes International	FR	4/17/2023	4/20/2023	Mix	1	Management	Accounts and Reports; Non Tax-Deductible Expenses	For	For	For	
Hermes International	FR	4/17/2023	4/20/2023	Mix	2	Management	Consolidated Accounts and Reports	For	For	For	
Hermes International	FR	4/17/2023	4/20/2023	Mix	3	Management	Ratification of Management Acts	For	For	For	
Hermes International	FR	4/17/2023	4/20/2023	Mix	4	Management	Allocation of Profits/Dividends	For	For	For	
Hermes International	FR	4/17/2023	4/20/2023	Mix	5	Management	Special Auditors Report on Regulated Agreements	For	For	For	
Hermes International	FR	4/17/2023	4/20/2023	Mix	6	Management	Authority to Repurchase and Reissue Shares	For	For	For	
Hermes International	FR	4/17/2023	4/20/2023	Mix	7	Management	2022 Remuneration Report	For	Manual	Against	Increase is excessive; Poor overall design; Insufficient response to shareholder dissent

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Hermes International	FR	4/17/2023	4/20/2023	Mix	8	Management	2022 Remuneration of Axel Dumas, Executive Chair	For	Against	Against	Increase is excessive; Poor compensation structure/performance conditions; Insufficient response to shareholder dissent
Hermes International	FR	4/17/2023	4/20/2023	Mix	9	Management	2022 Remuneration of Émile Hermès SAS, Managing General Partner	For	Against	Against	Increase is excessive; Poor overall design; Insufficient response to shareholder dissent
Hermes International	FR	4/17/2023	4/20/2023	Mix	10	Management	2022 Remuneration of Éric de Seynes, Supervisory Board Chair	For	For	For	
Hermes International	FR	4/17/2023	4/20/2023	Mix	11	Management	2023 Remuneration Policy (Executive Chair and General Managing Partner)	For	Against	Against	Insufficient response to shareholder dissent; Poor overall compensation disclosure; Poor overall design
Hermes International	FR	4/17/2023	4/20/2023	Mix	12	Management	2023 Remuneration Policy (Supervisory Board)	For	For	For	
Hermes International	FR	4/17/2023	4/20/2023	Mix	13	Management	Elect Dorothee Altmayer	For	Against	Against	The board does not have a majority of independent directors.
Hermes International	FR	4/17/2023	4/20/2023	Mix	14	Management	Elect Monique Cohen	For	Against	Against	The board does not have a majority of independent directors.
Hermes International	FR	4/17/2023	4/20/2023	Mix	15	Management	Elect Renaud Momméja	For	Against	Against	The board does not have a majority of independent directors.
Hermes International	FR	4/17/2023	4/20/2023	Mix	16	Management	Elect Eric de Seynes	For	Against	Against	The board does not have a majority of independent directors.
Hermes International	FR	4/17/2023	4/20/2023	Mix	17	Management	Appointment of Auditor (PricewaterhouseCoopers)	For	For	For	
Hermes International	FR	4/17/2023	4/20/2023	Mix	18	Management	Appointment of Auditor (Grant Thornton)	For	For	For	
Hermes International	FR	4/17/2023	4/20/2023	Mix	19	Management	Authority to Cancel Shares and Reduce Capital	For	For	For	
Hermes International	FR	4/17/2023	4/20/2023	Mix	20	Management	Authority to Increase Capital Through Capitalisations	For	For	For	
Hermes International	FR	4/17/2023	4/20/2023	Mix	21	Management	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	For	For	For	
Hermes International	FR	4/17/2023	4/20/2023	Mix	22	Management	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	For	Manual	Against	The proposal requests the issuance of common stock without preemptive rights in excess of 20% of the companys outstanding common stock.
Hermes International	FR	4/17/2023	4/20/2023	Mix	23	Management	Employee Stock Purchase Plan	For	For	For	
Hermes International	FR	4/17/2023	4/20/2023	Mix	24	Management	Authority to Issue Shares and Convertible Debt Through Private Placement	For	Manual	Against	The proposal requests the issuance of common stock without preemptive rights in excess of 20% of the companys outstanding common stock.
Hermes International	FR	4/17/2023	4/20/2023	Mix	25	Management	Authority to Increase Capital in Consideration for Contributions In Kind	For	Manual	Against	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Hermes International	FR	4/17/2023	4/20/2023	Mix	26	Management	Authority to Decide Mergers by Absorption, Spin-Offs and Partial Transfer of Assets	For	Manual	Against	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Hermes International	FR	4/17/2023	4/20/2023	Mix	27	Management	Authority to Increase Capital in Case of Mergers by Absorption, Spin-offs or Partial Transfer of Assets	For	Manual	Against	The proposal requests the issuance of common stock without preemptive rights in excess of 20% of the companys outstanding common stock.
Hermes International	FR	4/17/2023	4/20/2023	Mix	28	Management	Authority to Issue Performance Shares	For	Manual	Against	The board fails to meet the basic independence standards.
Hermes International	FR	4/17/2023	4/20/2023	Mix	29	Management	Authorisation of Legal Formalities	For	For	For	
Hoya Corporation	JP	3/31/2023	6/23/2023	Annual	2	Management	Elect Hiroaki Yoshihara	For	For	For	
Hoya Corporation	JP	3/31/2023	6/23/2023	Annual	3	Management	Elect Yasuyuki Abe	For	For	For	
Hoya Corporation	JP	3/31/2023	6/23/2023	Annual	4	Management	Elect Takayo Hasegawa	For	For	For	
Hoya Corporation	JP	3/31/2023	6/23/2023	Annual	5	Management	Elect Mika Nishimura	For	For	For	
Hoya Corporation	JP	3/31/2023	6/23/2023	Annual	6	Management	Elect Mototsugu Sato	For	For	For	
Hoya Corporation	JP	3/31/2023	6/23/2023	Annual	7	Management	Elect Eiichiro Ikeda	For	For	For	
Hoya Corporation	JP	3/31/2023	6/23/2023	Annual	8	Management	Elect Ryo Hirooka	For	For	For	
ICL Group Ltd.	IL	4/10/2023	5/10/2023	Ordinary	1	Management	Elect Yoav Doppelt	For	For	For	
ICL Group Ltd.	IL	4/10/2023	5/10/2023	Ordinary	2	Management	Elect Aviad Kaufman	For	For	For	
ICL Group Ltd.	IL	4/10/2023	5/10/2023	Ordinary	3	Management	Elect Avisar Paz	For	Against	Against	Nominee has attended less than 75% of board and committee meetings.
ICL Group Ltd.	IL	4/10/2023	5/10/2023	Ordinary	4	Management	Elect Sagi Kabla	For	For	For	
ICL Group Ltd.	IL	4/10/2023	5/10/2023	Ordinary	5	Management	Elect Reem Aminoach	For	Against	Against	Nominee has attended less than 75% of board and committee meetings.
ICL Group Ltd.	IL	4/10/2023	5/10/2023	Ordinary	6	Management	Elect Lior Reitblatt	For	For	For	
ICL Group Ltd.	IL	4/10/2023	5/10/2023	Ordinary	7	Management	Elect Zipora Ozer-Armon	For	For	For	
ICL Group Ltd.	IL	4/10/2023	5/10/2023	Ordinary	8	Management	Elect Gad Lesin	For	For	For	
ICL Group Ltd.	IL	4/10/2023	5/10/2023	Ordinary	9	Management	Elect Michal Silverberg	For	For	For	
ICL Group Ltd.	IL	4/10/2023	5/10/2023	Ordinary	10	Management	Appointment of Auditor	For	For	For	
Icon Plc	US	6/6/2022	7/26/2022	Annual	1	Management	Elect Steve Cutler	For	For	For	
Icon Plc	US	6/6/2022	7/26/2022	Annual	2	Management	Elect John Climax	For	For	For	
Icon Plc	US	6/6/2022	7/26/2022	Annual	3	Management	Elect Rónán Murphy	For	For	For	
Icon Plc	US	6/6/2022	7/26/2022	Annual	4	Management	Accounts and Reports	For	For	For	
Icon Plc	US	6/6/2022	7/26/2022	Annual	5	Management	Authority to Set Auditor's Fees	For	For	For	
Icon Plc	US	6/6/2022	7/26/2022	Annual	6	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	For	
Icon Plc	US	6/6/2022	7/26/2022	Annual	7	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	For	

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Icon Plc	US	6/6/2022	7/26/2022	Annual	8	Management	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	For	
Icon Plc	US	6/6/2022	7/26/2022	Annual	9	Management	Authority to Repurchase Shares	For	For	For	
Icon Plc	US	6/6/2022	7/26/2022	Annual	10	Management	Authorize Price Range for the Reissuance of Treasury Shares	For	For	For	
Imperial Brands Plc	GB		2/1/2023	Annual	1	Management	Accounts and Reports	For	For	For	
Imperial Brands Plc	GB		2/1/2023	Annual	2	Management	Remuneration Report	For	For	For	
Imperial Brands Plc	GB		2/1/2023	Annual	3	Management	Final Dividend	For	For	For	
Imperial Brands Plc	GB		2/1/2023	Annual	4	Management	Elect Stefan Bomhard	For	For	For	
Imperial Brands Plc	GB		2/1/2023	Annual	5	Management	Elect Susan M. Clark	For	For	For	
Imperial Brands Plc	GB		2/1/2023	Annual	6	Management	Elect Ngozi Edozien	For	For	For	
Imperial Brands Plc	GB		2/1/2023	Annual	7	Management	Elect Thérèse Esperdy	For	For	For	
Imperial Brands Plc	GB		2/1/2023	Annual	8	Management	Elect Alan Johnson	For	For	For	
Imperial Brands Plc	GB		2/1/2023	Annual	9	Management	Elect Robert Kunze-Concewitz	For	For	For	
Imperial Brands Plc	GB		2/1/2023	Annual	10	Management	Elect Lukas Paravicini	For	For	For	
Imperial Brands Plc	GB		2/1/2023	Annual	11	Management	Elect Diane de Saint Victor	For	For	For	
Imperial Brands Plc	GB		2/1/2023	Annual	12	Management	Elect Jon Stanton	For	For	For	
Imperial Brands Plc	GB		2/1/2023	Annual	13	Management	Appointment of Auditor	For	For	For	
Imperial Brands Plc	GB		2/1/2023	Annual	14	Management	Authority to Set Auditor's Fees	For	For	For	
Imperial Brands Plc	GB		2/1/2023	Annual	15	Management	SHARE MATCHING SCHEME	For	For	For	
Imperial Brands Plc	GB		2/1/2023	Annual	16	Management	Authorisation of Political Donations	For	For	For	
Imperial Brands Plc	GB		2/1/2023	Annual	17	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	For	
Imperial Brands Plc	GB		2/1/2023	Annual	18	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	For	
Imperial Brands Plc	GB		2/1/2023	Annual	19	Management	Authority to Repurchase Shares	For	For	For	
Imperial Brands Plc	GB		2/1/2023	Annual	20	Management	Authority to Set General Meeting Notice Period at 14 Days	For	Against	Against	Proposal would authorize a 14 day notice period for EGMs.
Industria De Diseno Textil SA	ES	7/7/2022	7/12/2022	Ordinary	1	Management	Individual Accounts and Reports; Ratification of Board Acts	For	For	For	
Industria De Diseno Textil SA	ES	7/7/2022	7/12/2022	Ordinary	2	Management	Consolidated Accounts and Reports	For	For	For	
Industria De Diseno Textil SA	ES	7/7/2022	7/12/2022	Ordinary	3	Management	Report on Non-financial Information	For	For	For	
Industria De Diseno Textil SA	ES	7/7/2022	7/12/2022	Ordinary	4	Management	Allocation of Profits/Dividends	For	For	For	
Industria De Diseno Textil SA	ES	7/7/2022	7/12/2022	Ordinary	5	Management	Ratify Co-Option and Elect Marta Ortega Pérez	For	For	For	
Industria De Diseno Textil SA	ES	7/7/2022	7/12/2022	Ordinary	6	Management	Ratify Co-Option and Elect Óscar García Maceiras	For	For	For	
Industria De Diseno Textil SA	ES	7/7/2022	7/12/2022	Ordinary	7	Management	Elect Pilar López Álvarez	For	For	For	
Industria De Diseno Textil SA	ES	7/7/2022	7/12/2022	Ordinary	8	Management	Elect Rodrigo Echenique Gordillo	For	For	For	
Industria De Diseno Textil SA	ES	7/7/2022	7/12/2022	Ordinary	9	Management	Appointment of Auditor	For	For	For	
Industria De Diseno Textil SA	ES	7/7/2022	7/12/2022	Ordinary	10	Management	Amendment to Non-Competition Agreement of Pablo Isla Álvarez de Tejera	For	Manual	For	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Industria De Diseno Textil SA	ES	7/7/2022	7/12/2022	Ordinary	11	Management	Amendments to Remuneration Policy	For	For	For	
Industria De Diseno Textil SA	ES	7/7/2022	7/12/2022	Ordinary	12	Management	Remuneration Report	For	For	For	
Industria De Diseno Textil SA	ES	7/7/2022	7/12/2022	Ordinary	13	Management	Authorisation of Legal Formalities	For	For	For	
Intercontinental Hotels Group	GB		5/5/2023	Annual	1	Management	Accounts and Reports	For	For	For	
Intercontinental Hotels Group	GB		5/5/2023	Annual	2	Management	Remuneration Policy	For	For	For	
Intercontinental Hotels Group	GB		5/5/2023	Annual	3	Management	Remuneration Report	For	For	For	

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Intercontinental Hotels Group	GB		5/5/2023	Annual	4	Management	Final Dividend	For	For	For	
Intercontinental Hotels Group	GB		5/5/2023	Annual	5	Management	Elect Michael Glover	For	For	For	
Intercontinental Hotels Group	GB		5/5/2023	Annual	6	Management	Elect Byron Grote	For	For	For	
Intercontinental Hotels Group	GB		5/5/2023	Annual	7	Management	Elect Deanna W. Oppenheimer	For	For	For	
Intercontinental Hotels Group	GB		5/5/2023	Annual	8	Management	Elect Graham Allan	For	For	For	
Intercontinental Hotels Group	GB		5/5/2023	Annual	9	Management	Elect Keith Barr	For	For	For	
Intercontinental Hotels Group	GB		5/5/2023	Annual	10	Management	Elect Daniela B. Soares	For	For	For	
Intercontinental Hotels Group	GB		5/5/2023	Annual	11	Management	Elect Arthur de Haast	For	For	For	
Intercontinental Hotels Group	GB		5/5/2023	Annual	12	Management	Elect Duriya M. Farooqui	For	For	For	
Intercontinental Hotels Group	GB		5/5/2023	Annual	13	Management	Elect Jo Harlow	For	For	For	
Intercontinental Hotels Group	GB		5/5/2023	Annual	14	Management	Elect Elie W Maalouf	For	For	For	
Intercontinental Hotels Group	GB		5/5/2023	Annual	15	Management	Elect Sharon Rothstein	For	For	For	
Intercontinental Hotels Group	GB		5/5/2023	Annual	16	Management	Appointment of Auditor	For	For	For	
Intercontinental Hotels Group	GB		5/5/2023	Annual	17	Management	Authority to Set Auditor's Fees	For	For	For	
Intercontinental Hotels Group	GB		5/5/2023	Annual	18	Management	Authorisation of Political Donations	For	For	For	
Intercontinental Hotels Group	GB		5/5/2023	Annual	19	Management	Deferred Award Plan	For	For	For	
Intercontinental Hotels Group	GB		5/5/2023	Annual	20	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	For	
Intercontinental Hotels Group	GB		5/5/2023	Annual	21	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	For	
Intercontinental Hotels Group	GB		5/5/2023	Annual	22	Management	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	For	
Intercontinental Hotels Group	GB		5/5/2023	Annual	23	Management	Authority to Repurchase Shares	For	For	For	
Intercontinental Hotels Group	GB		5/5/2023	Annual	24	Management	Authority to Set General Meeting Notice Period at 14 Days	For	Against	Against	Proposal would authorize a 14 day notice period for EGMs.
Intercontinental Hotels Group plc	US	4/4/2023	5/5/2023	Annual	1	Management	Accounts and Reports	For	For	For	
Intercontinental Hotels Group plc	US	4/4/2023	5/5/2023	Annual	2	Management	Remuneration Policy	For	For	For	
Intercontinental Hotels Group plc	US	4/4/2023	5/5/2023	Annual	3	Management	Remuneration Report	For	For	For	
Intercontinental Hotels Group plc	US	4/4/2023	5/5/2023	Annual	4	Management	Final Dividend	For	For	For	
Intercontinental Hotels Group plc	US	4/4/2023	5/5/2023	Annual	5	Management	Elect Michael Glover	For	For	For	
Intercontinental Hotels Group plc	US	4/4/2023	5/5/2023	Annual	6	Management	Elect Byron Grote	For	For	For	
Intercontinental Hotels Group plc	US	4/4/2023	5/5/2023	Annual	7	Management	Elect Deanna W. Oppenheimer	For	For	For	

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Intercontinental Hotels Group plc	US	4/4/2023	5/5/2023	Annual	8	Management	Elect Graham Allan	For	For	For	
Intercontinental Hotels Group plc	US	4/4/2023	5/5/2023	Annual	9	Management	Elect Keith Barr	For	For	For	
Intercontinental Hotels Group plc	US	4/4/2023	5/5/2023	Annual	10	Management	Elect Daniela B. Soares	For	For	For	
Intercontinental Hotels Group plc	US	4/4/2023	5/5/2023	Annual	11	Management	Elect Arthur de Haast	For	For	For	
Intercontinental Hotels Group plc	US	4/4/2023	5/5/2023	Annual	12	Management	Elect Duriya M. Farooqui	For	For	For	
Intercontinental Hotels Group plc	US	4/4/2023	5/5/2023	Annual	13	Management	Elect Jo Harlow	For	For	For	
Intercontinental Hotels Group plc	US	4/4/2023	5/5/2023	Annual	14	Management	Elect Elie W Maalouf	For	For	For	
Intercontinental Hotels Group plc	US	4/4/2023	5/5/2023	Annual	15	Management	Elect Sharon Rothstein	For	For	For	
Intercontinental Hotels Group plc	US	4/4/2023	5/5/2023	Annual	16	Management	Appointment of Auditor	For	For	For	
Intercontinental Hotels Group plc	US	4/4/2023	5/5/2023	Annual	17	Management	Authority to Set Auditor's Fees	For	For	For	
Intercontinental Hotels Group plc	US	4/4/2023	5/5/2023	Annual	18	Management	Authorisation of Political Donations	For	For	For	
Intercontinental Hotels Group plc	US	4/4/2023	5/5/2023	Annual	19	Management	Deferred Award Plan	For	For	For	
Intercontinental Hotels Group plc	US	4/4/2023	5/5/2023	Annual	20	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	For	
Intercontinental Hotels Group plc	US	4/4/2023	5/5/2023	Annual	21	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	For	
Intercontinental Hotels Group plc	US	4/4/2023	5/5/2023	Annual	22	Management	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	For	
Intercontinental Hotels Group plc	US	4/4/2023	5/5/2023	Annual	23	Management	Authority to Repurchase Shares	For	For	For	
Intercontinental Hotels Group plc	US	4/4/2023	5/5/2023	Annual	24	Management	Authority to Set General Meeting Notice Period at 14 Days	For	Against	Against	Proposal would authorize a 14 day notice period for EGMs.
Investor AB	SE	4/24/2023	5/3/2023	Annual	1	Management	Election of Presiding Chair	For	For	For	
Investor AB	SE	4/24/2023	5/3/2023	Annual	2	Management	Agenda	For	For	For	
Investor AB	SE	4/24/2023	5/3/2023	Annual	3	Management	Compliance with the Rules of Convocation	For	For	For	
Investor AB	SE	4/24/2023	5/3/2023	Annual	4	Management	Accounts and Reports	For	For	For	
Investor AB	SE	4/24/2023	5/3/2023	Annual	5	Management	Remuneration Report	For	For	For	
Investor AB	SE	4/24/2023	5/3/2023	Annual	6	Management	Ratification of Gunnar Brock	For	For	For	
Investor AB	SE	4/24/2023	5/3/2023	Annual	7	Management	Ratification of Johan Forssell	For	For	For	
Investor AB	SE	4/24/2023	5/3/2023	Annual	8	Management	Ratification of Magdalena Gerger	For	For	For	
Investor AB	SE	4/24/2023	5/3/2023	Annual	9	Management	Ratification of Tom Johnstone	For	For	For	
Investor AB	SE	4/24/2023	5/3/2023	Annual	10	Management	Ratification of Isabelle Kocher	For	For	For	
Investor AB	SE	4/24/2023	5/3/2023	Annual	11	Management	Ratification of Sven Nyman	For	For	For	
Investor AB	SE	4/24/2023	5/3/2023	Annual	12	Management	Ratification of Grace Reksten Skaugen	For	For	For	
Investor AB	SE	4/24/2023	5/3/2023	Annual	13	Management	Ratification of Hans Stråberg	For	For	For	
Investor AB	SE	4/24/2023	5/3/2023	Annual	14	Management	Ratification of Jacob Wallenberg	For	For	For	
Investor AB	SE	4/24/2023	5/3/2023	Annual	15	Management	Ratification of Marcus Wallenberg	For	For	For	
Investor AB	SE	4/24/2023	5/3/2023	Annual	16	Management	Ratification of Sara Öhrvall	For	For	For	
Investor AB	SE	4/24/2023	5/3/2023	Annual	17	Management	Allocation of Profits/Dividends	For	For	For	
Investor AB	SE	4/24/2023	5/3/2023	Annual	18	Management	Board Size	For	For	For	
Investor AB	SE	4/24/2023	5/3/2023	Annual	19	Management	Number of Auditors	For	For	For	
Investor AB	SE	4/24/2023	5/3/2023	Annual	20	Management	Directors' Fees	For	For	For	
Investor AB	SE	4/24/2023	5/3/2023	Annual	21	Management	Authority to Set Auditor's Fees	For	For	For	
Investor AB	SE	4/24/2023	5/3/2023	Annual	22	Management	Elect Gunnar Brock	For	For	For	
Investor AB	SE	4/24/2023	5/3/2023	Annual	23	Management	Elect Johan Forssell	For	For	For	

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Investor AB	SE	4/24/2023	5/3/2023	Annual	24	Management	Elect Magdalena Gerger	For	For	For	
Investor AB	SE	4/24/2023	5/3/2023	Annual	25	Management	Elect Tom Johnstone	For	For	For	
Investor AB	SE	4/24/2023	5/3/2023	Annual	26	Management	Elect Isabelle Kocher	For	For	For	
Investor AB	SE	4/24/2023	5/3/2023	Annual	27	Management	Elect Sven Nyman	For	For	For	
Investor AB	SE	4/24/2023	5/3/2023	Annual	28	Management	Elect Grace Reksten Skaugen	For	Against	Against	The nominee serves on more than four public company boards.
Investor AB	SE	4/24/2023	5/3/2023	Annual	29	Management	Elect Hans Stråberg	For	For	For	
Investor AB	SE	4/24/2023	5/3/2023	Annual	30	Management	Elect Jacob Wallenberg	For	For	For	
Investor AB	SE	4/24/2023	5/3/2023	Annual	31	Management	Elect Marcus Wallenberg	For	For	For	
Investor AB	SE	4/24/2023	5/3/2023	Annual	32	Management	Elect Sara Öhrvall	For	For	For	
Investor AB	SE	4/24/2023	5/3/2023	Annual	33	Management	Elect Jacob Wallenberg as chair	For	For	For	
Investor AB	SE	4/24/2023	5/3/2023	Annual	34	Management	Appointment of Auditor	For	For	For	
Investor AB	SE	4/24/2023	5/3/2023	Annual	35	Management	Adoption of Share-Based Incentives (Investor Program)	For	For	For	
Investor AB	SE	4/24/2023	5/3/2023	Annual	36	Management	Adoption of Share-Based Incentives (Patricia Industries Program)	For	For	For	
Investor AB	SE	4/24/2023	5/3/2023	Annual	37	Management	Authority to Repurchase and Reissue Shares Pursuant to LTIP	For	For	For	
Investor AB	SE	4/24/2023	5/3/2023	Annual	38	Management	Issuance of Treasury Shares Pursuant to LTIP	For	For	For	
Ipsen	FR	5/26/2023	5/31/2023	Mix	1	Management	Accounts and Reports	For	For	For	
Ipsen	FR	5/26/2023	5/31/2023	Mix	2	Management	Consolidated Accounts and Reports	For	For	For	
Ipsen	FR	5/26/2023	5/31/2023	Mix	3	Management	Allocation of Profits/Dividends	For	For	For	
Ipsen	FR	5/26/2023	5/31/2023	Mix	4	Management	Special Auditors Report on Regulated Agreements	For	For	For	
Ipsen	FR	5/26/2023	5/31/2023	Mix	5	Management	Appointment of Auditor (KPMG)	For	For	For	
Ipsen	FR	5/26/2023	5/31/2023	Mix	6	Management	Elect Marc de Garidel	For	Against	Against	The compensation committee does not have a majority of independent directors. The board does not have a majority of independent directors. The nominating committee does not have a majority of independent directors.
Ipsen	FR	5/26/2023	5/31/2023	Mix	7	Management	Elect Henri Beaufour	For	Against	Against	The compensation committee does not have a majority of independent directors. The board does not have a majority of independent directors. The nominating committee does not have a majority of independent directors.
Ipsen	FR	5/26/2023	5/31/2023	Mix	8	Management	Elect Michèle Ollier	For	Against	Against	The compensation committee does not have a majority of independent directors. The board does not have a majority of independent directors. The nominating committee does not have a majority of independent directors.
Ipsen	FR	5/26/2023	5/31/2023	Mix	9	Management	2023 Remuneration Policy (Board of Directors)	For	For	For	
Ipsen	FR	5/26/2023	5/31/2023	Mix	10	Management	2023 Remuneration Policy (Chair)	For	For	For	
Ipsen	FR	5/26/2023	5/31/2023	Mix	11	Management	2023 Remuneration Policy (CEO and Other Executives)	For	Against	Against	Insufficient response to shareholder dissent; Poor overall compensation disclosure
Ipsen	FR	5/26/2023	5/31/2023	Mix	12	Management	2022 Remuneration Report	For	For	For	
Ipsen	FR	5/26/2023	5/31/2023	Mix	13	Management	2022 Remuneration of Marc de Garidel, Chair	For	For	For	
Ipsen	FR	5/26/2023	5/31/2023	Mix	14	Management	2022 Remuneration of David Loew, CEO	For	Against	Against	Insufficient response to shareholder dissent
Ipsen	FR	5/26/2023	5/31/2023	Mix	15	Management	Authority to Repurchase and Reissue Shares	For	For	For	
Ipsen	FR	5/26/2023	5/31/2023	Mix	16	Management	Authority to Cancel Shares and Reduce Capital	For	For	For	
Ipsen	FR	5/26/2023	5/31/2023	Mix	17	Management	Authority to Increase Capital Through Capitalisations	For	Manual	Against	The maximum value of convertible debt is not disclosed.
Ipsen	FR	5/26/2023	5/31/2023	Mix	18	Management	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	For	Manual	For	The maximum value of convertible debt is not disclosed.
Ipsen	FR	5/26/2023	5/31/2023	Mix	19	Management	Authority to Increase Capital in Case of Exchange Offers	For	Manual	For	The maximum value of convertible debt is not disclosed.
Ipsen	FR	5/26/2023	5/31/2023	Mix	20	Management	Authority to Issue Shares and Convertible Debt Through Private Placement	For	Manual	For	The maximum value of convertible debt is not disclosed.
Ipsen	FR	5/26/2023	5/31/2023	Mix	21	Management	Greenshoe	For	Manual	For	The maximum value of convertible debt is not disclosed.
Ipsen	FR	5/26/2023	5/31/2023	Mix	22	Management	Authority to Increase Capital in Consideration for Contributions In Kind	For	Manual	For	The maximum value of convertible debt is not disclosed.
Ipsen	FR	5/26/2023	5/31/2023	Mix	23	Management	Employee Stock Purchase Plan	For	For	For	
Ipsen	FR	5/26/2023	5/31/2023	Mix	24	Management	Authority to Grant Stock Options	For	Manual	Against	The board fails to meet the basic independence standards.
Ipsen	FR	5/26/2023	5/31/2023	Mix	25	Management	Amendments to Articles Regarding Chair Age Limits	For	For	For	
Ipsen	FR	5/26/2023	5/31/2023	Mix	26	Management	Amendments to Articles Regarding Board Meetings' Minutes	For	For	For	

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Ipsen	FR	5/26/2023	5/31/2023	Mix	27	Management	Authorisation of Legal Formalities	For	For	For	
Itochu Corporation	JP	3/31/2023	6/23/2023	Annual	2	Management	Allocation of Profits/Dividends	For	For	For	
Itochu Corporation	JP	3/31/2023	6/23/2023	Annual	3	Management	Elect Masahiro Okafuji	For	For	For	
Itochu Corporation	JP	3/31/2023	6/23/2023	Annual	4	Management	Elect Keita Ishii	For	For	For	
Itochu Corporation	JP	3/31/2023	6/23/2023	Annual	5	Management	Elect Fumihiko Kobayashi	For	For	For	
Itochu Corporation	JP	3/31/2023	6/23/2023	Annual	6	Management	Elect Tsuyoshi Hachimura	For	For	For	
Itochu Corporation	JP	3/31/2023	6/23/2023	Annual	7	Management	Elect Hiroyuki Tsubai	For	For	For	
Itochu Corporation	JP	3/31/2023	6/23/2023	Annual	8	Management	Elect Hiroyuki Naka	For	For	For	
Itochu Corporation	JP	3/31/2023	6/23/2023	Annual	9	Management	Elect Masatoshi Kawana	For	For	For	
Itochu Corporation	JP	3/31/2023	6/23/2023	Annual	10	Management	Elect Makiko Nakamori	For	For	For	
Itochu Corporation	JP	3/31/2023	6/23/2023	Annual	11	Management	Elect Kunio Ishizuka	For	For	For	
Itochu Corporation	JP	3/31/2023	6/23/2023	Annual	12	Management	Elect Akiko Ito @ Akiko Noda	For	For	For	
Itochu Corporation	JP	3/31/2023	6/23/2023	Annual	13	Management	Elect Yoshiko Matoba	For	For	For	
Itochu Corporation	JP	3/31/2023	6/23/2023	Annual	14	Management	Elect Kentaro Uryu	For	For	For	
Itochu Corporation	JP	3/31/2023	6/23/2023	Annual	15	Management	Elect Tsutomu Fujita	For	For	For	
Itochu Corporation	JP	3/31/2023	6/23/2023	Annual	16	Management	Elect Kumi Kobayashi @ Kumi Nojiri	For	For	For	
Japan Exchange Group Inc.	JP	3/31/2023	6/16/2023	Annual	2	Management	Amendments to Articles - Change in Size of Board of Directors	For	Against	Against	Proposed maximum board size is too large.
Japan Exchange Group Inc.	JP	3/31/2023	6/16/2023	Annual	3	Management	Elect Yasushi Kinoshita	For	Against	Against	The board has more than 15 members or fewer than 5 members.
Japan Exchange Group Inc.	JP	3/31/2023	6/16/2023	Annual	4	Management	Elect Hiromi Yamaji	For	Against	Against	The board has more than 15 members or fewer than 5 members.
Japan Exchange Group Inc.	JP	3/31/2023	6/16/2023	Annual	5	Management	Elect Moriyuki Iwanaga	For	Against	Against	The board has more than 15 members or fewer than 5 members.
Japan Exchange Group Inc.	JP	3/31/2023	6/16/2023	Annual	6	Management	Elect Ryusuke Yokoyama	For	Against	Against	The board has more than 15 members or fewer than 5 members.
Japan Exchange Group Inc.	JP	3/31/2023	6/16/2023	Annual	7	Management	Elect Koichiro Miyahara	For	Against	Against	The board has more than 15 members or fewer than 5 members.
Japan Exchange Group Inc.	JP	3/31/2023	6/16/2023	Annual	8	Management	Elect Yasuyuki Konuma	For	Against	Against	The board has more than 15 members or fewer than 5 members.
Japan Exchange Group Inc.	JP	3/31/2023	6/16/2023	Annual	9	Management	Elect Nobuhiro Endo	For	Against	Against	The board has more than 15 members or fewer than 5 members.
Japan Exchange Group Inc.	JP	3/31/2023	6/16/2023	Annual	10	Management	Elect Hiroko Ota	For	Against	Against	The board has more than 15 members or fewer than 5 members.
Japan Exchange Group Inc.	JP	3/31/2023	6/16/2023	Annual	11	Management	Elect Hitoshi Ogita	For	Against	Against	The board has more than 15 members or fewer than 5 members.
Japan Exchange Group Inc.	JP	3/31/2023	6/16/2023	Annual	12	Management	Elect Kazuaki Kama	For	Against	Against	The board has more than 15 members or fewer than 5 members.
Japan Exchange Group Inc.	JP	3/31/2023	6/16/2023	Annual	13	Management	Elect Main Koda @ Tokuko Sawa	For	Against	Against	The board has more than 15 members or fewer than 5 members.
Japan Exchange Group Inc.	JP	3/31/2023	6/16/2023	Annual	14	Management	Elect Eizo Kobayashi	For	Against	Against	The board has more than 15 members or fewer than 5 members.
Japan Exchange Group Inc.	JP	3/31/2023	6/16/2023	Annual	15	Management	Elect Yasushi Suzuki	For	Against	Against	The board has more than 15 members or fewer than 5 members.
Japan Exchange Group Inc.	JP	3/31/2023	6/16/2023	Annual	16	Management	Elect Yasuzo Takeno	For	Against	Against	The board has more than 15 members or fewer than 5 members.
Japan Exchange Group Inc.	JP	3/31/2023	6/16/2023	Annual	17	Management	Elect Mitsuhiro Matsumoto	For	Against	Against	The board has more than 15 members or fewer than 5 members.
Japan Exchange Group Inc.	JP	3/31/2023	6/16/2023	Annual	18	Management	Elect Kimitaka Mori	For	Against	Against	The board has more than 15 members or fewer than 5 members.
Japan Post Holdings Co Ltd	JP	3/31/2023	6/21/2023	Annual	1	Management	Elect Hiroya Masuda	For	Against	Against	This company has a U.S.-style corporate structure, and board has a nominating and compensation committee composed of a majority of outside directors.
Japan Post Holdings Co Ltd	JP	3/31/2023	6/21/2023	Annual	2	Management	Elect Atsushi Iizuka	For	Against	Against	This company has a U.S.-style corporate structure, and board has a nominating and compensation committee composed of a majority of outside directors.

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Japan Post Holdings Co Ltd	JP	3/31/2023	6/21/2023	Annual	3	Management	Elect Norito Ikeda	For	Against	Against	This company has a U.S.-style corporate structure, and board has a nominating and compensation committee composed of a majority of outside directors.
Japan Post Holdings Co Ltd	JP	3/31/2023	6/21/2023	Annual	4	Management	Elect Tetsuya Senda	For	Against	Against	This company has a U.S.-style corporate structure, and board has a nominating and compensation committee composed of a majority of outside directors.
Japan Post Holdings Co Ltd	JP	3/31/2023	6/21/2023	Annual	5	Management	Elect Kunio Tanigaki	For	Against	Against	This company has a U.S.-style corporate structure, and board has a nominating and compensation committee composed of a majority of outside directors.
Japan Post Holdings Co Ltd	JP	3/31/2023	6/21/2023	Annual	6	Management	Elect Tsuyoshi Okamoto	For	Against	Against	This company has a U.S.-style corporate structure, and board has a nominating and compensation committee composed of a majority of outside directors.
Japan Post Holdings Co Ltd	JP	3/31/2023	6/21/2023	Annual	7	Management	Elect Miharuo Koezuka	For	Against	Against	This company has a U.S.-style corporate structure, and board has a nominating and compensation committee composed of a majority of outside directors.
Japan Post Holdings Co Ltd	JP	3/31/2023	6/21/2023	Annual	8	Management	Elect Sakie Akiyama	For	Against	Against	This company has a U.S.-style corporate structure, and board has a nominating and compensation committee composed of a majority of outside directors.
Japan Post Holdings Co Ltd	JP	3/31/2023	6/21/2023	Annual	9	Management	Elect Makoto Kaiami	For	Against	Against	This company has a U.S.-style corporate structure, and board has a nominating and compensation committee composed of a majority of outside directors.
Japan Post Holdings Co Ltd	JP	3/31/2023	6/21/2023	Annual	10	Management	Elect Akira Satake	For	Against	Against	This company has a U.S.-style corporate structure, and board has a nominating and compensation committee composed of a majority of outside directors.
Japan Post Holdings Co Ltd	JP	3/31/2023	6/21/2023	Annual	11	Management	Elect Takako Suwa	For	Against	Against	This company has a U.S.-style corporate structure, and board has a nominating and compensation committee composed of a majority of outside directors.
Japan Post Holdings Co Ltd	JP	3/31/2023	6/21/2023	Annual	12	Management	Elect Yayoi Ito	For	Against	Against	This company has a U.S.-style corporate structure, and board has a nominating and compensation committee composed of a majority of outside directors.
Japan Post Holdings Co Ltd	JP	3/31/2023	6/21/2023	Annual	13	Management	Elect Hiroshi Oeda	For	Against	Against	This company has a U.S.-style corporate structure, and board has a nominating and compensation committee composed of a majority of outside directors.
Japan Post Holdings Co Ltd	JP	3/31/2023	6/21/2023	Annual	14	Management	Elect Miyoko Kimura @ Miyoko Sakekawa	For	Against	Against	The nominee serves as an executive and sits on more than 2 outside boards. This company has a U.S.-style corporate structure, and board has a nominating and compensation committee composed of a majority of outside directors.
Japan Post Holdings Co Ltd	JP	3/31/2023	6/21/2023	Annual	15	Management	Elect Kosei Shindo	For	Against	Against	The nominee serves as an executive and sits on more than 2 outside boards. This company has a U.S.-style corporate structure, and board has a nominating and compensation committee composed of a majority of outside directors.
Japan Tobacco Inc.	JP	12/31/2022	3/24/2023	Annual	1	Management	Allocation of Profits/Dividends	For	For	For	
Japan Tobacco Inc.	JP	12/31/2022	3/24/2023	Annual	2	Management	Elect Mutsuo Iwai	For	For	For	
Japan Tobacco Inc.	JP	12/31/2022	3/24/2023	Annual	3	Management	Elect Shigeaki Okamoto	For	For	For	
Japan Tobacco Inc.	JP	12/31/2022	3/24/2023	Annual	4	Management	Elect Masamichi Terabatake	For	For	For	
Japan Tobacco Inc.	JP	12/31/2022	3/24/2023	Annual	5	Management	Elect Kiyohide Hirowatari	For	For	For	
Japan Tobacco Inc.	JP	12/31/2022	3/24/2023	Annual	6	Management	Elect Kei Nakano	For	For	For	
Japan Tobacco Inc.	JP	12/31/2022	3/24/2023	Annual	7	Management	Elect Main Koda @ Tokuko Sawa	For	For	For	
Japan Tobacco Inc.	JP	12/31/2022	3/24/2023	Annual	8	Management	Elect Yukiko Nagashima @ Yukiko Watanabe	For	For	For	
Japan Tobacco Inc.	JP	12/31/2022	3/24/2023	Annual	9	Management	Elect Masato Kitera	For	For	For	
Japan Tobacco Inc.	JP	12/31/2022	3/24/2023	Annual	10	Management	Elect Tetsuya Shoji	For	For	For	
Japan Tobacco Inc.	JP	12/31/2022	3/24/2023	Annual	11	Management	Elect Hideaki Kashiwakura	For	For	For	
Japan Tobacco Inc.	JP	12/31/2022	3/24/2023	Annual	12	Management	Elect Tsutomu Hashimoto	For	For	For	
Japan Tobacco Inc.	JP	12/31/2022	3/24/2023	Annual	13	Management	Elect Shigeru Taniuchi	For	For	For	
Japan Tobacco Inc.	JP	12/31/2022	3/24/2023	Annual	14	Management	Elect Nobuo Inada	For	For	For	
Japan Tobacco Inc.	JP	12/31/2022	3/24/2023	Annual	15	Management	Elect Hiroko Yamashina	For	For	For	
Japan Tobacco Inc.	JP	12/31/2022	3/24/2023	Annual	16	Management	Amendment to the Directors' Fees and Equity Compensation Plan	For	For	For	

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Company Name	Country of Trade	Record Date	Meeting Date	Meeting Type	Proposal Number	Proponent	Proposal Description	Mgmt Rec	Custom Rec	Vote Decision	Rationale
Japan Tobacco Inc.	JP	12/31/2022	3/24/2023	Annual	17	Shareholder	Shareholder Proposal Regarding Amendment to the Articles of Incorporation (Management of Subsidiaries)	Against	Against	Against	Putnam does not generally support this type of proposal and believes the proposal would not benefit shareholders.
Japan Tobacco Inc.	JP	12/31/2022	3/24/2023	Annual	18	Shareholder	Shareholder Proposal Regarding Amendment to the Articles of Incorporation (Prohibition Against Former Directors and Employees Serving as Director at Listed Subsidiaries)	Against	Against	Against	Putnam does not generally support this type of proposal and believes the proposal would not benefit shareholders.
Japan Tobacco Inc.	JP	12/31/2022	3/24/2023	Annual	19	Shareholder	Shareholder Proposal Regarding Amendment to the Articles of Incorporation (Prohibition Against Using the Cash Management System (CMS) for Financing with Listed Subsidiaries)	Against	Against	Against	Putnam does not generally support this type of proposal and believes the proposal would not benefit shareholders.
Japan Tobacco Inc.	JP	12/31/2022	3/24/2023	Annual	20	Shareholder	Shareholder Proposal Regarding Acquisition of Treasury Shares	Against	Against	Against	Putnam does not generally support this type of proposal and believes the proposal would not benefit shareholders.
Jardine Matheson Holdings Ltd.	SG	5/2/2023	5/4/2023	Annual	1	Management	Accounts and Reports	For	For	For	
Jardine Matheson Holdings Ltd.	SG	5/2/2023	5/4/2023	Annual	2	Management	Final Dividend	For	For	For	
Jardine Matheson Holdings Ltd.	SG	5/2/2023	5/4/2023	Annual	3	Management	Elect David HSU	For	Against	Against	The board does not have a nominating or compensation committee.
Jardine Matheson Holdings Ltd.	SG	5/2/2023	5/4/2023	Annual	4	Management	Elect Adam P.C. Keswick	For	Against	Against	The board does not have a nominating or compensation committee.
Jardine Matheson Holdings Ltd.	SG	5/2/2023	5/4/2023	Annual	5	Management	Elect Anthony Nightingale	For	Against	Against	The board does not have a nominating or compensation committee. The nominee serves on more than four public company boards.
Jardine Matheson Holdings Ltd.	SG	5/2/2023	5/4/2023	Annual	6	Management	Appointment of Auditor and Authority to Set Fees	For	For	For	
Jardine Matheson Holdings Ltd.	SG	5/2/2023	5/4/2023	Annual	7	Management	Authority to Issue Shares w/ or w/o Preemptive Rights	For	For	For	
JD Sports Fashion plc.	GB		12/13/2022	Ordinary	1	Management	Remuneration Policy	For	For	For	
JD Sports Fashion plc.	GB		12/13/2022	Ordinary	2	Management	Long-Term Incentive Plan	For	For	For	
JD Sports Fashion plc.	GB		12/13/2022	Ordinary	3	Management	Deferred Bonus Plan	For	Manual	For	Reviewed by Portfolio Management: Approval of the proposal was determined to be in the best interest of shareholders.
JD Sports Fashion plc.	GB		6/27/2023	Annual	1	Management	Accounts and Reports	For	For	For	
JD Sports Fashion plc.	GB		6/27/2023	Annual	2	Management	Remuneration Report	For	For	For	
JD Sports Fashion plc.	GB		6/27/2023	Annual	3	Management	Final Dividend	For	For	For	
JD Sports Fashion plc.	GB		6/27/2023	Annual	4	Management	Elect Régis Schultz	For	For	For	
JD Sports Fashion plc.	GB		6/27/2023	Annual	5	Management	Elect Neil Greenhalgh	For	For	For	
JD Sports Fashion plc.	GB		6/27/2023	Annual	6	Management	Elect Andrew Long	For	For	For	
JD Sports Fashion plc.	GB		6/27/2023	Annual	7	Management	Elect Kath Smith	For	For	For	
JD Sports Fashion plc.	GB		6/27/2023	Annual	8	Management	Elect Bert Hoyt	For	For	For	
JD Sports Fashion plc.	GB		6/27/2023	Annual	9	Management	Elect Helen Ashton	For	For	For	
JD Sports Fashion plc.	GB		6/27/2023	Annual	10	Management	Elect Mahbobeh Sabetnia	For	For	For	
JD Sports Fashion plc.	GB		6/27/2023	Annual	11	Management	Elect Suzanne Williams	For	For	For	
JD Sports Fashion plc.	GB		6/27/2023	Annual	12	Management	Elect Andrew Higginson	For	For	For	
JD Sports Fashion plc.	GB		6/27/2023	Annual	13	Management	Elect Ian Dyson	For	For	For	
JD Sports Fashion plc.	GB		6/27/2023	Annual	14	Management	Elect Angela Luger	For	For	For	
JD Sports Fashion plc.	GB		6/27/2023	Annual	15	Management	Elect Darren Shapland	For	For	For	
JD Sports Fashion plc.	GB		6/27/2023	Annual	16	Management	Appointment of Auditor	For	For	For	
JD Sports Fashion plc.	GB		6/27/2023	Annual	17	Management	Authority to Set Auditor's Fees	For	For	For	
JD Sports Fashion plc.	GB		6/27/2023	Annual	18	Management	Authorisation of Political Donations	For	For	For	
JD Sports Fashion plc.	GB		6/27/2023	Annual	19	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	For	
JD Sports Fashion plc.	GB		6/27/2023	Annual	20	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	For	
JD Sports Fashion plc.	GB		6/27/2023	Annual	21	Management	Authority to Set General Meeting Notice Period at 14 Days	For	Against	Against	Proposal would authorize a 14 day notice period for EGMs.
JD Sports Fashion plc.	GB		6/27/2023	Annual	22	Management	Authority to Repurchase Shares	For	For	For	
JD Sports Fashion plc.	GB		7/22/2022	Annual	1	Management	Accounts and Reports	For	For	For	
JD Sports Fashion plc.	GB		7/22/2022	Annual	2	Management	Remuneration Report	For	Against	Against	Increase is excessive; Excessive granting practices in light of COVID-19
JD Sports Fashion plc.	GB		7/22/2022	Annual	3	Management	Final Dividend	For	For	For	
JD Sports Fashion plc.	GB		7/22/2022	Annual	4	Management	Elect Neil Greenhalgh	For	For	For	

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JD Sports Fashion plc.	GB		7/22/2022	Annual	5	Management	Elect Andrew Long	For	For	For	
JD Sports Fashion plc.	GB		7/22/2022	Annual	6	Management	Elect Kath Smith	For	For	For	
JD Sports Fashion plc.	GB		7/22/2022	Annual	7	Management	Elect Bert Hoyt	For	For	For	
JD Sports Fashion plc.	GB		7/22/2022	Annual	8	Management	Elect Helen Ashton	For	For	For	
JD Sports Fashion plc.	GB		7/22/2022	Annual	9	Management	Elect Mahbobeh Sabetnia	For	For	For	
JD Sports Fashion plc.	GB		7/22/2022	Annual	10	Management	Elect Suzanne Williams	For	For	For	
JD Sports Fashion plc.	GB		7/22/2022	Annual	11	Management	Appointment of Auditor	For	For	For	
JD Sports Fashion plc.	GB		7/22/2022	Annual	12	Management	Authority to Set Auditor's Fees	For	For	For	
JD Sports Fashion plc.	GB		7/22/2022	Annual	13	Management	Authorisation of Political Donations	For	For	For	
JD Sports Fashion plc.	GB		7/22/2022	Annual	14	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	For	
JD Sports Fashion plc.	GB		7/22/2022	Annual	15	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	For	
JD Sports Fashion plc.	GB		7/22/2022	Annual	16	Management	Authority to Set General Meeting Notice Period at 14 Days	For	Against	Against	Proposal would authorize a 14 day notice period for EGMs.
Julius Baer Group Ltd	CH	4/5/2023	4/13/2023	Annual	1	Management	Accounts and Reports	For	For	TNA	Non-voting market
Julius Baer Group Ltd	CH	4/5/2023	4/13/2023	Annual	2	Management	Compensation Report	For	For	TNA	Non-voting market
Julius Baer Group Ltd	CH	4/5/2023	4/13/2023	Annual	3	Management	Allocation of Dividends	For	For	TNA	Non-voting market
Julius Baer Group Ltd	CH	4/5/2023	4/13/2023	Annual	4	Management	Ratification of Board and Management Acts	For	For	TNA	Non-voting market
Julius Baer Group Ltd	CH	4/5/2023	4/13/2023	Annual	5	Management	Board Compensation	For	For	TNA	Non-voting market
Julius Baer Group Ltd	CH	4/5/2023	4/13/2023	Annual	6	Management	Executive Compensation (Cash-Based Variable)	For	For	TNA	Non-voting market
Julius Baer Group Ltd	CH	4/5/2023	4/13/2023	Annual	7	Management	Executive Compensation (Share-Based Variable)	For	For	TNA	Non-voting market
Julius Baer Group Ltd	CH	4/5/2023	4/13/2023	Annual	8	Management	Executive Compensation (Fixed)	For	For	TNA	Non-voting market
Julius Baer Group Ltd	CH	4/5/2023	4/13/2023	Annual	9	Management	Elect Romeo Lacher	For	For	TNA	Non-voting market
Julius Baer Group Ltd	CH	4/5/2023	4/13/2023	Annual	10	Management	Elect Gilbert Achermann	For	For	TNA	Non-voting market
Julius Baer Group Ltd	CH	4/5/2023	4/13/2023	Annual	11	Management	Elect Richard Campbell-Breeden	For	For	TNA	Non-voting market
Julius Baer Group Ltd	CH	4/5/2023	4/13/2023	Annual	12	Management	Elect David R. Nicol	For	For	TNA	Non-voting market
Julius Baer Group Ltd	CH	4/5/2023	4/13/2023	Annual	13	Management	Elect Kathryn Shih	For	For	TNA	Non-voting market
Julius Baer Group Ltd	CH	4/5/2023	4/13/2023	Annual	14	Management	Elect Tomas Varela Muiña	For	For	TNA	Non-voting market
Julius Baer Group Ltd	CH	4/5/2023	4/13/2023	Annual	15	Management	Elect Eunice Zehnder-Lai	For	For	TNA	Non-voting market
Julius Baer Group Ltd	CH	4/5/2023	4/13/2023	Annual	16	Management	Elect Olga Zoutendijk	For	For	TNA	Non-voting market
Julius Baer Group Ltd	CH	4/5/2023	4/13/2023	Annual	17	Management	Elect Juerg Hunziker	For	For	TNA	Non-voting market
Julius Baer Group Ltd	CH	4/5/2023	4/13/2023	Annual	18	Management	Appoint Romeo Lacher as Board Chair	For	For	TNA	Non-voting market
Julius Baer Group Ltd	CH	4/5/2023	4/13/2023	Annual	19	Management	Elect Gilbert Achermann as Nomination and Compensation Committee Member	For	For	TNA	Non-voting market
Julius Baer Group Ltd	CH	4/5/2023	4/13/2023	Annual	20	Management	Elect Richard Campbell-Breeden as Nomination and Compensation Committee Member	For	For	TNA	Non-voting market
Julius Baer Group Ltd	CH	4/5/2023	4/13/2023	Annual	21	Management	Elect Kathryn Shih as Nomination and Compensation Committee Member	For	For	TNA	Non-voting market
Julius Baer Group Ltd	CH	4/5/2023	4/13/2023	Annual	22	Management	Elect Eunice Zehnder-Lai as Nomination and Compensation Committee Member	For	For	TNA	Non-voting market
Julius Baer Group Ltd	CH	4/5/2023	4/13/2023	Annual	23	Management	Appointment of Auditor	For	For	TNA	Non-voting market
Julius Baer Group Ltd	CH	4/5/2023	4/13/2023	Annual	24	Management	Appointment of Independent Proxy	For	For	TNA	Non-voting market
Julius Baer Group Ltd	CH	4/5/2023	4/13/2023	Annual	25	Management	Cancellation of Shares and Reduction in Share Capital	For	For	TNA	Non-voting market
Julius Baer Group Ltd	CH	4/5/2023	4/13/2023	Annual	26	Management	Amendments to Articles (Shares and Share Register)	For	For	TNA	Non-voting market
Julius Baer Group Ltd	CH	4/5/2023	4/13/2023	Annual	27	Management	Amendments to Articles (Share Transfer)	For	For	TNA	Non-voting market
Julius Baer Group Ltd	CH	4/5/2023	4/13/2023	Annual	28	Management	Amendments to Articles (General Meeting)	For	Manual	TNA	Non-voting market
Julius Baer Group Ltd	CH	4/5/2023	4/13/2023	Annual	29	Management	Amendments to Articles (Virtual Meeting)	For	For	TNA	Non-voting market
Julius Baer Group Ltd	CH	4/5/2023	4/13/2023	Annual	30	Management	Amendments to Articles (Board and Compensation)	For	Manual	TNA	Non-voting market
KDDI Corp.	JP	3/31/2023	6/21/2023	Annual	1	Management	Allocation of Profits/Dividends	For	For	For	
KDDI Corp.	JP	3/31/2023	6/21/2023	Annual	2	Management	Amendments to Articles	For	For	For	Proposal is to expand business lines.
KDDI Corp.	JP	3/31/2023	6/21/2023	Annual	3	Management	Elect Takashi Tanaka	For	For	For	
KDDI Corp.	JP	3/31/2023	6/21/2023	Annual	4	Management	Elect Makoto Takahashi	For	For	For	
KDDI Corp.	JP	3/31/2023	6/21/2023	Annual	5	Management	Elect Toshitake Amamiya	For	For	For	
KDDI Corp.	JP	3/31/2023	6/21/2023	Annual	6	Management	Elect Kazuyuki Yoshimura	For	For	For	
KDDI Corp.	JP	3/31/2023	6/21/2023	Annual	7	Management	Elect Yasuaki Kuwahara	For	For	For	
KDDI Corp.	JP	3/31/2023	6/21/2023	Annual	8	Management	Elect Hiromichi Matsuda	For	For	For	
KDDI Corp.	JP	3/31/2023	6/21/2023	Annual	9	Management	Elect Goro Yamaguchi	For	For	For	
KDDI Corp.	JP	3/31/2023	6/21/2023	Annual	10	Management	Elect Keiji Yamamoto	For	For	For	

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KDDI Corp.	JP	3/31/2023	6/21/2023	Annual	11	Management	Elect Shigeki Goto	For	For	For	
KDDI Corp.	JP	3/31/2023	6/21/2023	Annual	12	Management	Elect Tsutomu Tannowa	For	For	For	
KDDI Corp.	JP	3/31/2023	6/21/2023	Annual	13	Management	Elect Junko Okawa	For	For	For	
KDDI Corp.	JP	3/31/2023	6/21/2023	Annual	14	Management	Elect Kyoko Okumiya	For	For	For	
Kerry Group Plc	IE	4/21/2023	4/27/2023	Annual	2	Management	Accounts and Reports	For	For	For	
Kerry Group Plc	IE	4/21/2023	4/27/2023	Annual	3	Management	Final Dividend	For	For	For	
Kerry Group Plc	IE	4/21/2023	4/27/2023	Annual	4	Management	Elect Patrick Rohan	For	For	For	
Kerry Group Plc	IE	4/21/2023	4/27/2023	Annual	5	Management	Elect Gerry Behan	For	For	For	
Kerry Group Plc	IE	4/21/2023	4/27/2023	Annual	6	Management	Elect Hugh Brady	For	For	For	
Kerry Group Plc	IE	4/21/2023	4/27/2023	Annual	7	Management	Elect Fiona Dawson	For	For	For	
Kerry Group Plc	IE	4/21/2023	4/27/2023	Annual	8	Management	Elect Karin L. Dorrepaal	For	For	For	
Kerry Group Plc	IE	4/21/2023	4/27/2023	Annual	9	Management	Elect Emer Gilvarry	For	For	For	
Kerry Group Plc	IE	4/21/2023	4/27/2023	Annual	10	Management	Elect Michael T. Kerr	For	For	For	
Kerry Group Plc	IE	4/21/2023	4/27/2023	Annual	11	Management	Elect Marguerite Larkin	For	For	For	
Kerry Group Plc	IE	4/21/2023	4/27/2023	Annual	12	Management	Elect Tom Moran	For	For	For	
Kerry Group Plc	IE	4/21/2023	4/27/2023	Annual	13	Management	Elect Christopher Rogers	For	For	For	
Kerry Group Plc	IE	4/21/2023	4/27/2023	Annual	14	Management	Elect Edmond Scanlan	For	For	For	
Kerry Group Plc	IE	4/21/2023	4/27/2023	Annual	15	Management	Elect Jinlong Wang	For	For	For	
Kerry Group Plc	IE	4/21/2023	4/27/2023	Annual	16	Management	Authority to Set Auditor's Fees	For	For	For	
Kerry Group Plc	IE	4/21/2023	4/27/2023	Annual	17	Management	Authority to Set General Meeting Notice Period at 14 Days	For	Against	Against	Proposal would authorize a 14 day notice period for EGMs.
Kerry Group Plc	IE	4/21/2023	4/27/2023	Annual	18	Management	Remuneration Report	For	For	For	
Kerry Group Plc	IE	4/21/2023	4/27/2023	Annual	19	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	For	
Kerry Group Plc	IE	4/21/2023	4/27/2023	Annual	20	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	For	
Kerry Group Plc	IE	4/21/2023	4/27/2023	Annual	21	Management	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	For	
Kerry Group Plc	IE	4/21/2023	4/27/2023	Annual	22	Management	Authority to Repurchase Shares	For	For	For	
Kerry Group Plc	IE	4/21/2023	4/27/2023	Annual	23	Management	Employee Share Plan	For	For	For	
Kesko Oyj	FI	3/20/2023	3/30/2023	Annual	1	Management	Accounts and Reports	For	For	For	
Kesko Oyj	FI	3/20/2023	3/30/2023	Annual	2	Management	Allocation of Profits/Dividends	For	For	For	
Kesko Oyj	FI	3/20/2023	3/30/2023	Annual	3	Management	Ratification of Board and Management Acts	For	For	For	
Kesko Oyj	FI	3/20/2023	3/30/2023	Annual	4	Management	Remuneration Report	For	For	For	
Kesko Oyj	FI	3/20/2023	3/30/2023	Annual	5	Management	Directors' Fees	For	For	For	
Kesko Oyj	FI	3/20/2023	3/30/2023	Annual	6	Management	Authority to Set Auditor's Fees	For	For	For	
Kesko Oyj	FI	3/20/2023	3/30/2023	Annual	7	Management	Appointment of Auditor	For	For	For	
Kesko Oyj	FI	3/20/2023	3/30/2023	Annual	8	Management	Amendments to Articles	For	For	For	
Kesko Oyj	FI	3/20/2023	3/30/2023	Annual	9	Management	Authority to Repurchase Shares	For	For	For	
Kesko Oyj	FI	3/20/2023	3/30/2023	Annual	10	Management	Authority to Issue Shares w/ or w/o Preemptive Rights	For	For	For	
Kesko Oyj	FI	3/20/2023	3/30/2023	Annual	11	Management	Charitable Donations	For	For	For	
Klepierre	FR	5/8/2023	5/11/2023	Mix	1	Management	Accounts and Reports; Non Tax-Deductible Expenses	For	For	For	
Klepierre	FR	5/8/2023	5/11/2023	Mix	2	Management	Consolidated Accounts and Reports	For	For	For	
Klepierre	FR	5/8/2023	5/11/2023	Mix	3	Management	Allocation of Profits/Dividends	For	For	For	
Klepierre	FR	5/8/2023	5/11/2023	Mix	4	Management	Related Party Transaction (Jean-Michel Gault - Amendment to the Employment Contract)	For	Manual	For	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Klepierre	FR	5/8/2023	5/11/2023	Mix	5	Management	Related Party Transaction (Jean-Michel Gault - Settlement Indemnity)	For	Manual	For	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Klepierre	FR	5/8/2023	5/11/2023	Mix	6	Management	Special Auditors Report on Regulated Agreements	For	Manual	For	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Klepierre	FR	5/8/2023	5/11/2023	Mix	7	Management	Elect Catherine Simoni	For	For	For	
Klepierre	FR	5/8/2023	5/11/2023	Mix	8	Management	Elect Florence von Erb	For	For	For	
Klepierre	FR	5/8/2023	5/11/2023	Mix	9	Management	Elect Stanley Shashoua	For	For	For	
Klepierre	FR	5/8/2023	5/11/2023	Mix	10	Management	Non-Renewal of Alternate Auditor (BEAS)	For	For	For	
Klepierre	FR	5/8/2023	5/11/2023	Mix	11	Management	Non-Renewal of Alternate Auditor (Picarle & Associés)	For	For	For	
Klepierre	FR	5/8/2023	5/11/2023	Mix	12	Management	2023 Remuneration Policy (Supervisory Board)	For	For	For	
Klepierre	FR	5/8/2023	5/11/2023	Mix	13	Management	2023 Remuneration Policy (Management Board Chair)	For	For	For	
Klepierre	FR	5/8/2023	5/11/2023	Mix	14	Management	2023 Remuneration Policy (Management Board Members)	For	For	For	
Klepierre	FR	5/8/2023	5/11/2023	Mix	15	Management	2022 Remuneration Report	For	For	For	
Klepierre	FR	5/8/2023	5/11/2023	Mix	16	Management	2022 Remuneration of David Simon, Supervisory Board Chair	For	For	For	

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Klepierre	FR	5/8/2023	5/11/2023	Mix	17	Management	2022 Remuneration of Jean-Marc Jestin, Management Board Chair	For	For	For	
Klepierre	FR	5/8/2023	5/11/2023	Mix	18	Management	2022 Remuneration of Stéphane Tortajada, Management Board Member	For	For	For	
Klepierre	FR	5/8/2023	5/11/2023	Mix	19	Management	2022 Remuneration of Jean-Michel Gault, Management Board Member	For	For	For	
Klepierre	FR	5/8/2023	5/11/2023	Mix	20	Management	2022 Remuneration of Beñat Ortega, Management Board Member	For	For	For	
Klepierre	FR	5/8/2023	5/11/2023	Mix	21	Management	Authority to Repurchase and Reissue Shares	For	For	For	
Klepierre	FR	5/8/2023	5/11/2023	Mix	22	Management	Authority to Cancel Shares and Reduce Capital	For	For	For	
Klepierre	FR	5/8/2023	5/11/2023	Mix	23	Management	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	For	For	For	
Klepierre	FR	5/8/2023	5/11/2023	Mix	24	Management	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights and to Increase Capital in Case of Exchange Offer	For	For	For	
Klepierre	FR	5/8/2023	5/11/2023	Mix	25	Management	Authority to Issue Shares and Convertible Debt Through Private Placement	For	For	For	
Klepierre	FR	5/8/2023	5/11/2023	Mix	26	Management	Greenshoe	For	For	For	
Klepierre	FR	5/8/2023	5/11/2023	Mix	27	Management	Authority to Increase Capital in Consideration for Contributions In Kind	For	For	For	
Klepierre	FR	5/8/2023	5/11/2023	Mix	28	Management	Authority to Increase Capital Through Capitalisations	For	For	For	
Klepierre	FR	5/8/2023	5/11/2023	Mix	29	Management	Global Ceiling on Capital Increases and Debt Issuances	For	For	For	
Klepierre	FR	5/8/2023	5/11/2023	Mix	30	Management	Opinion on Climate Ambitions and Objectives	For	For	For	
Klepierre	FR	5/8/2023	5/11/2023	Mix	31	Management	Authorisation of Legal Formalities	For	For	For	
Komatsu Ltd	JP	3/31/2023	6/21/2023	Annual	1	Management	Allocation of Profits/Dividends	For	For	For	
Komatsu Ltd	JP	3/31/2023	6/21/2023	Annual	2	Management	Elect Tetsuji Ohashi	For	For	For	
Komatsu Ltd	JP	3/31/2023	6/21/2023	Annual	3	Management	Elect Hiroyuki Ogawa	For	For	For	
Komatsu Ltd	JP	3/31/2023	6/21/2023	Annual	4	Management	Elect Masayuki Moriyama	For	For	For	
Komatsu Ltd	JP	3/31/2023	6/21/2023	Annual	5	Management	Elect Takeshi Horikoshi	For	For	For	
Komatsu Ltd	JP	3/31/2023	6/21/2023	Annual	6	Management	Elect Takeshi Kunibe	For	For	For	
Komatsu Ltd	JP	3/31/2023	6/21/2023	Annual	7	Management	Elect Arthur M. Mitchell	For	For	For	
Komatsu Ltd	JP	3/31/2023	6/21/2023	Annual	8	Management	Elect Naoko Saiki	For	For	For	
Komatsu Ltd	JP	3/31/2023	6/21/2023	Annual	9	Management	Elect Michitaka Sawada	For	For	For	
Komatsu Ltd	JP	3/31/2023	6/21/2023	Annual	10	Management	Elect Mitsuko Yokomoto	For	For	For	
Komatsu Ltd	JP	3/31/2023	6/21/2023	Annual	11	Management	Elect Mariko Matsumura @ Mariko Hosoi as Statutory Auditor	For	For	For	
Kone Corp.	FI	2/16/2023	2/28/2023	Annual	1	Management	Accounts and Reports	For	For	For	
Kone Corp.	FI	2/16/2023	2/28/2023	Annual	2	Management	Allocation of Profits/Dividends	For	For	For	
Kone Corp.	FI	2/16/2023	2/28/2023	Annual	3	Management	Ratification of Board and CEO Acts	For	For	For	
Kone Corp.	FI	2/16/2023	2/28/2023	Annual	4	Management	Remuneration Report	For	For	For	
Kone Corp.	FI	2/16/2023	2/28/2023	Annual	5	Management	Directors' Fees	For	For	For	
Kone Corp.	FI	2/16/2023	2/28/2023	Annual	6	Management	Board Size	For	For	For	
Kone Corp.	FI	2/16/2023	2/28/2023	Annual	7	Management	Elect Matti Alahuhta	For	Against	Against	The nomination committee does not meet best practice requirements. The compensation committee does not meet best practice requirements.
Kone Corp.	FI	2/16/2023	2/28/2023	Annual	8	Management	Elect Susan Duinhoven	For	Against	Against	The nomination committee does not meet best practice requirements. The compensation committee does not meet best practice requirements.
Kone Corp.	FI	2/16/2023	2/28/2023	Annual	9	Management	Elect Marika Fredriksson	For	Against	Against	The nomination committee does not meet best practice requirements. The compensation committee does not meet best practice requirements.
Kone Corp.	FI	2/16/2023	2/28/2023	Annual	10	Management	Elect Antti Herlin	For	Against	Against	The nomination committee does not meet best practice requirements. The compensation committee does not meet best practice requirements.
Kone Corp.	FI	2/16/2023	2/28/2023	Annual	11	Management	Elect Iiris Herlin	For	Against	Against	The nomination committee does not meet best practice requirements. The compensation committee does not meet best practice requirements.
Kone Corp.	FI	2/16/2023	2/28/2023	Annual	12	Management	Elect Jussi Herlin	For	Against	Against	The nomination committee does not meet best practice requirements. The compensation committee does not meet best practice requirements.
Kone Corp.	FI	2/16/2023	2/28/2023	Annual	13	Management	Elect Ravi Kant	For	Against	Against	The nomination committee does not meet best practice requirements. The compensation committee does not meet best practice requirements.

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Kone Corp.	FI	2/16/2023	2/28/2023	Annual	14	Management	Elect Marcela Manubens	For	Against	Against	The nomination committee does not meet best practice requirements. The compensation committee does not meet best practice requirements.
Kone Corp.	FI	2/16/2023	2/28/2023	Annual	15	Management	Elect Krishna Mikkilineni	For	Against	Against	The nomination committee does not meet best practice requirements. The compensation committee does not meet best practice requirements.
Kone Corp.	FI	2/16/2023	2/28/2023	Annual	16	Management	Authority to Set Auditor's Fees	For	For	For	
Kone Corp.	FI	2/16/2023	2/28/2023	Annual	17	Management	Number of Auditors	For	For	For	
Kone Corp.	FI	2/16/2023	2/28/2023	Annual	18	Management	Appointment of Auditor	For	For	For	
Kone Corp.	FI	2/16/2023	2/28/2023	Annual	19	Management	Amendments to Articles	For	Manual	For	Proposal is to expand business lines. / Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Kone Corp.	FI	2/16/2023	2/28/2023	Annual	20	Management	Authority to Repurchase Shares	For	For	For	
Kone Corp.	FI	2/16/2023	2/28/2023	Annual	21	Management	Authority to Issue Shares w/ or w/o Preemptive Rights	For	For	For	
Koninklijke Ahold Delhaize N.V.	NL	3/15/2023	4/12/2023	Annual	1	Management	Accounts and Reports	For	For	For	
Koninklijke Ahold Delhaize N.V.	NL	3/15/2023	4/12/2023	Annual	2	Management	Allocation of Dividends	For	For	For	
Koninklijke Ahold Delhaize N.V.	NL	3/15/2023	4/12/2023	Annual	3	Management	REMUNERATION REPORT	For	For	For	
Koninklijke Ahold Delhaize N.V.	NL	3/15/2023	4/12/2023	Annual	4	Management	Ratification of Management Board Acts	For	For	For	
Koninklijke Ahold Delhaize N.V.	NL	3/15/2023	4/12/2023	Annual	5	Management	Ratification of Supervisory Board Acts	For	For	For	
Koninklijke Ahold Delhaize N.V.	NL	3/15/2023	4/12/2023	Annual	6	Management	Elect Peter Agnefjäll to the Supervisory Board	For	For	For	
Koninklijke Ahold Delhaize N.V.	NL	3/15/2023	4/12/2023	Annual	7	Management	Elect Bill McEwan to the Supervisory Board	For	For	For	
Koninklijke Ahold Delhaize N.V.	NL	3/15/2023	4/12/2023	Annual	8	Management	Elect Katherine C. Doyle to the Supervisory Board	For	For	For	
Koninklijke Ahold Delhaize N.V.	NL	3/15/2023	4/12/2023	Annual	9	Management	Elect Julia Vander Ploeg to the Supervisory Board	For	For	For	
Koninklijke Ahold Delhaize N.V.	NL	3/15/2023	4/12/2023	Annual	10	Management	Elect Frans Muller to the Management Board	For	For	For	
Koninklijke Ahold Delhaize N.V.	NL	3/15/2023	4/12/2023	Annual	11	Management	Elect JJ Fleeman to the Management Board	For	For	For	
Koninklijke Ahold Delhaize N.V.	NL	3/15/2023	4/12/2023	Annual	12	Management	Appointment of Auditor	For	For	For	
Koninklijke Ahold Delhaize N.V.	NL	3/15/2023	4/12/2023	Annual	13	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	For	
Koninklijke Ahold Delhaize N.V.	NL	3/15/2023	4/12/2023	Annual	14	Management	Authority to Suppress Preemptive Rights	For	For	For	
Koninklijke Ahold Delhaize N.V.	NL	3/15/2023	4/12/2023	Annual	15	Management	Authority to Repurchase Shares	For	For	For	
Koninklijke Ahold Delhaize N.V.	NL	3/15/2023	4/12/2023	Annual	16	Management	CANCELLATION OF SHARES	For	For	For	
Koninklijke Philips N.V.	NL	9/2/2022	9/30/2022	Special	1	Management	Elect Roy W.O. Jakobs to the Management Board	For	For	For	
Koninklijke Philips N.V.	NL	4/11/2023	5/9/2023	Annual	1	Management	Accounts and Reports	For	For	For	
Koninklijke Philips N.V.	NL	4/11/2023	5/9/2023	Annual	2	Management	Allocation of Dividends	For	For	For	
Koninklijke Philips N.V.	NL	4/11/2023	5/9/2023	Annual	3	Management	Remuneration Report	For	For	For	
Koninklijke Philips N.V.	NL	4/11/2023	5/9/2023	Annual	4	Management	Ratification of Management Board Acts	For	Manual	Against	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Koninklijke Philips N.V.	NL	4/11/2023	5/9/2023	Annual	5	Management	Ratification of Supervisory Board Acts	For	Manual	Against	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Koninklijke Philips N.V.	NL	4/11/2023	5/9/2023	Annual	6	Management	Elect Abhijit Bhattacharya to the Board of Management	For	For	For	
Koninklijke Philips N.V.	NL	4/11/2023	5/9/2023	Annual	7	Management	Elect David E.I. Pyott to the Supervisory Board	For	For	For	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Koninklijke Philips N.V.	NL	4/11/2023	5/9/2023	Annual	8	Management	Elect Elizabeth Doherty to the Supervisory Board	For	For	For	
Koninklijke Philips N.V.	NL	4/11/2023	5/9/2023	Annual	9	Management	Appointment of Auditor (FY2024)	For	For	For	
Koninklijke Philips N.V.	NL	4/11/2023	5/9/2023	Annual	10	Management	Appointment of Auditor (FY2025-2028)	For	For	For	

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Koninklijke Philips N.V.	NL	4/11/2023	5/9/2023	Annual	11	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	For	
Koninklijke Philips N.V.	NL	4/11/2023	5/9/2023	Annual	12	Management	Authority to Suppress Preemptive Rights	For	For	For	
Koninklijke Philips N.V.	NL	4/11/2023	5/9/2023	Annual	13	Management	Authority to Repurchase Shares	For	For	For	
Koninklijke Philips N.V.	NL	4/11/2023	5/9/2023	Annual	14	Management	Cancellation of Shares	For	For	For	
L'Oreal	FR	4/18/2023	4/21/2023	Mix	1	Management	Accounts and Reports	For	For	For	
L'Oreal	FR	4/18/2023	4/21/2023	Mix	2	Management	Consolidated Accounts and Reports	For	For	For	
L'Oreal	FR	4/18/2023	4/21/2023	Mix	3	Management	Allocation of Profits/Dividends	For	For	For	
L'Oreal	FR	4/18/2023	4/21/2023	Mix	4	Management	Elect Sophie Bellon	For	Against	Against	The board does not have a majority of independent directors. The nominating committee does not have a majority of independent directors.
L'Oreal	FR	4/18/2023	4/21/2023	Mix	5	Management	Elect Fabienne Dulac	For	Against	Against	The board does not have a majority of independent directors. The nominating committee does not have a majority of independent directors. Nominee has attended less than 75% of board and committee meetings.
L'Oreal	FR	4/18/2023	4/21/2023	Mix	6	Management	2023 Directors' Fees	For	For	For	
L'Oreal	FR	4/18/2023	4/21/2023	Mix	7	Management	2022 Remuneration Report	For	For	For	
L'Oreal	FR	4/18/2023	4/21/2023	Mix	8	Management	2022 Remuneration of Jean-Paul Agon, Chair	For	For	For	
L'Oreal	FR	4/18/2023	4/21/2023	Mix	9	Management	2022 Remuneration of Nicolas Hieronimus, CEO	For	For	For	
L'Oreal	FR	4/18/2023	4/21/2023	Mix	10	Management	2023 Remuneration Policy (Board of Directors)	For	For	For	
L'Oreal	FR	4/18/2023	4/21/2023	Mix	11	Management	2023 Remuneration Policy (Chair)	For	For	For	
L'Oreal	FR	4/18/2023	4/21/2023	Mix	12	Management	2023 Remuneration Policy (CEO)	For	For	For	
L'Oreal	FR	4/18/2023	4/21/2023	Mix	13	Management	Authority to Repurchase and Reissue Shares	For	For	For	
L'Oreal	FR	4/18/2023	4/21/2023	Mix	14	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	For	
L'Oreal	FR	4/18/2023	4/21/2023	Mix	15	Management	Authority to Increase Capital Through Capitalisations	For	For	For	
L'Oreal	FR	4/18/2023	4/21/2023	Mix	16	Management	Authority to Increase Capital in Consideration for Contributions In Kind	For	For	For	
L'Oreal	FR	4/18/2023	4/21/2023	Mix	17	Management	Employee Stock Purchase Plan	For	For	For	
L'Oreal	FR	4/18/2023	4/21/2023	Mix	18	Management	Stock Purchase Plan for Overseas Employees	For	For	For	
L'Oreal	FR	4/18/2023	4/21/2023	Mix	19	Management	Internal Spin-off (Affaires Marché France, Domaines d'Excellence and Luxury of Retail)	For	Manual	For	Reviewed by Portfolio Management: Putnam agrees with the simplification and streamlining of the business.
L'Oreal	FR	4/18/2023	4/21/2023	Mix	20	Management	Internal Spin-off (L'Oréal International Distribution)	For	Manual	For	Reviewed by Portfolio Management: Putnam agrees with the simplification and streamlining of the business.
L'Oreal	FR	4/18/2023	4/21/2023	Mix	21	Management	Authorisation of Legal Formalities	For	For	For	
La Francaise Des Jeux S.A.	FR	4/24/2023	4/27/2023	Mix	1	Management	Accounts and Reports; Non Tax-Deductible Expenses	For	For	For	
La Francaise Des Jeux S.A.	FR	4/24/2023	4/27/2023	Mix	2	Management	Consolidated Accounts and Reports	For	For	For	
La Francaise Des Jeux S.A.	FR	4/24/2023	4/27/2023	Mix	3	Management	Allocation of Profits/Dividends	For	For	For	
La Francaise Des Jeux S.A.	FR	4/24/2023	4/27/2023	Mix	4	Management	Special Auditors Report on Regulated Agreements	For	For	For	
La Francaise Des Jeux S.A.	FR	4/24/2023	4/27/2023	Mix	5	Management	Elect Fabienne Dulac	For	Against	Against	The board does not have a majority of independent directors.
La Francaise Des Jeux S.A.	FR	4/24/2023	4/27/2023	Mix	6	Management	Elect Françoise Gri	For	Against	Against	The board does not have a majority of independent directors. The nominee sits on the governance committee and an executive director serves on more than two boards.
La Francaise Des Jeux S.A.	FR	4/24/2023	4/27/2023	Mix	7	Management	Elect Corinne Lejbowicz	For	Against	Against	The board does not have a majority of independent directors.
La Francaise Des Jeux S.A.	FR	4/24/2023	4/27/2023	Mix	8	Management	Elect Philippe Lazare	For	Against	Against	The board does not have a majority of independent directors. The nominee sits on the governance committee and an executive director serves on more than two boards.
La Francaise Des Jeux S.A.	FR	4/24/2023	4/27/2023	Mix	9	Management	2022 Remuneration Report	For	For	For	
La Francaise Des Jeux S.A.	FR	4/24/2023	4/27/2023	Mix	10	Management	2022 Remuneration of Stéphane Pallez, Chair and CEO	For	For	For	
La Francaise Des Jeux S.A.	FR	4/24/2023	4/27/2023	Mix	11	Management	2022 Remuneration of Charles Lantieri, Deputy CEO	For	For	For	
La Francaise Des Jeux S.A.	FR	4/24/2023	4/27/2023	Mix	12	Management	2023 Remuneration Policy (Corporate Officers)	For	For	For	

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La Francaise Des Jeux S.A.	FR	4/24/2023	4/27/2023	Mix	13	Management	Authority to Repurchase and Reissue Shares	For	For	For	
La Francaise Des Jeux S.A.	FR	4/24/2023	4/27/2023	Mix	14	Management	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	For	For	For	
La Francaise Des Jeux S.A.	FR	4/24/2023	4/27/2023	Mix	15	Management	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	For	For	For	
La Francaise Des Jeux S.A.	FR	4/24/2023	4/27/2023	Mix	16	Management	Authority to Issue Shares and Convertible Debt Through Private Placement (Qualified Investors)	For	For	For	
La Francaise Des Jeux S.A.	FR	4/24/2023	4/27/2023	Mix	17	Management	Authority to Set Offering Price of Shares	For	For	For	
La Francaise Des Jeux S.A.	FR	4/24/2023	4/27/2023	Mix	18	Management	Greenshoe	For	For	For	
La Francaise Des Jeux S.A.	FR	4/24/2023	4/27/2023	Mix	19	Management	Authority to Increase Capital Through Capitalisations	For	For	For	
La Francaise Des Jeux S.A.	FR	4/24/2023	4/27/2023	Mix	20	Management	Authority to Increase Capital in Consideration for Contributions In Kind	For	For	For	
La Francaise Des Jeux S.A.	FR	4/24/2023	4/27/2023	Mix	21	Management	Authority to Increase Capital in Case of Exchange Offers	For	For	For	
La Francaise Des Jeux S.A.	FR	4/24/2023	4/27/2023	Mix	22	Management	Employee Stock Purchase Plan	For	For	For	
La Francaise Des Jeux S.A.	FR	4/24/2023	4/27/2023	Mix	23	Management	Authority to Cancel Shares and Reduce Capital	For	For	For	
La Francaise Des Jeux S.A.	FR	4/24/2023	4/27/2023	Mix	24	Management	Authorisation of Legal Formalities	For	For	For	
Legrand SA	FR	5/26/2023	5/31/2023	Mix	1	Management	Accounts and Reports; Non Tax-Deductible Expenses	For	For	For	
Legrand SA	FR	5/26/2023	5/31/2023	Mix	2	Management	Consolidated Accounts and Reports	For	For	For	
Legrand SA	FR	5/26/2023	5/31/2023	Mix	3	Management	Allocation of Profits/Dividends	For	For	For	
Legrand SA	FR	5/26/2023	5/31/2023	Mix	4	Management	Appointment of Auditor (Mazars)	For	For	For	
Legrand SA	FR	5/26/2023	5/31/2023	Mix	5	Management	2022 Remuneration Report	For	For	For	
Legrand SA	FR	5/26/2023	5/31/2023	Mix	6	Management	2022 Remuneration of Angeles Garcia-Poveda, Chair	For	For	For	
Legrand SA	FR	5/26/2023	5/31/2023	Mix	7	Management	2022 Remuneration of Benoît Coquart, CEO	For	For	For	
Legrand SA	FR	5/26/2023	5/31/2023	Mix	8	Management	2023 Remuneration Policy (Chair)	For	For	For	
Legrand SA	FR	5/26/2023	5/31/2023	Mix	9	Management	2023 Remuneration Policy (CEO)	For	For	For	
Legrand SA	FR	5/26/2023	5/31/2023	Mix	10	Management	2023 Remuneration Policy (Board of Directors)	For	For	For	
Legrand SA	FR	5/26/2023	5/31/2023	Mix	11	Management	Elect Isabelle Boccon-Gibod	For	For	For	
Legrand SA	FR	5/26/2023	5/31/2023	Mix	12	Management	Elect Benoît Coquart	For	For	For	
Legrand SA	FR	5/26/2023	5/31/2023	Mix	13	Management	Elect Angeles Garcia-Poveda	For	For	For	
Legrand SA	FR	5/26/2023	5/31/2023	Mix	14	Management	Elect Michel Landel	For	For	For	
Legrand SA	FR	5/26/2023	5/31/2023	Mix	15	Management	Elect Valérie Chort	For	For	For	
Legrand SA	FR	5/26/2023	5/31/2023	Mix	16	Management	Elect Clare Scherrer	For	For	For	
Legrand SA	FR	5/26/2023	5/31/2023	Mix	17	Management	Authority to Repurchase and Reissue Shares	For	For	For	
Legrand SA	FR	5/26/2023	5/31/2023	Mix	18	Management	Authority to Cancel Shares and Reduce Capital	For	For	For	
Legrand SA	FR	5/26/2023	5/31/2023	Mix	19	Management	Authorisation of Legal Formalities	For	For	For	
Linde Plc	US	4/28/2022	7/25/2022	Annual	1	Management	Elect Stephen F. Angel	For	For	For	
Linde Plc	US	4/28/2022	7/25/2022	Annual	2	Management	Elect Sanjiv Lamba	For	For	For	
Linde Plc	US	4/28/2022	7/25/2022	Annual	3	Management	Elect Ann-Kristin Achleitner	For	For	For	
Linde Plc	US	4/28/2022	7/25/2022	Annual	4	Management	Elect Thomas Enders	For	For	For	
Linde Plc	US	4/28/2022	7/25/2022	Annual	5	Management	Elect Edward G. Galante	For	For	For	
Linde Plc	US	4/28/2022	7/25/2022	Annual	6	Management	Elect Joe Kaeser	For	For	For	
Linde Plc	US	4/28/2022	7/25/2022	Annual	7	Management	Elect Victoria Ossadnik	For	For	For	
Linde Plc	US	4/28/2022	7/25/2022	Annual	8	Management	Elect Martin H. Richenhagen	For	For	For	
Linde Plc	US	4/28/2022	7/25/2022	Annual	9	Management	Elect Alberto Weisser	For	For	For	
Linde Plc	US	4/28/2022	7/25/2022	Annual	10	Management	Elect Robert L. Wood	For	For	For	
Linde Plc	US	4/28/2022	7/25/2022	Annual	11	Management	Ratification of Auditor	For	For	For	
Linde Plc	US	4/28/2022	7/25/2022	Annual	12	Management	Authority to Set Auditor's Fees	For	For	For	
Linde Plc	US	4/28/2022	7/25/2022	Annual	13	Management	Advisory Vote on Executive Compensation	For	Against	Against	The Company received a P4P grade of F and the Glass Lewis recommendation is Against.

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Linde Plc	US	4/28/2022	7/25/2022	Annual	14	Management	Remuneration Report	For	Against	Against	Pay and performance disconnect
Linde Plc	US	4/28/2022	7/25/2022	Annual	15	Management	Determination of Price Range for Re-allotment of Treasury Shares	For	For	For	
Linde Plc	US	4/28/2022	7/25/2022	Annual	16	Shareholder	Shareholder Proposal Regarding Simple Majority Vote	Against	For	For	Vote for proposals to reduce supermajority vote requirements
Linde Plc	DE	7/22/2022	7/25/2022	Annual	4	Management	Elect Stephen F. Angel	For	For	For	
Linde Plc	DE	7/22/2022	7/25/2022	Annual	5	Management	Elect Sanjiv Lamba	For	For	For	
Linde Plc	DE	7/22/2022	7/25/2022	Annual	6	Management	Elect Ann-Kristin Achleitner	For	For	For	
Linde Plc	DE	7/22/2022	7/25/2022	Annual	7	Management	Elect Thomas Enders	For	For	For	
Linde Plc	DE	7/22/2022	7/25/2022	Annual	8	Management	Elect Edward G. Galante	For	For	For	
Linde Plc	DE	7/22/2022	7/25/2022	Annual	9	Management	Elect Joe Kaeser	For	For	For	
Linde Plc	DE	7/22/2022	7/25/2022	Annual	10	Management	Elect Victoria Ossadnik	For	For	For	
Linde Plc	DE	7/22/2022	7/25/2022	Annual	11	Management	Elect Martin H. Richenhagen	For	For	For	
Linde Plc	DE	7/22/2022	7/25/2022	Annual	12	Management	Elect Alberto Weisser	For	For	For	
Linde Plc	DE	7/22/2022	7/25/2022	Annual	13	Management	Elect Robert L. Wood	For	For	For	
Linde Plc	DE	7/22/2022	7/25/2022	Annual	14	Management	Ratification of Auditor	For	For	For	
Linde Plc	DE	7/22/2022	7/25/2022	Annual	15	Management	Authority to Set Auditor's Fees	For	For	For	
Linde Plc	DE	7/22/2022	7/25/2022	Annual	16	Management	Advisory Vote on Executive Compensation	For	Against	Against	The Company received a P4P grade of F and the Glass Lewis recommendation is Against.
Linde Plc	DE	7/22/2022	7/25/2022	Annual	17	Management	Remuneration Report	For	Against	Against	Pay and performance disconnect
Linde Plc	DE	7/22/2022	7/25/2022	Annual	18	Management	Determination of Price Range for Re-allotment of Treasury Shares	For	For	For	
Linde Plc	DE	7/22/2022	7/25/2022	Annual	19	Shareholder	Shareholder Proposal Regarding Simple Majority Vote	Against	For	For	Vote for proposals to reduce supermajority vote requirements
Linde Plc	DE	1/16/2023	1/18/2023	Court	2	Management	Approval of Scheme of Arrangement	For	Manual	For	Reviewed by Portfolio Management: The reorganization reduces complexity and aligns with long term business strategy.
Linde Plc	DE	1/16/2023	1/18/2023	Special	4	Management	Approval of Scheme of Arrangement	For	Manual	For	Reviewed by Portfolio Management: The reorganization reduces complexity and aligns with long term business strategy.
Linde Plc	DE	1/16/2023	1/18/2023	Special	5	Management	Amendments to Articles	For	Manual	For	Reviewed by Portfolio Management: This action is needed to support the overall reorganization, which Putnam believes is positive for long term shareholders.
Linde Plc	DE	1/16/2023	1/18/2023	Special	6	Management	Dissolution Merger	For	Manual	For	Reviewed by Portfolio Management: This action is needed to support the overall reorganization, which Putnam believes is positive for long term shareholders.
Linde Plc	US	12/9/2022	1/18/2023	Special	1	Management	Approval of Scheme of Arrangement	For	Manual	For	Reviewed by Portfolio Management: The reorganization reduces complexity and aligns with long term business strategy.
Linde Plc	US	12/9/2022	1/18/2023	Special	2	Management	Amendments to Articles	For	Manual	For	Reviewed by Portfolio Management: This action is needed to support the overall reorganization, which Putnam believes is positive for long term shareholders.
Linde Plc	US	12/9/2022	1/18/2023	Special	3	Management	Dissolution Merger	For	Manual	For	Reviewed by Portfolio Management: This action is needed to support the overall reorganization, which Putnam believes is positive for long term shareholders.
Linde Plc	US	12/9/2022	1/18/2023	Special	1	Management	Approval of Scheme of Arrangement	For	Manual	For	Reviewed by Portfolio Management: The reorganization reduces complexity and aligns with long term business strategy.
Lloyds Banking Group plc	GB		5/18/2023	Annual	1	Management	Accounts and Reports	For	For	For	
Lloyds Banking Group plc	GB		5/18/2023	Annual	2	Management	Elect Cathy Turner	For	For	For	
Lloyds Banking Group plc	GB		5/18/2023	Annual	3	Management	Elect Scott Whewy	For	For	For	
Lloyds Banking Group plc	GB		5/18/2023	Annual	4	Management	Elect Robin F Budenberg	For	For	For	
Lloyds Banking Group plc	GB		5/18/2023	Annual	5	Management	Elect Charles Alan Nunn	For	For	For	
Lloyds Banking Group plc	GB		5/18/2023	Annual	6	Management	Elect William Chalmers	For	For	For	
Lloyds Banking Group plc	GB		5/18/2023	Annual	7	Management	Elect Alan Dickinson	For	For	For	
Lloyds Banking Group plc	GB		5/18/2023	Annual	8	Management	Elect Sarah C. Legg	For	For	For	
Lloyds Banking Group plc	GB		5/18/2023	Annual	9	Management	Elect Lord Lupton	For	For	For	
Lloyds Banking Group plc	GB		5/18/2023	Annual	10	Management	Elect Amanda Mackenzie	For	For	For	

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Lloyds Banking Group plc	GB		5/18/2023	Annual	11	Management	Elect Harmeen Mehta	For	For	For	
Lloyds Banking Group plc	GB		5/18/2023	Annual	12	Management	Elect Catherine Woods	For	For	For	
Lloyds Banking Group plc	GB		5/18/2023	Annual	13	Management	Remuneration Policy	For	For	For	
Lloyds Banking Group plc	GB		5/18/2023	Annual	14	Management	Remuneration Report	For	For	For	
Lloyds Banking Group plc	GB		5/18/2023	Annual	15	Management	Final Dividend	For	For	For	
Lloyds Banking Group plc	GB		5/18/2023	Annual	16	Management	Appointment of Auditor	For	For	For	
Lloyds Banking Group plc	GB		5/18/2023	Annual	17	Management	Authority to Set Auditor's Fees	For	For	For	
Lloyds Banking Group plc	GB		5/18/2023	Annual	18	Management	Long-Term Incentive Plan	For	Manual	For	Putnam's annualized dilution figure cannot be calculated using the provided data from the Company.
Lloyds Banking Group plc	GB		5/18/2023	Annual	19	Management	Authorisation of Political Donations	For	For	For	
Lloyds Banking Group plc	GB		5/18/2023	Annual	20	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	For	
Lloyds Banking Group plc	GB		5/18/2023	Annual	21	Management	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	For	For	For	
Lloyds Banking Group plc	GB		5/18/2023	Annual	22	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	For	
Lloyds Banking Group plc	GB		5/18/2023	Annual	23	Management	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	For	
Lloyds Banking Group plc	GB		5/18/2023	Annual	24	Management	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	For	For	For	
Lloyds Banking Group plc	GB		5/18/2023	Annual	25	Management	Authority to Repurchase Shares	For	For	For	
Lloyds Banking Group plc	GB		5/18/2023	Annual	26	Management	Authority to Repurchase Preference Shares	For	Manual	For	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Lloyds Banking Group plc	GB		5/18/2023	Annual	27	Management	Authority to Set General Meeting Notice Period at 14 Days	For	Against	Against	Proposal would authorize a 14 day notice period for EGMs.
London Stock Exchange Group	GB		4/27/2023	Annual	1	Management	Accounts and Reports	For	For	For	
London Stock Exchange Group	GB		4/27/2023	Annual	2	Management	Final Dividend	For	For	For	
London Stock Exchange Group	GB		4/27/2023	Annual	3	Management	Remuneration Report	For	For	For	
London Stock Exchange Group	GB		4/27/2023	Annual	4	Management	Remuneration Policy	For	For	For	
London Stock Exchange Group	GB		4/27/2023	Annual	5	Management	Elect Dominic Blakemore	For	For	For	
London Stock Exchange Group	GB		4/27/2023	Annual	6	Management	Elect Martin Brand	For	For	For	
London Stock Exchange Group	GB		4/27/2023	Annual	7	Management	Elect Kathleen Traynor DeRose	For	For	For	
London Stock Exchange Group	GB		4/27/2023	Annual	8	Management	Elect Tsega Gebreyes	For	For	For	
London Stock Exchange Group	GB		4/27/2023	Annual	9	Management	Elect Cressida Hogg	For	For	For	
London Stock Exchange Group	GB		4/27/2023	Annual	10	Management	Elect Anna Manz	For	For	For	
London Stock Exchange Group	GB		4/27/2023	Annual	11	Management	Elect Val Rahmani	For	Against	Against	The nominee serves on more than four public company boards.

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London Stock Exchange Group	GB		4/27/2023	Annual	12	Management	Elect Don Robert	For	For	For	
London Stock Exchange Group	GB		4/27/2023	Annual	13	Management	Elect David A. Schwimmer	For	For	For	
London Stock Exchange Group	GB		4/27/2023	Annual	14	Management	Elect Douglas M. Steenland	For	For	For	
London Stock Exchange Group	GB		4/27/2023	Annual	15	Management	Elect Ashok Vaswani	For	For	For	
London Stock Exchange Group	GB		4/27/2023	Annual	16	Management	Elect Scott Guthrie	For	For	For	
London Stock Exchange Group	GB		4/27/2023	Annual	17	Management	Elect William Vereker	For	For	For	
London Stock Exchange Group	GB		4/27/2023	Annual	18	Management	Appointment of Auditor	For	For	For	
London Stock Exchange Group	GB		4/27/2023	Annual	19	Management	Authority to Set Auditor's Fees	For	For	For	
London Stock Exchange Group	GB		4/27/2023	Annual	20	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	For	
London Stock Exchange Group	GB		4/27/2023	Annual	21	Management	Authorisation of Political Donations	For	For	For	
London Stock Exchange Group	GB		4/27/2023	Annual	22	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	For	
London Stock Exchange Group	GB		4/27/2023	Annual	23	Management	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	For	
London Stock Exchange Group	GB		4/27/2023	Annual	24	Management	Authority to Repurchase Shares	For	For	For	
London Stock Exchange Group	GB		4/27/2023	Annual	25	Management	Authority to Repurchase Shares Off-Market	For	For	For	
London Stock Exchange Group	GB		4/27/2023	Annual	26	Management	Authority to Set General Meeting Notice Period at 14 Days	For	Against	Against	Proposal would authorize a 14 day notice period for EGMs.
Lonza Group AG	CH	4/20/2023	5/5/2023	Annual	1	Management	Accounts and Reports	For	For	TNA	Non-voting market
Lonza Group AG	CH	4/20/2023	5/5/2023	Annual	2	Management	Compensation Report	For	For	TNA	Non-voting market
Lonza Group AG	CH	4/20/2023	5/5/2023	Annual	3	Management	Ratification of Board and Management Acts	For	For	TNA	Non-voting market
Lonza Group AG	CH	4/20/2023	5/5/2023	Annual	4	Management	Allocation of Dividends	For	For	TNA	Non-voting market
Lonza Group AG	CH	4/20/2023	5/5/2023	Annual	5	Management	Elect Albert M. Baehny	For	For	TNA	Non-voting market
Lonza Group AG	CH	4/20/2023	5/5/2023	Annual	6	Management	Elect Marion Helmes	For	For	TNA	Non-voting market
Lonza Group AG	CH	4/20/2023	5/5/2023	Annual	7	Management	Elect Angelica Kohlmann	For	For	TNA	Non-voting market
Lonza Group AG	CH	4/20/2023	5/5/2023	Annual	8	Management	Elect Christoph Mäder	For	For	TNA	Non-voting market
Lonza Group AG	CH	4/20/2023	5/5/2023	Annual	9	Management	Elect Roger Nitsch	For	For	TNA	Non-voting market
Lonza Group AG	CH	4/20/2023	5/5/2023	Annual	10	Management	Elect Barbara M. Richmond	For	For	TNA	Non-voting market
Lonza Group AG	CH	4/20/2023	5/5/2023	Annual	11	Management	Elect Jürgen B. Steinemann	For	For	TNA	Non-voting market
Lonza Group AG	CH	4/20/2023	5/5/2023	Annual	12	Management	Elect Olivier Verscheure	For	For	TNA	Non-voting market
Lonza Group AG	CH	4/20/2023	5/5/2023	Annual	13	Management	Appoint Albert M. Baehny as Board Chair	For	For	TNA	Non-voting market
Lonza Group AG	CH	4/20/2023	5/5/2023	Annual	14	Management	Elect Angelica Kohlmann as Nominating and Compensation Committee Member	For	For	TNA	Non-voting market
Lonza Group AG	CH	4/20/2023	5/5/2023	Annual	15	Management	Elect Christoph Mäder as Nominating and Compensation Committee Member	For	For	TNA	Non-voting market
Lonza Group AG	CH	4/20/2023	5/5/2023	Annual	16	Management	Elect Jürgen B. Steinemann as Nominating and Compensation Committee Member	For	For	TNA	Non-voting market
Lonza Group AG	CH	4/20/2023	5/5/2023	Annual	17	Management	Appointment of Auditor	For	For	TNA	Non-voting market
Lonza Group AG	CH	4/20/2023	5/5/2023	Annual	18	Management	Appointment of Auditor (FY 2024)	For	For	TNA	Non-voting market
Lonza Group AG	CH	4/20/2023	5/5/2023	Annual	19	Management	Appointment of Independent Proxy	For	For	TNA	Non-voting market
Lonza Group AG	CH	4/20/2023	5/5/2023	Annual	20	Management	Amendments to Articles (Corporate Purpose)	For	Manual	TNA	Non-voting market
Lonza Group AG	CH	4/20/2023	5/5/2023	Annual	21	Management	Introduction of a Capital Band	For	For	TNA	Non-voting market
Lonza Group AG	CH	4/20/2023	5/5/2023	Annual	22	Management	Amendments to Articles (Executive Compensation)	For	Manual	TNA	Non-voting market
Lonza Group AG	CH	4/20/2023	5/5/2023	Annual	23	Management	Amendments to Articles (Other Changes)	For	Manual	TNA	Non-voting market
Lonza Group AG	CH	4/20/2023	5/5/2023	Annual	24	Management	Board Compensation	For	For	TNA	Non-voting market

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Lonza Group AG	CH	4/20/2023	5/5/2023	Annual	25	Management	Executive Compensation (Short-Term)	For	For	TNA	Non-voting market
Lonza Group AG	CH	4/20/2023	5/5/2023	Annual	26	Management	Executive Compensation (Long-Term)	For	For	TNA	Non-voting market
Lonza Group AG	CH	4/20/2023	5/5/2023	Annual	27	Management	Executive Compensation (Fixed)	For	For	TNA	Non-voting market
Lonza Group AG	CH	4/20/2023	5/5/2023	Annual	28	Management	Executive Compensation (Fixed and Long-Term)	For	For	TNA	Non-voting market
Lonza Group AG	CH	4/20/2023	5/5/2023	Annual	29	Shareholder	Additional or Amended Shareholder Proposals	NA	Against	TNA	Non-voting market
Lvmh Moet Hennessy Vuitton SE	FR	4/17/2023	4/20/2023	Mix	9	Management	Accounts and Reports	For	For	For	
Lvmh Moet Hennessy Vuitton SE	FR	4/17/2023	4/20/2023	Mix	10	Management	Consolidated Accounts and Reports	For	For	For	
Lvmh Moet Hennessy Vuitton SE	FR	4/17/2023	4/20/2023	Mix	11	Management	Allocation of Profits/Dividends	For	For	For	
Lvmh Moet Hennessy Vuitton SE	FR	4/17/2023	4/20/2023	Mix	12	Management	Special Auditors Report on Regulated Agreements	For	For	For	
Lvmh Moet Hennessy Vuitton SE	FR	4/17/2023	4/20/2023	Mix	13	Management	Elect Delphine Arnault	For	For	For	
Lvmh Moet Hennessy Vuitton SE	FR	4/17/2023	4/20/2023	Mix	14	Management	Elect Antonio Belloni	For	For	For	
Lvmh Moet Hennessy Vuitton SE	FR	4/17/2023	4/20/2023	Mix	15	Management	Elect Marie-Josée Kravis	For	For	For	
Lvmh Moet Hennessy Vuitton SE	FR	4/17/2023	4/20/2023	Mix	16	Management	Elect Marie-Laure Sauty de Chalon	For	For	For	
Lvmh Moet Hennessy Vuitton SE	FR	4/17/2023	4/20/2023	Mix	17	Management	Elect Natacha Valla	For	For	For	
Lvmh Moet Hennessy Vuitton SE	FR	4/17/2023	4/20/2023	Mix	18	Management	Elect Laurent Mignon	For	Against	Against	The nominee serves as an executive and sits on more than 2 outside boards.
Lvmh Moet Hennessy Vuitton SE	FR	4/17/2023	4/20/2023	Mix	19	Management	Elect Lord Powell of Bayswater as Censor	For	Manual	Against	Reviewed by Portfolio Management: While Lord Powell surely offers important insight to the board, the censor role is intended to be used in unusual circumstances, which are not clearly defined for LVMH.
Lvmh Moet Hennessy Vuitton SE	FR	4/17/2023	4/20/2023	Mix	20	Management	Elect Diego Della Valle as Censor	For	Manual	Against	Reviewed by Portfolio Management: While Diego Della Valle surely offers important insight to the board, the censor role is intended to be used in unusual circumstances, which are not clearly defined for LVMH.
Lvmh Moet Hennessy Vuitton SE	FR	4/17/2023	4/20/2023	Mix	21	Management	2022 Remuneration Report	For	Manual	Against	Reviewed by Portfolio Management: Insufficient response to shareholder dissent. It is concerning that compensation structures were not addressed after prior shareholder concerns, and operating targets are more flexible and less ambitious than peers.
Lvmh Moet Hennessy Vuitton SE	FR	4/17/2023	4/20/2023	Mix	22	Management	2022 Remuneration of Bernard Arnault, Chair and CEO	For	Against	Against	Equity awards to major shareholder; Insufficient response to shareholder dissent; Poor overall design
Lvmh Moet Hennessy Vuitton SE	FR	4/17/2023	4/20/2023	Mix	23	Management	2022 Remuneration of Antonio Belloni, Deputy CEO	For	Against	Against	Insufficient response to shareholder dissent; Excessive compensation; Poor overall design
Lvmh Moet Hennessy Vuitton SE	FR	4/17/2023	4/20/2023	Mix	24	Management	2023 Remuneration Policy (Board of Directors)	For	For	For	
Lvmh Moet Hennessy Vuitton SE	FR	4/17/2023	4/20/2023	Mix	25	Management	2023 Remuneration Policy (Chair and CEO)	For	Against	Against	Equity awards to major shareholder; Insufficient response to shareholder dissent; Poor overall design; Poor overall compensation disclosure
Lvmh Moet Hennessy Vuitton SE	FR	4/17/2023	4/20/2023	Mix	26	Management	2023 Remuneration Policy (Deputy CEO)	For	Against	Against	Insufficient response to shareholder dissent; Poor overall design; Poor overall compensation disclosure
Lvmh Moet Hennessy Vuitton SE	FR	4/17/2023	4/20/2023	Mix	27	Management	Authority to Repurchase and Reissue Shares	For	For	For	
Lvmh Moet Hennessy Vuitton SE	FR	4/17/2023	4/20/2023	Mix	28	Management	Authority to Cancel Shares and Reduce Capital	For	For	For	
Lvmh Moet Hennessy Vuitton SE	FR	4/17/2023	4/20/2023	Mix	29	Management	Authority to Increase Capital Through Capitalisations	For	For	For	
Lvmh Moet Hennessy Vuitton SE	FR	4/17/2023	4/20/2023	Mix	30	Management	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	For	For	For	

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Lvmh Moet Hennessy Vuitton SE	FR	4/17/2023	4/20/2023	Mix	31	Management	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	For	Manual	For	Reviewed by Portfolio Management: Taken as a whole, the capital authority proposals are strategically sound and allow the board to continue to pursue appropriate capital allocation, which is part of the firm's strategy to increase long term value. The company is in very strong financial condition with modest current leverage and so the proportions represented by the proposals are reasonable and do not present excessive risk.
Lvmh Moet Hennessy Vuitton SE	FR	4/17/2023	4/20/2023	Mix	32	Management	Authority to Issue Shares and Convertible Debt Through Private Placement (Qualified Investors)	For	Manual	For	Reviewed by Portfolio Management: Taken as a whole, the capital authority proposals are strategically sound and allow the board to continue to pursue appropriate capital allocation, which is part of the firm's strategy to increase long term value. The company is in very strong financial condition with modest current leverage and so the proportions represented by the proposals are reasonable and do not present excessive risk.
Lvmh Moet Hennessy Vuitton SE	FR	4/17/2023	4/20/2023	Mix	33	Management	Greenshoe	For	Manual	For	Reviewed by Portfolio Management: Taken as a whole, the capital authority proposals are strategically sound and allow the board to continue to pursue appropriate capital allocation, which is part of the firm's strategy to increase long term value. The company is in very strong financial condition with modest current leverage and so the proportions represented by the proposals are reasonable and do not present excessive risk.
Lvmh Moet Hennessy Vuitton SE	FR	4/17/2023	4/20/2023	Mix	34	Management	Authority to Increase Capital in Case of Exchange Offers	For	Manual	For	Reviewed by Portfolio Management: Taken as a whole, the capital authority proposals are strategically sound and allow the board to continue to pursue appropriate capital allocation, which is part of the firm's strategy to increase long term value. The company is in very strong financial condition with modest current leverage and so the proportions represented by the proposals are reasonable and do not present excessive risk.
Lvmh Moet Hennessy Vuitton SE	FR	4/17/2023	4/20/2023	Mix	35	Management	Authority to Increase Capital in Consideration for Contributions In Kind	For	Manual	For	Reviewed by Portfolio Management: Taken as a whole, the capital authority proposals are strategically sound and allow the board to continue to pursue appropriate capital allocation, which is part of the firm's strategy to increase long term value. The company is in very strong financial condition with modest current leverage and so the proportions represented by the proposals are reasonable and do not present excessive risk.
Lvmh Moet Hennessy Vuitton SE	FR	4/17/2023	4/20/2023	Mix	36	Management	Authority to Grant Stock Options	For	For	For	Vote for stock option and restricted stock plans that will result in an average annual dilution of 1.67% or less.
Lvmh Moet Hennessy Vuitton SE	FR	4/17/2023	4/20/2023	Mix	37	Management	Employee Stock Purchase Plan	For	For	For	
Lvmh Moet Hennessy Vuitton SE	FR	4/17/2023	4/20/2023	Mix	38	Management	Global Ceiling on Capital Increases and Debt Issuances	For	For	For	
M&G Plc	GB		5/24/2023	Annual	1	Management	Accounts and Reports	For	For	For	
M&G Plc	GB		5/24/2023	Annual	2	Management	Remuneration Policy	For	For	For	
M&G Plc	GB		5/24/2023	Annual	3	Management	Remuneration Report	For	For	For	
M&G Plc	GB		5/24/2023	Annual	4	Management	Elect Paolo Andrea Rossi	For	For	For	
M&G Plc	GB		5/24/2023	Annual	5	Management	Elect Clive Adamson	For	For	For	
M&G Plc	GB		5/24/2023	Annual	6	Management	Elect Edward Braham	For	For	For	
M&G Plc	GB		5/24/2023	Annual	7	Management	Elect Clare M. Chapman	For	For	For	
M&G Plc	GB		5/24/2023	Annual	8	Management	Elect Fiona Clutterbuck	Abstain	For	For	
M&G Plc	GB		5/24/2023	Annual	9	Management	Elect Kathryn McLeland	For	For	For	
M&G Plc	GB		5/24/2023	Annual	10	Management	Elect Dev Sanyal	For	For	For	
M&G Plc	GB		5/24/2023	Annual	11	Management	Elect Clare Thompson	For	For	For	
M&G Plc	GB		5/24/2023	Annual	12	Management	Elect Massimo Tosato	For	For	For	
M&G Plc	GB		5/24/2023	Annual	13	Management	Appointment of Auditor	For	For	For	
M&G Plc	GB		5/24/2023	Annual	14	Management	Authority to Set Auditor's Fees	For	For	For	
M&G Plc	GB		5/24/2023	Annual	15	Management	Authorisation of Political Donations	For	For	For	
M&G Plc	GB		5/24/2023	Annual	16	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	For	
M&G Plc	GB		5/24/2023	Annual	17	Management	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	For	For	For	
M&G Plc	GB		5/24/2023	Annual	18	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	For	
M&G Plc	GB		5/24/2023	Annual	19	Management	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	For	Manual	For	The proposal requests the issuance of common stock without preemptive rights in excess of 20% of the companys outstanding common stock.

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M&G Plc	GB		5/24/2023	Annual	20	Management	Authority to Repurchase Shares	For	For	For	
M&G Plc	GB		5/24/2023	Annual	21	Management	Authority to Set General Meeting Notice Period at 14 Days	For	Against	Against	Proposal would authorize a 14 day notice period for EGMs.
Marubeni Corporation	JP	3/31/2023	6/23/2023	Annual	1	Management	Amendments to Articles	For	For	For	
Marubeni Corporation	JP	3/31/2023	6/23/2023	Annual	2	Management	Elect Fumiya Kokubu	For	For	For	
Marubeni Corporation	JP	3/31/2023	6/23/2023	Annual	3	Management	Elect Masumi Kakinoki	For	For	For	
Marubeni Corporation	JP	3/31/2023	6/23/2023	Annual	4	Management	Elect Akira Terakawa	For	For	For	
Marubeni Corporation	JP	3/31/2023	6/23/2023	Annual	5	Management	Elect Takayuki Furuya	For	For	For	
Marubeni Corporation	JP	3/31/2023	6/23/2023	Annual	6	Management	Elect Kyohei Takahashi	For	For	For	
Marubeni Corporation	JP	3/31/2023	6/23/2023	Annual	7	Management	Elect Yuri Okina	For	For	For	
Marubeni Corporation	JP	3/31/2023	6/23/2023	Annual	8	Management	Elect Masato Kitera	For	For	For	
Marubeni Corporation	JP	3/31/2023	6/23/2023	Annual	9	Management	Elect Shigeki Ishizuka	For	For	For	
Marubeni Corporation	JP	3/31/2023	6/23/2023	Annual	10	Management	Elect Hisayoshi Ando	For	For	For	
Marubeni Corporation	JP	3/31/2023	6/23/2023	Annual	11	Management	Elect Mutsuko Hatano	For	For	For	
Marubeni Corporation	JP	3/31/2023	6/23/2023	Annual	12	Management	Elect Takao Ando as Statutory Auditor	For	For	For	
Marubeni Corporation	JP	3/31/2023	6/23/2023	Annual	13	Management	Amendments to Directors' Fees and Equity Compensation Plan	For	For	For	
Marubeni Corporation	JP	3/31/2023	6/23/2023	Annual	14	Management	Statutory Auditors' Fees	For	For	For	
McDonald's Holdings Co. (Japan) Ltd.	JP	12/31/2022	3/28/2023	Annual	1	Management	Allocation of Profits/Dividends	For	For	For	
McDonald's Holdings Co. (Japan) Ltd.	JP	12/31/2022	3/28/2023	Annual	2	Management	Elect Tamotsu Hiiro	For	For	For	
McDonald's Holdings Co. (Japan) Ltd.	JP	12/31/2022	3/28/2023	Annual	3	Management	Elect Fusako Znaiden	For	For	For	
McDonald's Holdings Co. (Japan) Ltd.	JP	12/31/2022	3/28/2023	Annual	4	Management	Elect Andrew Gregory	For	For	For	
McDonald's Holdings Co. (Japan) Ltd.	JP	12/31/2022	3/28/2023	Annual	5	Management	Elect Akira Kawamura	For	For	For	
McDonald's Holdings Co. (Japan) Ltd.	JP	12/31/2022	3/28/2023	Annual	6	Management	Elect Yuko Tashiro	For	For	For	
McDonald's Holdings Co. (Japan) Ltd.	JP	12/31/2022	3/28/2023	Annual	7	Management	Elect Makiko Hamabe @ Makiko Yasui as Statutory Auditor	For	Against	Against	The board of statutory auditors is not majority independent.
McDonald's Holdings Co. (Japan) Ltd.	JP	12/31/2022	3/28/2023	Annual	8	Management	Condolence Payment	For	For	For	
Mercedes-Benz Group AG	DE	4/28/2023	5/3/2023	Annual	1	Management	Allocation of Dividends	For	For	For	
Mercedes-Benz Group AG	DE	4/28/2023	5/3/2023	Annual	2	Management	Ratification of Management Board Acts	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Mercedes-Benz Group AG	DE	4/28/2023	5/3/2023	Annual	3	Management	Ratification of Supervisory Board Acts	For	For	For	
Mercedes-Benz Group AG	DE	4/28/2023	5/3/2023	Annual	4	Management	Appointment of Auditor for FY 2023	For	For	For	
Mercedes-Benz Group AG	DE	4/28/2023	5/3/2023	Annual	5	Management	Appointment of Auditor for FY 2024 (Interim Statements)	For	For	For	
Mercedes-Benz Group AG	DE	4/28/2023	5/3/2023	Annual	6	Management	Appointment of Auditor for FY2024	For	For	For	
Mercedes-Benz Group AG	DE	4/28/2023	5/3/2023	Annual	7	Management	Elect Stefan Pierer as Supervisory Board Member	For	For	For	
Mercedes-Benz Group AG	DE	4/28/2023	5/3/2023	Annual	8	Management	Supervisory Board Remuneration Policy	For	For	For	
Mercedes-Benz Group AG	DE	4/28/2023	5/3/2023	Annual	9	Management	Management Board Remuneration Policy	For	For	For	
Mercedes-Benz Group AG	DE	4/28/2023	5/3/2023	Annual	10	Management	Remuneration Report	For	Against	Against	Unchallenging financial and E & S targets
Mercedes-Benz Group AG	DE	4/28/2023	5/3/2023	Annual	11	Management	Increase in Authorised Capital	For	For	For	

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Mercedes-Benz Group AG	DE	4/28/2023	5/3/2023	Annual	12	Management	Amendments to Articles (Virtual AGM)	For	For	For	
Mercedes-Benz Group AG	DE	4/28/2023	5/3/2023	Annual	13	Management	Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	For	For	For	
Merck KGAA	DE	4/6/2023	4/28/2023	Annual	8	Management	Accounts and Reports	For	For	For	
Merck KGAA	DE	4/6/2023	4/28/2023	Annual	9	Management	Allocation of Dividends	For	For	For	
Merck KGAA	DE	4/6/2023	4/28/2023	Annual	10	Management	Ratification of Management Board Acts	For	For	For	
Merck KGAA	DE	4/6/2023	4/28/2023	Annual	11	Management	Ratification of Supervisory Board Acts	For	For	For	
Merck KGAA	DE	4/6/2023	4/28/2023	Annual	12	Management	Remuneration Report	For	For	For	
Merck KGAA	DE	4/6/2023	4/28/2023	Annual	13	Management	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	For	For	For	
Merck KGAA	DE	4/6/2023	4/28/2023	Annual	14	Management	Amendments to Articles (Virtual Shareholder Meetings)	For	For	For	
Merck KGAA	DE	4/6/2023	4/28/2023	Annual	15	Management	Amendments to Articles (Virtual Participation of Supervisory Board Members)	For	For	For	
Minebea Mitsumi Inc.	JP	3/31/2023	6/29/2023	Annual	2	Management	Allocation of Profits/Dividends	For	For	For	
Minebea Mitsumi Inc.	JP	3/31/2023	6/29/2023	Annual	3	Management	Elect Yoshihisa Kainuma	For	For	For	
Minebea Mitsumi Inc.	JP	3/31/2023	6/29/2023	Annual	4	Management	Elect Shigeru Moribe	For	For	For	
Minebea Mitsumi Inc.	JP	3/31/2023	6/29/2023	Annual	5	Management	Elect Katsuhiko Yoshida	For	For	For	
Minebea Mitsumi Inc.	JP	3/31/2023	6/29/2023	Annual	6	Management	Elect Ryoza Iwaya	For	For	For	
Minebea Mitsumi Inc.	JP	3/31/2023	6/29/2023	Annual	7	Management	Elect Shigeru None	For	For	For	
Minebea Mitsumi Inc.	JP	3/31/2023	6/29/2023	Annual	8	Management	Elect Satoshi Mizuma	For	For	For	
Minebea Mitsumi Inc.	JP	3/31/2023	6/29/2023	Annual	9	Management	Elect Katsutoshi Suzuki	For	For	For	
Minebea Mitsumi Inc.	JP	3/31/2023	6/29/2023	Annual	10	Management	Elect Yuko Miyazaki	For	For	For	
Minebea Mitsumi Inc.	JP	3/31/2023	6/29/2023	Annual	11	Management	Elect Atsuko Matsumura	For	For	For	
Minebea Mitsumi Inc.	JP	3/31/2023	6/29/2023	Annual	12	Management	Elect Yuko Haga @ Yuko Hayashi	For	For	For	
Minebea Mitsumi Inc.	JP	3/31/2023	6/29/2023	Annual	13	Management	Elect Hirofumi Katase	For	For	For	
Minebea Mitsumi Inc.	JP	3/31/2023	6/29/2023	Annual	14	Management	Elect Takashi Matsuoka	For	For	For	
Minebea Mitsumi Inc.	JP	3/31/2023	6/29/2023	Annual	15	Management	Elect Masahiro Tsukagoshi	For	For	For	
Minebea Mitsumi Inc.	JP	3/31/2023	6/29/2023	Annual	16	Management	Elect Hiroshi Yamamoto	For	For	For	
Minebea Mitsumi Inc.	JP	3/31/2023	6/29/2023	Annual	17	Management	Elect Makoto Hoshino	For	For	For	
Misumi Group Inc.	JP	3/31/2023	6/15/2023	Annual	1	Management	Allocation of Profits/Dividends	For	For	For	
Misumi Group Inc.	JP	3/31/2023	6/15/2023	Annual	2	Management	Elect Kosuke Nishimoto	For	For	For	
Misumi Group Inc.	JP	3/31/2023	6/15/2023	Annual	3	Management	Elect Ryusei Ono	For	For	For	
Misumi Group Inc.	JP	3/31/2023	6/15/2023	Annual	4	Management	Elect Tomoki Kanatani	For	For	For	
Misumi Group Inc.	JP	3/31/2023	6/15/2023	Annual	5	Management	Elect Shigetaka Shimizu	For	For	For	
Misumi Group Inc.	JP	3/31/2023	6/15/2023	Annual	6	Management	Elect XU Shaochun	For	For	For	
Misumi Group Inc.	JP	3/31/2023	6/15/2023	Annual	7	Management	Elect Yoichi Nakano	For	For	For	
Misumi Group Inc.	JP	3/31/2023	6/15/2023	Annual	8	Management	Elect Arata Shimizu	For	For	For	
Misumi Group Inc.	JP	3/31/2023	6/15/2023	Annual	9	Management	Elect Tomoharu Suseki	For	For	For	
Misumi Group Inc.	JP	3/31/2023	6/15/2023	Annual	10	Management	Adoption of Restricted Stock Plan	For	For	For	
Mitsubishi Corporation	JP	3/31/2023	6/23/2023	Annual	2	Management	Allocation of Profits/Dividends	For	For	For	
Mitsubishi Corporation	JP	3/31/2023	6/23/2023	Annual	3	Management	Elect Takehiko Kakiuchi	For	For	For	
Mitsubishi Corporation	JP	3/31/2023	6/23/2023	Annual	4	Management	Elect Katsuya Nakanishi	For	For	For	
Mitsubishi Corporation	JP	3/31/2023	6/23/2023	Annual	5	Management	Elect Norikazu Tanaka	For	For	For	
Mitsubishi Corporation	JP	3/31/2023	6/23/2023	Annual	6	Management	Elect Yutaka Kashiwagi	For	For	For	
Mitsubishi Corporation	JP	3/31/2023	6/23/2023	Annual	7	Management	Elect Yuzo Nouchi	For	For	For	
Mitsubishi Corporation	JP	3/31/2023	6/23/2023	Annual	8	Management	Elect Tsuneyoshi Tatsuoka	For	For	For	
Mitsubishi Corporation	JP	3/31/2023	6/23/2023	Annual	9	Management	Elect Shunichi Miyanaga	For	For	For	
Mitsubishi Corporation	JP	3/31/2023	6/23/2023	Annual	10	Management	Elect Sakie Akiyama	For	For	For	
Mitsubishi Corporation	JP	3/31/2023	6/23/2023	Annual	11	Management	Elect Mari Sagiya @ Mari Itaya	For	For	For	
Mitsubishi Corporation	JP	3/31/2023	6/23/2023	Annual	12	Management	Elect Akira Murakoshi as Statutory Auditor	For	For	For	
Mitsubishi Corporation	JP	3/31/2023	6/23/2023	Annual	13	Management	Amendment to Directors' Fees	For	For	For	
Mitsubishi Corporation	JP	3/31/2023	6/23/2023	Annual	14	Shareholder	Shareholder Proposal Regarding Aligning Business Strategy to the Paris Agreement	Against	Against	Against	Putnam does not generally support this type of proposal and believes the proposal would not benefit shareholders.
Mitsubishi Corporation	JP	3/31/2023	6/23/2023	Annual	15	Shareholder	Shareholder Proposal Regarding Alignment of Capex With Net Zero by 2050 Scenario	Against	Against	Against	Putnam does not generally support this type of proposal and believes the proposal would not benefit shareholders.

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Mitsubishi HC Capital Inc.	JP	3/31/2023	6/27/2023	Annual	1	Management	Elect Takahiro Yanai	For	For	For	
Mitsubishi HC Capital Inc.	JP	3/31/2023	6/27/2023	Annual	2	Management	Elect Taiju Hisai	For	For	For	
Mitsubishi HC Capital Inc.	JP	3/31/2023	6/27/2023	Annual	3	Management	Elect Kanji Nishiura	For	For	For	
Mitsubishi HC Capital Inc.	JP	3/31/2023	6/27/2023	Annual	4	Management	Elect Kazumi Anei	For	For	For	
Mitsubishi HC Capital Inc.	JP	3/31/2023	6/27/2023	Annual	5	Management	Elect Haruhiko Sato	For	For	For	
Mitsubishi HC Capital Inc.	JP	3/31/2023	6/27/2023	Annual	6	Management	Elect Hiroyasu Nakata	For	For	For	
Mitsubishi HC Capital Inc.	JP	3/31/2023	6/27/2023	Annual	7	Management	Elect Yuri Sasaki	For	For	For	
Mitsubishi HC Capital Inc.	JP	3/31/2023	6/27/2023	Annual	8	Management	Elect Takuya Kuga	For	For	For	
Mitsubishi HC Capital Inc.	JP	3/31/2023	6/27/2023	Annual	9	Management	Trust Type Equity Plan	For	Manual	For	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Mitsubishi Heavy Industries Ltd.	JP	3/31/2023	6/29/2023	Annual	1	Management	Allocation of Profits/Dividends	For	For	For	
Mitsubishi Heavy Industries Ltd.	JP	3/31/2023	6/29/2023	Annual	2	Management	Elect Shunichi Miyanaga	For	For	For	
Mitsubishi Heavy Industries Ltd.	JP	3/31/2023	6/29/2023	Annual	3	Management	Elect Seiji Izumisawa	For	For	For	
Mitsubishi Heavy Industries Ltd.	JP	3/31/2023	6/29/2023	Annual	4	Management	Elect Hitoshi Kaguchi	For	For	For	
Mitsubishi Heavy Industries Ltd.	JP	3/31/2023	6/29/2023	Annual	5	Management	Elect Hisato Kozawa	For	For	For	
Mitsubishi Heavy Industries Ltd.	JP	3/31/2023	6/29/2023	Annual	6	Management	Elect Ken Kobayashi	For	For	For	
Mitsubishi Heavy Industries Ltd.	JP	3/31/2023	6/29/2023	Annual	7	Management	Elect Nobuyuki Hirano	For	For	For	
Mitsubishi Heavy Industries Ltd.	JP	3/31/2023	6/29/2023	Annual	8	Management	Elect Mitsuhiro Furusawa	For	For	For	
Mitsubishi Heavy Industries Ltd.	JP	3/31/2023	6/29/2023	Annual	9	Management	Elect Setsuo Tokunaga	For	For	For	
Mitsubishi Heavy Industries Ltd.	JP	3/31/2023	6/29/2023	Annual	10	Management	Elect Hiroo Unoura	For	For	For	
Mitsubishi Heavy Industries Ltd.	JP	3/31/2023	6/29/2023	Annual	11	Management	Elect Noriko Morikawa	For	For	For	
Mitsubishi Heavy Industries Ltd.	JP	3/31/2023	6/29/2023	Annual	12	Management	Elect Masako Ii @ Masako Kasai	For	For	For	
Mitsubishi Heavy Industries Ltd.	JP	3/31/2023	6/29/2023	Annual	13	Management	Elect Nobuhiro Oka as Alternate Audit Committee Director	For	For	For	
Mitsubishi UFJ Financial Group, Inc.	JP	3/31/2023	6/29/2023	Annual	2	Management	Allocation of Profits/Dividends	For	For	For	
Mitsubishi UFJ Financial Group, Inc.	JP	3/31/2023	6/29/2023	Annual	3	Management	Elect Mariko Fujii	For	For	For	
Mitsubishi UFJ Financial Group, Inc.	JP	3/31/2023	6/29/2023	Annual	4	Management	Elect Keiko Honda	For	For	For	
Mitsubishi UFJ Financial Group, Inc.	JP	3/31/2023	6/29/2023	Annual	5	Management	Elect Kaoru Kato	For	For	For	
Mitsubishi UFJ Financial Group, Inc.	JP	3/31/2023	6/29/2023	Annual	6	Management	Elect Satoko Kuwabara @ Satoko Ota	For	For	For	
Mitsubishi UFJ Financial Group, Inc.	JP	3/31/2023	6/29/2023	Annual	7	Management	Elect Hirofumi Nomoto	For	Against	Against	The nominee serves as an executive and sits on more than 2 outside boards.

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Mitsubishi UFJ Financial Group, Inc.	JP	3/31/2023	6/29/2023	Annual	8	Management	Elect David A. Sneider	For	For	For	
Mitsubishi UFJ Financial Group, Inc.	JP	3/31/2023	6/29/2023	Annual	9	Management	Elect Koichi Tsuji	For	For	For	
Mitsubishi UFJ Financial Group, Inc.	JP	3/31/2023	6/29/2023	Annual	10	Management	Elect Tarisa Watanagase	For	For	For	
Mitsubishi UFJ Financial Group, Inc.	JP	3/31/2023	6/29/2023	Annual	11	Management	Elect Kenichi Miyanaga	For	For	For	
Mitsubishi UFJ Financial Group, Inc.	JP	3/31/2023	6/29/2023	Annual	12	Management	Elect Ryoichi Shinke	For	For	For	
Mitsubishi UFJ Financial Group, Inc.	JP	3/31/2023	6/29/2023	Annual	13	Management	Elect Kanetsugu Mike	For	For	For	
Mitsubishi UFJ Financial Group, Inc.	JP	3/31/2023	6/29/2023	Annual	14	Management	Elect Hironori Kamezawa	For	For	For	
Mitsubishi UFJ Financial Group, Inc.	JP	3/31/2023	6/29/2023	Annual	15	Management	Elect Iwao Nagashima	For	For	For	
Mitsubishi UFJ Financial Group, Inc.	JP	3/31/2023	6/29/2023	Annual	16	Management	Elect Junichi Hanzawa	For	For	For	
Mitsubishi UFJ Financial Group, Inc.	JP	3/31/2023	6/29/2023	Annual	17	Management	Elect Makoto Kobayashi	For	For	For	
Mitsubishi UFJ Financial Group, Inc.	JP	3/31/2023	6/29/2023	Annual	18	Shareholder	Shareholder Proposal Regarding Aligning Investments with the Paris Agreement	Against	Against	Against	Putnam does not generally support this type of proposal and believes the proposal would not benefit shareholders.
Mitsubishi UFJ Financial Group, Inc.	JP	3/31/2023	6/29/2023	Annual	19	Shareholder	Shareholder Proposal Regarding Prohibition of Transactions with Companies that Engage in Defamation	Against	Against	Against	Putnam does not generally support this type of proposal and believes the proposal would not benefit shareholders.
Mitsubishi UFJ Financial Group, Inc.	JP	3/31/2023	6/29/2023	Annual	20	Shareholder	Shareholder Proposal Regarding Transactions With Listed Companies	Against	Against	Against	Putnam does not generally support this type of proposal and believes the proposal would not benefit shareholders.
Mitsubishi UFJ Financial Group, Inc.	JP	3/31/2023	6/29/2023	Annual	21	Shareholder	Shareholder Proposal Regarding Investor Relations Information	Against	Against	Against	Putnam does not generally support this type of proposal and believes the proposal would not benefit shareholders.
Mitsui & Co. Ltd	JP	3/31/2023	6/21/2023	Annual	1	Management	Allocation of Profits/Dividends	For	For	For	
Mitsui & Co. Ltd	JP	3/31/2023	6/21/2023	Annual	2	Management	Elect Tatsuo Yasunaga	For	For	For	
Mitsui & Co. Ltd	JP	3/31/2023	6/21/2023	Annual	3	Management	Elect Kenichi Hori	For	For	For	
Mitsui & Co. Ltd	JP	3/31/2023	6/21/2023	Annual	4	Management	Elect Motoaki Uno	For	For	For	
Mitsui & Co. Ltd	JP	3/31/2023	6/21/2023	Annual	5	Management	Elect Yoshiaki Takemasu	For	For	For	
Mitsui & Co. Ltd	JP	3/31/2023	6/21/2023	Annual	6	Management	Elect Kazumasa Nakai	For	For	For	
Mitsui & Co. Ltd	JP	3/31/2023	6/21/2023	Annual	7	Management	Elect Tetsuya Shigeta	For	For	For	
Mitsui & Co. Ltd	JP	3/31/2023	6/21/2023	Annual	8	Management	Elect Makoto Sato	For	For	For	
Mitsui & Co. Ltd	JP	3/31/2023	6/21/2023	Annual	9	Management	Elect Toru Matsui	For	For	For	
Mitsui & Co. Ltd	JP	3/31/2023	6/21/2023	Annual	10	Management	Elect Tetsuya Daikoku	For	For	For	
Mitsui & Co. Ltd	JP	3/31/2023	6/21/2023	Annual	11	Management	Elect Samuel Walsh	For	For	For	
Mitsui & Co. Ltd	JP	3/31/2023	6/21/2023	Annual	12	Management	Elect Takeshi Uchiyamada	For	For	For	
Mitsui & Co. Ltd	JP	3/31/2023	6/21/2023	Annual	13	Management	Elect Masako Egawa	For	For	For	
Mitsui & Co. Ltd	JP	3/31/2023	6/21/2023	Annual	14	Management	Elect Fujiyo Ishiguro	For	For	For	
Mitsui & Co. Ltd	JP	3/31/2023	6/21/2023	Annual	15	Management	Elect Sarah L. Casanova	For	For	For	
Mitsui & Co. Ltd	JP	3/31/2023	6/21/2023	Annual	16	Management	Elect Jessica TAN Soon Neo	For	For	For	
Mitsui & Co. Ltd	JP	3/31/2023	6/21/2023	Annual	17	Management	Elect Hirotatsu Fujiwara	For	Against	Against	The board of statutory auditors is not majority independent.
Mitsui & Co. Ltd	JP	3/31/2023	6/21/2023	Annual	18	Management	Elect Makoto Hayashi	For	Against	Against	The board of statutory auditors is not majority independent. The nominee has received compensation from the company for the provision of professional services.
Mitsui & Co. Ltd	JP	3/31/2023	6/21/2023	Annual	19	Management	Elect Kimiro Shiotani	For	Against	Against	The board of statutory auditors is not majority independent.
Murata Manufacturing Co. Ltd.	JP	3/31/2023	6/29/2023	Annual	2	Management	Allocation of Profits/Dividends	For	For	For	
Murata Manufacturing Co. Ltd.	JP	3/31/2023	6/29/2023	Annual	3	Management	Elect Tsuneo Murata	For	Against	Against	This Company has a one-tier/one-committee board structure and the audit committee does not have a majority of independent directors.
Murata Manufacturing Co. Ltd.	JP	3/31/2023	6/29/2023	Annual	4	Management	Elect Norio Nakajima	For	Against	Against	This Company has a one-tier/one-committee board structure and the audit committee does not have a majority of independent directors.
Murata Manufacturing Co. Ltd.	JP	3/31/2023	6/29/2023	Annual	5	Management	Elect Hiroshi Iwatsubo	For	Against	Against	This Company has a one-tier/one-committee board structure and the audit committee does not have a majority of independent directors.

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Murata Manufacturing Co. Ltd.	JP	3/31/2023	6/29/2023	Annual	6	Management	Elect Masanori Minamide	For	Against	Against	This Company has a one-tier/one-committee board structure and the audit committee does not have a majority of independent directors.
Murata Manufacturing Co. Ltd.	JP	3/31/2023	6/29/2023	Annual	7	Management	Elect Yuko Yasuda	For	Against	Against	This Company has a one-tier/one-committee board structure and the audit committee does not have a majority of independent directors.
Murata Manufacturing Co. Ltd.	JP	3/31/2023	6/29/2023	Annual	8	Management	Elect Takashi Nishijima	For	Against	Against	This Company has a one-tier/one-committee board structure and the audit committee does not have a majority of independent directors.
National Australia Bank Limited	AU	12/14/2022	12/16/2022	Annual	1	Management	Re-elect Philip W. Chronican	For	For	For	
National Australia Bank Limited	AU	12/14/2022	12/16/2022	Annual	2	Management	Re-elect Kathryn J. Fagg	For	For	For	
National Australia Bank Limited	AU	12/14/2022	12/16/2022	Annual	3	Management	Re-elect Douglas (Doug) A. McKay	For	For	For	
National Australia Bank Limited	AU	12/14/2022	12/16/2022	Annual	4	Management	REMUNERATION REPORT	For	For	For	
National Australia Bank Limited	AU	12/14/2022	12/16/2022	Annual	5	Management	Equity Grant (MD/CEO Deferred Rights)	For	Manual	For	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
National Australia Bank Limited	AU	12/14/2022	12/16/2022	Annual	6	Management	Equity Grant (MD/CEO Performance Rights)	For	Manual	For	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
National Australia Bank Limited	AU	12/14/2022	12/16/2022	Annual	7	Management	Amendments to Constitution	For	For	For	
National Australia Bank Limited	AU	12/14/2022	12/16/2022	Annual	8	Shareholder	Shareholder Proposal Regarding Facilitating Nonbinding Proposals	Against	Against	Against	Putnam does not generally support this type of proposal and believes the proposal would not benefit shareholders.
National Australia Bank Limited	AU	12/14/2022	12/16/2022	Annual	9	Shareholder	Shareholder Proposal Regarding Report on Fossil Fuel Exposure	Against	Against	Against	Putnam does not generally support this type of proposal and believes the proposal would not benefit shareholders.
NatWest Group Plc	GB		4/25/2023	Annual	1	Management	Accounts and Reports	For	For	For	
NatWest Group Plc	GB		4/25/2023	Annual	2	Management	Remuneration Report	For	For	For	
NatWest Group Plc	GB		4/25/2023	Annual	3	Management	Final Dividend	For	For	For	
NatWest Group Plc	GB		4/25/2023	Annual	4	Management	Elect Howard J. Davies	For	For	For	
NatWest Group Plc	GB		4/25/2023	Annual	5	Management	Elect Alison Rose-Slade	For	For	For	
NatWest Group Plc	GB		4/25/2023	Annual	6	Management	Elect Katie Murray	For	For	For	
NatWest Group Plc	GB		4/25/2023	Annual	7	Management	Elect Frank E. Dangeard	For	For	For	
NatWest Group Plc	GB		4/25/2023	Annual	8	Management	Elect Roisin Donnelly	For	For	For	
NatWest Group Plc	GB		4/25/2023	Annual	9	Management	Elect Patrick Flynn	For	For	For	
NatWest Group Plc	GB		4/25/2023	Annual	10	Management	Elect Morten Friis	For	For	For	
NatWest Group Plc	GB		4/25/2023	Annual	11	Management	Elect Yasmin Jetha	For	For	For	
NatWest Group Plc	GB		4/25/2023	Annual	12	Management	Elect Stuart Lewis	For	For	For	
NatWest Group Plc	GB		4/25/2023	Annual	13	Management	Elect Mark Seligman	For	For	For	
NatWest Group Plc	GB		4/25/2023	Annual	14	Management	Elect Lena Wilson	For	For	For	
NatWest Group Plc	GB		4/25/2023	Annual	15	Management	Appointment of Auditor	For	For	For	
NatWest Group Plc	GB		4/25/2023	Annual	16	Management	Authority to Set Auditor's Fees	For	For	For	
NatWest Group Plc	GB		4/25/2023	Annual	17	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	For	
NatWest Group Plc	GB		4/25/2023	Annual	18	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	For	
NatWest Group Plc	GB		4/25/2023	Annual	19	Management	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	For	
NatWest Group Plc	GB		4/25/2023	Annual	20	Management	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	For	For	For	
NatWest Group Plc	GB		4/25/2023	Annual	21	Management	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	For	For	For	
NatWest Group Plc	GB		4/25/2023	Annual	22	Management	Authority to Set General Meeting Notice Period at 14 Days	For	Against	Against	Proposal would authorize a 14 day notice period for EGMs.
NatWest Group Plc	GB		4/25/2023	Annual	23	Management	Authorisation of Political Donations	For	For	For	
NatWest Group Plc	GB		4/25/2023	Annual	24	Management	Authority to Repurchase Shares	For	For	For	
NatWest Group Plc	GB		4/25/2023	Annual	25	Management	Authority to Repurchase Shares from HM Treasury	For	For	For	
NatWest Group Plc	GB		4/25/2023	Annual	26	Management	Authority to Repurchase Preference Shares Off-Market	For	Manual	For	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Nestle SA	CH	4/13/2023	4/20/2023	Annual	3	Management	Accounts and Reports	For	For	TNA	Non-voting market
Nestle SA	CH	4/13/2023	4/20/2023	Annual	4	Management	Compensation Report	For	For	TNA	Non-voting market
Nestle SA	CH	4/13/2023	4/20/2023	Annual	5	Management	Ratification of Board and Management Acts	For	For	TNA	Non-voting market

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Nestle SA	CH	4/13/2023	4/20/2023	Annual	6	Management	Allocation of Dividends	For	For	TNA	Non-voting market
Nestle SA	CH	4/13/2023	4/20/2023	Annual	7	Management	Elect Paul Bulcke	For	For	TNA	Non-voting market
Nestle SA	CH	4/13/2023	4/20/2023	Annual	8	Management	Elect Mark Schneider	For	For	TNA	Non-voting market
Nestle SA	CH	4/13/2023	4/20/2023	Annual	9	Management	Elect Henri de Castries	For	For	TNA	Non-voting market
Nestle SA	CH	4/13/2023	4/20/2023	Annual	10	Management	Elect Renato Fassbind	For	For	TNA	Non-voting market
Nestle SA	CH	4/13/2023	4/20/2023	Annual	11	Management	Elect Pablo Isla Álvarez de Tejera	For	For	TNA	Non-voting market
Nestle SA	CH	4/13/2023	4/20/2023	Annual	12	Management	Elect Patrick Aebischer	For	For	TNA	Non-voting market
Nestle SA	CH	4/13/2023	4/20/2023	Annual	13	Management	Elect Kimberly A. Ross	For	For	TNA	Non-voting market
Nestle SA	CH	4/13/2023	4/20/2023	Annual	14	Management	Elect Dick Boer	For	For	TNA	Non-voting market
Nestle SA	CH	4/13/2023	4/20/2023	Annual	15	Management	Elect Dinesh C. Paliwal	For	For	TNA	Non-voting market
Nestle SA	CH	4/13/2023	4/20/2023	Annual	16	Management	Elect Hanne de Mora	For	For	TNA	Non-voting market
Nestle SA	CH	4/13/2023	4/20/2023	Annual	17	Management	Elect Lindiwe Majele Sibanda	For	For	TNA	Non-voting market
Nestle SA	CH	4/13/2023	4/20/2023	Annual	18	Management	Elect Chris Leong	For	For	TNA	Non-voting market
Nestle SA	CH	4/13/2023	4/20/2023	Annual	19	Management	Elect Luca Maestri	For	For	TNA	Non-voting market
Nestle SA	CH	4/13/2023	4/20/2023	Annual	20	Management	Elect Rainer M. Blair	For	For	TNA	Non-voting market
Nestle SA	CH	4/13/2023	4/20/2023	Annual	21	Management	Elect Marie-Gabrielle Ineichen-Fleisch	For	For	TNA	Non-voting market
Nestle SA	CH	4/13/2023	4/20/2023	Annual	22	Management	Elect Pablo Isla Álvarez de Tejera as Compensation Committee Member	For	For	TNA	Non-voting market
Nestle SA	CH	4/13/2023	4/20/2023	Annual	23	Management	Elect Patrick Aebischer as Compensation Committee Member	For	For	TNA	Non-voting market
Nestle SA	CH	4/13/2023	4/20/2023	Annual	24	Management	Elect Dick Boer as Compensation Committee Member	For	For	TNA	Non-voting market
Nestle SA	CH	4/13/2023	4/20/2023	Annual	25	Management	Elect Dinesh C. Paliwal as Compensation Committee Member	For	For	TNA	Non-voting market
Nestle SA	CH	4/13/2023	4/20/2023	Annual	26	Management	Appointment of Auditor	For	For	TNA	Non-voting market
Nestle SA	CH	4/13/2023	4/20/2023	Annual	27	Management	Appointment of Independent Proxy	For	For	TNA	Non-voting market
Nestle SA	CH	4/13/2023	4/20/2023	Annual	28	Management	Board Compensation	For	For	TNA	Non-voting market
Nestle SA	CH	4/13/2023	4/20/2023	Annual	29	Management	Executive Compensation	For	For	TNA	Non-voting market
Nestle SA	CH	4/13/2023	4/20/2023	Annual	30	Management	Cancellation of Shares and Reduction in Share Capital	For	For	TNA	Non-voting market
Nestle SA	CH	4/13/2023	4/20/2023	Annual	31	Management	Amendments to Articles (General Meeting)	For	Manual	TNA	Non-voting market
Nestle SA	CH	4/13/2023	4/20/2023	Annual	32	Management	Amendments to Articles	For	For	TNA	Non-voting market
Nestle SA	CH	4/13/2023	4/20/2023	Annual	33	Shareholder	Additional or Amended Shareholder Proposals	NA	Against	TNA	Non-voting market
Nestle SA	US	3/13/2023	4/20/2023	Annual	1	Management	Accounts and Reports	For	For	For	
Nestle SA	US	3/13/2023	4/20/2023	Annual	2	Management	Compensation Report	For	For	For	
Nestle SA	US	3/13/2023	4/20/2023	Annual	3	Management	Ratification of Board and Management Acts	For	For	For	
Nestle SA	US	3/13/2023	4/20/2023	Annual	4	Management	Allocation of Dividends	For	For	For	
Nestle SA	US	3/13/2023	4/20/2023	Annual	5	Management	Elect Paul Bulcke	For	For	For	
Nestle SA	US	3/13/2023	4/20/2023	Annual	6	Management	Elect Mark Schneider	For	For	For	
Nestle SA	US	3/13/2023	4/20/2023	Annual	7	Management	Elect Henri de Castries	For	For	For	
Nestle SA	US	3/13/2023	4/20/2023	Annual	8	Management	Elect Renato Fassbind	For	For	For	
Nestle SA	US	3/13/2023	4/20/2023	Annual	9	Management	Elect Pablo Isla Álvarez de Tejera	For	For	For	
Nestle SA	US	3/13/2023	4/20/2023	Annual	10	Management	Elect Patrick Aebischer	For	For	For	
Nestle SA	US	3/13/2023	4/20/2023	Annual	11	Management	Elect Kimberly A. Ross	For	For	For	
Nestle SA	US	3/13/2023	4/20/2023	Annual	12	Management	Elect Dick Boer	For	For	For	
Nestle SA	US	3/13/2023	4/20/2023	Annual	13	Management	Elect Dinesh C. Paliwal	For	For	For	
Nestle SA	US	3/13/2023	4/20/2023	Annual	14	Management	Elect Hanne de Mora	For	For	For	
Nestle SA	US	3/13/2023	4/20/2023	Annual	15	Management	Elect Lindiwe Majele Sibanda	For	For	For	
Nestle SA	US	3/13/2023	4/20/2023	Annual	16	Management	Elect Chris Leong	For	For	For	
Nestle SA	US	3/13/2023	4/20/2023	Annual	17	Management	Elect Luca Maestri	For	For	For	
Nestle SA	US	3/13/2023	4/20/2023	Annual	18	Management	Elect Rainer M. Blair	For	For	For	
Nestle SA	US	3/13/2023	4/20/2023	Annual	19	Management	Elect Marie-Gabrielle Ineichen-Fleisch	For	For	For	
Nestle SA	US	3/13/2023	4/20/2023	Annual	20	Management	Elect Pablo Isla Álvarez de Tejera as Compensation Committee Member	For	For	For	
Nestle SA	US	3/13/2023	4/20/2023	Annual	21	Management	Elect Patrick Aebischer as Compensation Committee Member	For	For	For	
Nestle SA	US	3/13/2023	4/20/2023	Annual	22	Management	Elect Dick Boer as Compensation Committee Member	For	For	For	
Nestle SA	US	3/13/2023	4/20/2023	Annual	23	Management	Elect Dinesh C. Paliwal as Compensation Committee Member	For	For	For	
Nestle SA	US	3/13/2023	4/20/2023	Annual	24	Management	Appointment of Auditor	For	For	For	
Nestle SA	US	3/13/2023	4/20/2023	Annual	25	Management	Appointment of Independent Proxy	For	For	For	
Nestle SA	US	3/13/2023	4/20/2023	Annual	26	Management	Board Compensation	For	For	For	
Nestle SA	US	3/13/2023	4/20/2023	Annual	27	Management	Executive Compensation	For	For	For	

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Nestle SA	US	3/13/2023	4/20/2023	Annual	28	Management	Cancellation of Shares and Reduction in Share Capital	For	For	For	
Nestle SA	US	3/13/2023	4/20/2023	Annual	29	Management	Amendments to Articles (General Meeting)	For	Manual	For	Reviewed by Portfolio Management: Overall, the amendments improve shareholder rights.
Nestle SA	US	3/13/2023	4/20/2023	Annual	30	Management	Amendments to Articles	For	For	For	
Nestle SA	US	3/13/2023	4/20/2023	Annual	31	Shareholder	Additional or Amended Shareholder Proposals	NA	Against	Against	Vote against authorization to transact other unidentified, substantive business at the meeting.
Nintendo Co. Ltd	JP	3/31/2023	6/23/2023	Annual	1	Management	Allocation of Profits/Dividends	For	For	For	
Nintendo Co. Ltd	JP	3/31/2023	6/23/2023	Annual	2	Management	Elect Shuntaro Furukawa	For	For	For	
Nintendo Co. Ltd	JP	3/31/2023	6/23/2023	Annual	3	Management	Elect Shigeru Miyamoto	For	For	For	
Nintendo Co. Ltd	JP	3/31/2023	6/23/2023	Annual	4	Management	Elect Shinya Takahashi	For	For	For	
Nintendo Co. Ltd	JP	3/31/2023	6/23/2023	Annual	5	Management	Elect Satoru Shibata	For	For	For	
Nintendo Co. Ltd	JP	3/31/2023	6/23/2023	Annual	6	Management	Elect Ko Shiota	For	For	For	
Nintendo Co. Ltd	JP	3/31/2023	6/23/2023	Annual	7	Management	Elect Chris Meledandri	For	For	For	
Nippon Telegraph & Telephone Corp.	JP	3/31/2023	6/22/2023	Annual	1	Management	Allocation of Profits/Dividends	For	For	For	
Nippon Telegraph & Telephone Corp.	JP	3/31/2023	6/22/2023	Annual	2	Management	Elect Keiichiro Yanagi	For	For	For	
Nippon Telegraph & Telephone Corp.	JP	3/31/2023	6/22/2023	Annual	3	Management	Elect Kanae Takahashi	For	For	For	
Nippon Telegraph & Telephone Corp.	JP	3/31/2023	6/22/2023	Annual	4	Management	Elect Hideki Kanda	For	For	For	
Nippon Telegraph & Telephone Corp.	JP	3/31/2023	6/22/2023	Annual	5	Management	Elect Kaoru Kashima @ Kaoru Taya	For	For	For	
Nippon Yusen Kabushiki Kaisha	JP	3/31/2023	6/21/2023	Annual	1	Management	Allocation of Profits/Dividends	For	For	For	
Nippon Yusen Kabushiki Kaisha	JP	3/31/2023	6/21/2023	Annual	2	Management	Amendments to Articles	For	Manual	For	Proposed maximum board size is too large. / Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Nippon Yusen Kabushiki Kaisha	JP	3/31/2023	6/21/2023	Annual	3	Management	Elect Hitoshi Nagasawa	For	For	For	
Nippon Yusen Kabushiki Kaisha	JP	3/31/2023	6/21/2023	Annual	4	Management	Elect Takaya Soga	For	For	For	
Nippon Yusen Kabushiki Kaisha	JP	3/31/2023	6/21/2023	Annual	5	Management	Elect Yutaka Higurashi	For	For	For	
Nippon Yusen Kabushiki Kaisha	JP	3/31/2023	6/21/2023	Annual	6	Management	Elect Akira Kono	For	For	For	
Nippon Yusen Kabushiki Kaisha	JP	3/31/2023	6/21/2023	Annual	7	Management	Elect Hiroko Kuniya	For	For	For	
Nippon Yusen Kabushiki Kaisha	JP	3/31/2023	6/21/2023	Annual	8	Management	Elect Eiichi Tanabe	For	For	For	
Nippon Yusen Kabushiki Kaisha	JP	3/31/2023	6/21/2023	Annual	9	Management	Elect Nobukatsu Kanehara	For	For	For	
Nippon Yusen Kabushiki Kaisha	JP	3/31/2023	6/21/2023	Annual	10	Management	Elect Eiichi Takahashi	For	For	For	
Nippon Yusen Kabushiki Kaisha	JP	3/31/2023	6/21/2023	Annual	11	Management	Elect Keiko Kosugi	For	For	For	
Nippon Yusen Kabushiki Kaisha	JP	3/31/2023	6/21/2023	Annual	12	Management	Elect Hiroshi Nakaso	For	For	For	
Nippon Yusen Kabushiki Kaisha	JP	3/31/2023	6/21/2023	Annual	13	Management	Elect Satoko Kuwabara @ Satoko Ota	For	For	For	
Nippon Yusen Kabushiki Kaisha	JP	3/31/2023	6/21/2023	Annual	14	Management	Elect Tatsumi Yamada	For	For	For	
Nippon Yusen Kabushiki Kaisha	JP	3/31/2023	6/21/2023	Annual	15	Management	Elect Eiichi Tanabe as Alternate Audit Committee Director	For	For	For	
Nippon Yusen Kabushiki Kaisha	JP	3/31/2023	6/21/2023	Annual	16	Management	Non-Audit Committee Directors' Fees	For	For	For	
Nippon Yusen Kabushiki Kaisha	JP	3/31/2023	6/21/2023	Annual	17	Management	Audit Committee Directors' Fees	For	For	For	

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Nippon Yusen Kabushiki Kaisha	JP	3/31/2023	6/21/2023	Annual	18	Management	Performance-Linked Compensation Plan	For	Manual	For	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Nippon Yusen Kabushiki Kaisha	JP	3/31/2023	6/21/2023	Annual	19	Management	Amendment to Performance-Linked Equity Compensation Plan	For	For	For	
Nomura Real Estate Holdings Inc	JP	3/31/2023	6/23/2023	Annual	1	Management	Elect Eiji Kutsukake	For	For	For	
Nomura Real Estate Holdings Inc	JP	3/31/2023	6/23/2023	Annual	2	Management	Elect Satoshi Arai	For	For	For	
Nomura Real Estate Holdings Inc	JP	3/31/2023	6/23/2023	Annual	3	Management	Elect Daisaku Matsuo	For	For	For	
Nomura Real Estate Holdings Inc	JP	3/31/2023	6/23/2023	Annual	4	Management	Elect Makoto Haga	For	For	For	
Nomura Real Estate Holdings Inc	JP	3/31/2023	6/23/2023	Annual	5	Management	Elect Hiroshi Kurokawa	For	For	For	
Nomura Real Estate Holdings Inc	JP	3/31/2023	6/23/2023	Annual	6	Management	Elect Chiharu Takakura	For	For	For	
Nomura Real Estate Holdings Inc	JP	3/31/2023	6/23/2023	Annual	7	Management	Elect Hiroyuki Kimura	For	For	For	
Nomura Real Estate Holdings Inc	JP	3/31/2023	6/23/2023	Annual	8	Management	Elect Yasushi Takayama	For	For	For	
Nomura Real Estate Holdings Inc	JP	3/31/2023	6/23/2023	Annual	9	Management	Elect Yoshio Mogi	For	For	For	
Nomura Real Estate Holdings Inc	JP	3/31/2023	6/23/2023	Annual	10	Management	Elect Akiko Miyakawa	For	For	For	
Nordea Bank Abp	FI	3/13/2023	3/23/2023	Annual	1	Management	Accounts and Reports	For	For	TNA	Prohibitive requirements (PoA, fees)
Nordea Bank Abp	FI	3/13/2023	3/23/2023	Annual	2	Management	Allocation of Profits/Dividends	For	For	TNA	Prohibitive requirements (PoA, fees)
Nordea Bank Abp	FI	3/13/2023	3/23/2023	Annual	3	Management	Ratification of Board and CEO Acts	For	For	TNA	Prohibitive requirements (PoA, fees)
Nordea Bank Abp	FI	3/13/2023	3/23/2023	Annual	4	Management	Remuneration Report	For	For	TNA	Prohibitive requirements (PoA, fees)
Nordea Bank Abp	FI	3/13/2023	3/23/2023	Annual	5	Management	Directors' Fees	For	For	TNA	Prohibitive requirements (PoA, fees)
Nordea Bank Abp	FI	3/13/2023	3/23/2023	Annual	6	Management	Board Size	For	For	TNA	Prohibitive requirements (PoA, fees)
Nordea Bank Abp	FI	3/13/2023	3/23/2023	Annual	7	Management	Elect Stephen Hester	For	For	TNA	Prohibitive requirements (PoA, fees)
Nordea Bank Abp	FI	3/13/2023	3/23/2023	Annual	8	Management	Elect Petra van Hoeken	For	For	TNA	Prohibitive requirements (PoA, fees)
Nordea Bank Abp	FI	3/13/2023	3/23/2023	Annual	9	Management	Elect John Maltby	For	For	TNA	Prohibitive requirements (PoA, fees)
Nordea Bank Abp	FI	3/13/2023	3/23/2023	Annual	10	Management	Elect Lene Skole	For	For	TNA	Prohibitive requirements (PoA, fees)
Nordea Bank Abp	FI	3/13/2023	3/23/2023	Annual	11	Management	Elect Birger Steen	For	For	TNA	Prohibitive requirements (PoA, fees)
Nordea Bank Abp	FI	3/13/2023	3/23/2023	Annual	12	Management	Elect Jonas Synnergren	For	For	TNA	Prohibitive requirements (PoA, fees)
Nordea Bank Abp	FI	3/13/2023	3/23/2023	Annual	13	Management	Elect Arja Talma	For	For	TNA	Prohibitive requirements (PoA, fees)
Nordea Bank Abp	FI	3/13/2023	3/23/2023	Annual	14	Management	Elect Kjersti Wiklund	For	For	TNA	Prohibitive requirements (PoA, fees)
Nordea Bank Abp	FI	3/13/2023	3/23/2023	Annual	15	Management	Elect Risto Murto	For	For	TNA	Prohibitive requirements (PoA, fees)
Nordea Bank Abp	FI	3/13/2023	3/23/2023	Annual	16	Management	Elect Per Strömberg	For	For	TNA	Prohibitive requirements (PoA, fees)
Nordea Bank Abp	FI	3/13/2023	3/23/2023	Annual	17	Management	Authority to Set Auditor's Fees	For	For	TNA	Prohibitive requirements (PoA, fees)
Nordea Bank Abp	FI	3/13/2023	3/23/2023	Annual	18	Management	Appointment of Auditor	For	For	TNA	Prohibitive requirements (PoA, fees)
Nordea Bank Abp	FI	3/13/2023	3/23/2023	Annual	19	Management	Amendments to Articles	For	For	TNA	Prohibitive requirements (PoA, fees)
Nordea Bank Abp	FI	3/13/2023	3/23/2023	Annual	20	Management	Authority to Issue Contingent Convertible Securities w/ or w/o Preemptive Rights	For	Manual	TNA	(Proposal relates to a specific transaction.) Prohibitive requirements (PoA, fees)
Nordea Bank Abp	FI	3/13/2023	3/23/2023	Annual	21	Management	Authority to Trade in Company Stock (repurchase)	For	For	TNA	Prohibitive requirements (PoA, fees)
Nordea Bank Abp	FI	3/13/2023	3/23/2023	Annual	22	Management	Authority to Trade in Company Stock (issuance)	For	For	TNA	Prohibitive requirements (PoA, fees)
Nordea Bank Abp	FI	3/13/2023	3/23/2023	Annual	23	Management	Authority to Repurchase Shares	For	For	TNA	Prohibitive requirements (PoA, fees)
Nordea Bank Abp	FI	3/13/2023	3/23/2023	Annual	24	Management	Issuance of Treasury Shares	For	For	TNA	Prohibitive requirements (PoA, fees)
Novartis AG	CH	3/2/2023	3/7/2023	Annual	1	Management	Accounts and Reports	For	For	TNA	Non-voting market
Novartis AG	CH	3/2/2023	3/7/2023	Annual	2	Management	Ratification of Board and Management Acts	For	For	TNA	Non-voting market
Novartis AG	CH	3/2/2023	3/7/2023	Annual	3	Management	Allocation of Profits/Dividends	For	For	TNA	Non-voting market
Novartis AG	CH	3/2/2023	3/7/2023	Annual	4	Management	Cancellation of Shares and Reduction in Share Capital	For	For	TNA	Non-voting market
Novartis AG	CH	3/2/2023	3/7/2023	Annual	5	Management	Authority to Repurchase Shares	For	For	TNA	Non-voting market
Novartis AG	CH	3/2/2023	3/7/2023	Annual	6	Management	Amendments to Articles (Virtual General Meetings)	For	For	TNA	Non-voting market
Novartis AG	CH	3/2/2023	3/7/2023	Annual	7	Management	Amendments to Articles (Miscellaneous)	For	For	TNA	Non-voting market
Novartis AG	CH	3/2/2023	3/7/2023	Annual	8	Management	Amendments to Articles (Alignment with Law)	For	For	TNA	Non-voting market

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Company Name	Country of Trade	Record Date	Meeting Date	Meeting Type	Proposal Number	Proponent	Proposal Description	Mgmt Rec	Custom Rec	Vote Decision	Rationale
Novartis AG	CH	3/2/2023	3/7/2023	Annual	9	Management	Board Compensation	For	For	TNA	Non-voting market
Novartis AG	CH	3/2/2023	3/7/2023	Annual	10	Management	Executive Compensation	For	For	TNA	Non-voting market
Novartis AG	CH	3/2/2023	3/7/2023	Annual	11	Management	Compensation Report	For	For	TNA	Non-voting market
Novartis AG	CH	3/2/2023	3/7/2023	Annual	12	Management	Elect Jörg Reinhardt as Board Chair	For	For	TNA	Non-voting market
Novartis AG	CH	3/2/2023	3/7/2023	Annual	13	Management	Elect Nancy C. Andrews	For	For	TNA	Non-voting market
Novartis AG	CH	3/2/2023	3/7/2023	Annual	14	Management	Elect Ton Büchner	For	For	TNA	Non-voting market
Novartis AG	CH	3/2/2023	3/7/2023	Annual	15	Management	Elect Patrice Bula	For	For	TNA	Non-voting market
Novartis AG	CH	3/2/2023	3/7/2023	Annual	16	Management	Elect Elizabeth Doherty	For	For	TNA	Non-voting market
Novartis AG	CH	3/2/2023	3/7/2023	Annual	17	Management	Elect Bridgette P. Heller	For	For	TNA	Non-voting market
Novartis AG	CH	3/2/2023	3/7/2023	Annual	18	Management	Elect Daniel Hochstrasser	For	For	TNA	Non-voting market
Novartis AG	CH	3/2/2023	3/7/2023	Annual	19	Management	Elect Frans van Houten	For	For	TNA	Non-voting market
Novartis AG	CH	3/2/2023	3/7/2023	Annual	20	Management	Elect Simon Moroney	For	For	TNA	Non-voting market
Novartis AG	CH	3/2/2023	3/7/2023	Annual	21	Management	Elect Ana de Pro Gonzalo	For	For	TNA	Non-voting market
Novartis AG	CH	3/2/2023	3/7/2023	Annual	22	Management	Elect Charles L. Sawyers	For	For	TNA	Non-voting market
Novartis AG	CH	3/2/2023	3/7/2023	Annual	23	Management	Elect William T. Winters	For	For	TNA	Non-voting market
Novartis AG	CH	3/2/2023	3/7/2023	Annual	24	Management	Elect John D. Young	For	For	TNA	Non-voting market
Novartis AG	CH	3/2/2023	3/7/2023	Annual	25	Management	Elect Patrice Bula as Compensation Committee Member	For	For	TNA	Non-voting market
Novartis AG	CH	3/2/2023	3/7/2023	Annual	26	Management	Elect Bridgette P. Heller as Compensation Committee Member	For	For	TNA	Non-voting market
Novartis AG	CH	3/2/2023	3/7/2023	Annual	27	Management	Elect Simon Moroney as Compensation Committee Chair	For	For	TNA	Non-voting market
Novartis AG	CH	3/2/2023	3/7/2023	Annual	28	Management	Elect William T. Winters as Compensation Committee Member	For	For	TNA	Non-voting market
Novartis AG	CH	3/2/2023	3/7/2023	Annual	29	Management	Appointment of Auditor	For	For	TNA	Non-voting market
Novartis AG	CH	3/2/2023	3/7/2023	Annual	30	Management	Appointment of Independent Proxy	For	For	TNA	Non-voting market
Novartis AG	CH	3/2/2023	3/7/2023	Annual	31	Management	Transaction of Other Business	NA	Against	TNA	Non-voting market
Novo Nordisk	DK	3/16/2023	3/23/2023	Annual	6	Management	Accounts and Reports	For	For	For	
Novo Nordisk	DK	3/16/2023	3/23/2023	Annual	7	Management	Allocation of Profits/Dividends	For	For	For	
Novo Nordisk	DK	3/16/2023	3/23/2023	Annual	8	Management	Remuneration Report	For	For	For	
Novo Nordisk	DK	3/16/2023	3/23/2023	Annual	9	Management	Directors' Fees 2022	For	For	For	
Novo Nordisk	DK	3/16/2023	3/23/2023	Annual	10	Management	Directors' Fees 2023	For	For	For	
Novo Nordisk	DK	3/16/2023	3/23/2023	Annual	11	Management	Amendments to Remuneration Policy	For	For	For	
Novo Nordisk	DK	3/16/2023	3/23/2023	Annual	12	Management	Elect Helge Lund as Chair	For	For	For	
Novo Nordisk	DK	3/16/2023	3/23/2023	Annual	13	Management	Elect Henrik Poulsen as Vice Chair	For	For	For	
Novo Nordisk	DK	3/16/2023	3/23/2023	Annual	14	Management	Elect Laurence Debroux	For	For	For	
Novo Nordisk	DK	3/16/2023	3/23/2023	Annual	15	Management	Elect Andreas Fibig	For	For	For	
Novo Nordisk	DK	3/16/2023	3/23/2023	Annual	16	Management	Elect Sylvie Grégoire	For	For	For	
Novo Nordisk	DK	3/16/2023	3/23/2023	Annual	17	Management	Elect Kasim Kutay	For	For	For	
Novo Nordisk	DK	3/16/2023	3/23/2023	Annual	18	Management	Elect Christina Choi Lai Law	For	For	For	
Novo Nordisk	DK	3/16/2023	3/23/2023	Annual	19	Management	Elect Martin Mackay	For	Against	Against	The nominee serves as an executive and sits on more than 2 outside boards.
Novo Nordisk	DK	3/16/2023	3/23/2023	Annual	20	Management	Appointment of Auditor	For	For	For	
Novo Nordisk	DK	3/16/2023	3/23/2023	Annual	21	Management	Cancellation of Shares	For	For	For	
Novo Nordisk	DK	3/16/2023	3/23/2023	Annual	22	Management	Authority to Repurchase Shares	For	For	For	
Novo Nordisk	DK	3/16/2023	3/23/2023	Annual	23	Management	Authority to Issue Shares w/ or w/o Preemptive Rights	For	For	For	
Novo Nordisk	DK	3/16/2023	3/23/2023	Annual	24	Shareholder	Shareholder Proposal Regarding Company's Product pricing	Against	Against	Against	Putnam does not generally support this type of proposal and believes the proposal would not benefit shareholders.
OCI N.V.	NL	7/22/2022	8/19/2022	Special	1	Management	Capitalisation of Reserves (H1 2022 Distribution)	For	For	For	
OCI N.V.	NL	1/19/2023	2/16/2023	Special	2	Management	Capitalisation of Reserves (H2 2022 Distribution)	For	For	For	
OCI N.V.	NL	4/5/2023	5/3/2023	Annual	1	Management	Remuneration Report	For	Against	Against	Discretionary awards
OCI N.V.	NL	4/5/2023	5/3/2023	Annual	2	Management	Accounts and Reports	For	For	For	
OCI N.V.	NL	4/5/2023	5/3/2023	Annual	3	Management	Remuneration Policy	For	For	For	
OCI N.V.	NL	4/5/2023	5/3/2023	Annual	4	Management	Non-Executive Remuneration Policy	For	For	For	
OCI N.V.	NL	4/5/2023	5/3/2023	Annual	5	Management	Ratification of Executive Directors' Acts	For	For	For	
OCI N.V.	NL	4/5/2023	5/3/2023	Annual	6	Management	Ratification of Non-Executive Directors' Acts	For	For	For	
OCI N.V.	NL	4/5/2023	5/3/2023	Annual	7	Management	Elect Nadia Sawiris to the Board of Directors	For	For	For	
OCI N.V.	NL	4/5/2023	5/3/2023	Annual	8	Management	Elect Michael L. Bennett to the Board of Directors	For	For	For	
OCI N.V.	NL	4/5/2023	5/3/2023	Annual	9	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	For	
OCI N.V.	NL	4/5/2023	5/3/2023	Annual	10	Management	Authority to Suppress Preemptive Rights	For	Manual	Against	(exceeds 20% of share share capital) /; Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.

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OCI N.V.	NL	4/5/2023	5/3/2023	Annual	11	Management	Authority to Repurchase Shares	For	For	For	
Ono Pharmaceutical Co. Ltd	JP	3/31/2023	6/22/2023	Annual	1	Management	Allocation of Profits/Dividends	For	For	For	
Ono Pharmaceutical Co. Ltd	JP	3/31/2023	6/22/2023	Annual	2	Management	Elect Gyo Sagara	For	For	For	
Ono Pharmaceutical Co. Ltd	JP	3/31/2023	6/22/2023	Annual	3	Management	Elect Toshihiro Tsujinaka	For	For	For	
Ono Pharmaceutical Co. Ltd	JP	3/31/2023	6/22/2023	Annual	4	Management	Elect Toichi Takino	For	For	For	
Ono Pharmaceutical Co. Ltd	JP	3/31/2023	6/22/2023	Annual	5	Management	Elect Kiyooki Idemitsu	For	For	For	
Ono Pharmaceutical Co. Ltd	JP	3/31/2023	6/22/2023	Annual	6	Management	Elect Masao Nomura	For	For	For	
Ono Pharmaceutical Co. Ltd	JP	3/31/2023	6/22/2023	Annual	7	Management	Elect Akiko Okuno	For	For	For	
Ono Pharmaceutical Co. Ltd	JP	3/31/2023	6/22/2023	Annual	8	Management	Elect Shusaku Nagae	For	For	For	
Ono Pharmaceutical Co. Ltd	JP	3/31/2023	6/22/2023	Annual	9	Management	Elect Hironobu Tanisaka	For	Against	Against	The board of statutory auditors is not majority independent.
Ono Pharmaceutical Co. Ltd	JP	3/31/2023	6/22/2023	Annual	10	Management	Elect Akiko Tanabe	For	Against	Against	The board of statutory auditors is not majority independent.
Ono Pharmaceutical Co. Ltd	JP	3/31/2023	6/22/2023	Annual	11	Management	Statutory Auditors' Fees	For	For	For	
Oracle Corporation Japan	JP	5/31/2022	8/23/2022	Annual	1	Management	Amendments to Articles	For	For	For	
Oracle Corporation Japan	JP	5/31/2022	8/23/2022	Annual	2	Management	Elect Toshimitsu Misawa	For	Against	Against	This company has a U.S.-style corporate structure, and the board has fewer than 50% independent directors. This company has a U.S.-style corporate structure, and board has a nominating and compensation committee composed of fewer than 50% independent directors. This company has a U.S.-style corporate structure, and the board has an audit committee composed of fewer than 50% independent directors.
Oracle Corporation Japan	JP	5/31/2022	8/23/2022	Annual	3	Management	Elect Krishna Sivaraman	For	Against	Against	This company has a U.S.-style corporate structure, and the board has fewer than 50% independent directors. This company has a U.S.-style corporate structure, and board has a nominating and compensation committee composed of fewer than 50% independent directors. This company has a U.S.-style corporate structure, and the board has an audit committee composed of fewer than 50% independent directors.
Oracle Corporation Japan	JP	5/31/2022	8/23/2022	Annual	4	Management	Elect Garrett Ilg	For	Against	Against	This company has a U.S.-style corporate structure, and the board has fewer than 50% independent directors. This company has a U.S.-style corporate structure, and board has a nominating and compensation committee composed of fewer than 50% independent directors. This company has a U.S.-style corporate structure, and the board has an audit committee composed of fewer than 50% independent directors.
Oracle Corporation Japan	JP	5/31/2022	8/23/2022	Annual	5	Management	Elect Vincent Secondo Grelli	For	Against	Against	This company has a U.S.-style corporate structure, and the board has fewer than 50% independent directors. This company has a U.S.-style corporate structure, and board has a nominating and compensation committee composed of fewer than 50% independent directors. This company has a U.S.-style corporate structure, and the board has an audit committee composed of fewer than 50% independent directors.
Oracle Corporation Japan	JP	5/31/2022	8/23/2022	Annual	6	Management	Elect Kimberly Woolley	For	Against	Against	This company has a U.S.-style corporate structure, and the board has fewer than 50% independent directors. This company has a U.S.-style corporate structure, and board has a nominating and compensation committee composed of fewer than 50% independent directors. This company has a U.S.-style corporate structure, and the board has an audit committee composed of fewer than 50% independent directors.

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Oracle Corporation Japan	JP	5/31/2022	8/23/2022	Annual	7	Management	Elect Yoshiaki Fujimori	For	Against	Against	This company has a U.S.-style corporate structure, and the board has fewer than 50% independent directors. This company has a U.S.-style corporate structure, and board has a nominating and compensation committee composed of fewer than 50% independent directors. This company has a U.S.-style corporate structure, and the board has an audit committee composed of fewer than 50% independent directors.
Oracle Corporation Japan	JP	5/31/2022	8/23/2022	Annual	8	Management	Elect John L. Hall	For	Against	Against	This company has a U.S.-style corporate structure, and the board has fewer than 50% independent directors. This company has a U.S.-style corporate structure, and board has a nominating and compensation committee composed of fewer than 50% independent directors. This company has a U.S.-style corporate structure, and the board has an audit committee composed of fewer than 50% independent directors.
Oracle Corporation Japan	JP	5/31/2022	8/23/2022	Annual	9	Management	Elect Takeshi Natsuno	For	Against	Against	The nominee serves as an executive and sits on more than 2 outside boards. This company has a U.S.-style corporate structure, and the board has fewer than 50% independent directors. This company has a U.S.-style corporate structure, and board has a nominating and compensation committee composed of fewer than 50% independent directors. This company has a U.S.-style corporate structure, and the board has an audit committee composed of fewer than 50% independent directors.
Oracle Corporation Japan	JP	5/31/2022	8/23/2022	Annual	10	Management	Elect Yukiko Kuroda @ Yukiko Matsumoto	For	Against	Against	This company has a U.S.-style corporate structure, and the board has fewer than 50% independent directors. This company has a U.S.-style corporate structure, and board has a nominating and compensation committee composed of fewer than 50% independent directors. This company has a U.S.-style corporate structure, and the board has an audit committee composed of fewer than 50% independent directors.
Osaka Gas Co. Ltd.	JP	3/31/2023	6/23/2023	Annual	1	Management	Allocation of Profits/Dividends	For	For	For	
Osaka Gas Co. Ltd.	JP	3/31/2023	6/23/2023	Annual	2	Management	Elect Takehiro Honjo	For	For	For	
Osaka Gas Co. Ltd.	JP	3/31/2023	6/23/2023	Annual	3	Management	Elect Masataka Fujiwara	For	For	For	
Osaka Gas Co. Ltd.	JP	3/31/2023	6/23/2023	Annual	4	Management	Elect Tadashi Miyagawa	For	For	For	
Osaka Gas Co. Ltd.	JP	3/31/2023	6/23/2023	Annual	5	Management	Elect Takeshi Matsui	For	For	For	
Osaka Gas Co. Ltd.	JP	3/31/2023	6/23/2023	Annual	6	Management	Elect Takayuki Tasaka	For	For	For	
Osaka Gas Co. Ltd.	JP	3/31/2023	6/23/2023	Annual	7	Management	Elect Fumitoshi Takeguchi	For	For	For	
Osaka Gas Co. Ltd.	JP	3/31/2023	6/23/2023	Annual	8	Management	Elect Kazutoshi Murao	For	For	For	
Osaka Gas Co. Ltd.	JP	3/31/2023	6/23/2023	Annual	9	Management	Elect Tatsuo Kijima	For	For	For	
Osaka Gas Co. Ltd.	JP	3/31/2023	6/23/2023	Annual	10	Management	Elect Yumiko Sato	For	For	For	
Osaka Gas Co. Ltd.	JP	3/31/2023	6/23/2023	Annual	11	Management	Elect Mikiyo Niizeki	For	For	For	
Osaka Gas Co. Ltd.	JP	3/31/2023	6/23/2023	Annual	12	Management	Elect Ichiro Hazama	For	For	For	
Osaka Gas Co. Ltd.	JP	3/31/2023	6/23/2023	Annual	13	Management	Elect Chieko Minami @ Chieko Nishioka	For	For	For	
Otsuka Corp.	JP	12/31/2022	3/29/2023	Annual	1	Management	Allocation of Profits/Dividends	For	For	For	
Otsuka Corp.	JP	12/31/2022	3/29/2023	Annual	2	Management	Elect Yuji Otsuka	For	For	For	
Otsuka Corp.	JP	12/31/2022	3/29/2023	Annual	3	Management	Elect Kazuyuki Katakura	For	For	For	
Otsuka Corp.	JP	12/31/2022	3/29/2023	Annual	4	Management	Elect Hironobu Tsurumi	For	For	For	
Otsuka Corp.	JP	12/31/2022	3/29/2023	Annual	5	Management	Elect Hironobu Saito	For	For	For	
Otsuka Corp.	JP	12/31/2022	3/29/2023	Annual	6	Management	Elect Minoru Sakurai	For	For	For	
Otsuka Corp.	JP	12/31/2022	3/29/2023	Annual	7	Management	Elect Jiro Makino	For	For	For	
Otsuka Corp.	JP	12/31/2022	3/29/2023	Annual	8	Management	Elect Tetsuo Saito	For	For	For	
Otsuka Corp.	JP	12/31/2022	3/29/2023	Annual	9	Management	Elect Makiko Hamabe @ Makiko Yasui	For	For	For	
Otsuka Corp.	JP	12/31/2022	3/29/2023	Annual	10	Management	Elect Tatsumi Murata as Statutory Auditor	For	For	For	
Otsuka Corp.	JP	12/31/2022	3/29/2023	Annual	11	Management	Retirement Allowances for Directors	For	For	For	
Pandora A/S	DK	3/9/2023	3/16/2023	Annual	1	Management	Accounts and Reports	For	For	For	
Pandora A/S	DK	3/9/2023	3/16/2023	Annual	2	Management	Remuneration Report	For	For	For	
Pandora A/S	DK	3/9/2023	3/16/2023	Annual	3	Management	Directors' Fees	For	For	For	
Pandora A/S	DK	3/9/2023	3/16/2023	Annual	4	Management	Allocation of Profits/Dividends	For	For	For	
Pandora A/S	DK	3/9/2023	3/16/2023	Annual	5	Management	Elect Peter A. Ruzicka	For	For	For	
Pandora A/S	DK	3/9/2023	3/16/2023	Annual	6	Management	Elect Christian Frigast	For	For	For	
Pandora A/S	DK	3/9/2023	3/16/2023	Annual	7	Management	Elect Birgitta Stymne Göransson	For	For	For	
Pandora A/S	DK	3/9/2023	3/16/2023	Annual	8	Management	Elect Marianne Kirkegaard	For	For	For	

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Pandora A/S	DK	3/9/2023	3/16/2023	Annual	9	Management	Elect Catherine Spindler	For	Against	Against	Nominee has attended less than 75% of board and committee meetings.
Pandora A/S	DK	3/9/2023	3/16/2023	Annual	10	Management	Elect Jan Zijderveld	For	For	For	
Pandora A/S	DK	3/9/2023	3/16/2023	Annual	11	Management	Elect Lilian Fossum Biner	For	For	For	
Pandora A/S	DK	3/9/2023	3/16/2023	Annual	12	Management	Appointment of Auditor	For	For	For	
Pandora A/S	DK	3/9/2023	3/16/2023	Annual	13	Management	Ratification of Board and Management Acts	For	For	For	
Pandora A/S	DK	3/9/2023	3/16/2023	Annual	14	Management	Cancellation of Shares	For	For	For	
Pandora A/S	DK	3/9/2023	3/16/2023	Annual	15	Management	Authority to Repurchase Shares	For	For	For	
Pandora A/S	DK	3/9/2023	3/16/2023	Annual	16	Management	Authorization of Legal Formalities	For	For	For	
Partners Group Holding	CH	5/15/2023	5/24/2023	Annual	1	Management	Accounts and Reports	For	For	TNA	Non-voting market
Partners Group Holding	CH	5/15/2023	5/24/2023	Annual	2	Management	Allocation of Dividends	For	For	TNA	Non-voting market
Partners Group Holding	CH	5/15/2023	5/24/2023	Annual	3	Management	Ratification of Board and Management Acts	For	For	TNA	Non-voting market
Partners Group Holding	CH	5/15/2023	5/24/2023	Annual	4	Management	Amendment to Company Purpose	For	Manual	TNA	Non-voting market
Partners Group Holding	CH	5/15/2023	5/24/2023	Annual	5	Management	Amendments to Articles (Virtual Meetings)	For	For	TNA	Non-voting market
Partners Group Holding	CH	5/15/2023	5/24/2023	Annual	6	Management	Amendments to Articles (Miscellaneous)	For	For	TNA	Non-voting market
Partners Group Holding	CH	5/15/2023	5/24/2023	Annual	7	Management	Amendments to Articles (Share Register)	For	Manual	TNA	Non-voting market
Partners Group Holding	CH	5/15/2023	5/24/2023	Annual	8	Management	Compensation Report	For	For	TNA	Non-voting market
Partners Group Holding	CH	5/15/2023	5/24/2023	Annual	9	Management	Board Compensation (Fixed)	For	For	TNA	Non-voting market
Partners Group Holding	CH	5/15/2023	5/24/2023	Annual	10	Management	Board Compensation (Long-Term)	For	For	TNA	Non-voting market
Partners Group Holding	CH	5/15/2023	5/24/2023	Annual	11	Management	Board Compensation ("Technical Non-Financial")	For	For	TNA	Non-voting market
Partners Group Holding	CH	5/15/2023	5/24/2023	Annual	12	Management	Executive Compensation (Fixed)	For	For	TNA	Non-voting market
Partners Group Holding	CH	5/15/2023	5/24/2023	Annual	13	Management	Executive Compensation (Long-Term)	For	For	TNA	Non-voting market
Partners Group Holding	CH	5/15/2023	5/24/2023	Annual	14	Management	Executive Compensation ("Technical Non-Financial")	For	For	TNA	Non-voting market
Partners Group Holding	CH	5/15/2023	5/24/2023	Annual	15	Management	Elect Steffen Meister as Board Chair	For	Against	TNA	Non-voting market
Partners Group Holding	CH	5/15/2023	5/24/2023	Annual	16	Management	Elect Marcel Erni	For	Against	TNA	Non-voting market
Partners Group Holding	CH	5/15/2023	5/24/2023	Annual	17	Management	Elect Alfred Gantner	For	Against	TNA	Non-voting market
Partners Group Holding	CH	5/15/2023	5/24/2023	Annual	18	Management	Elect Anne Lester	For	Against	TNA	Non-voting market
Partners Group Holding	CH	5/15/2023	5/24/2023	Annual	19	Management	Elect Gaëlle Olivier	For	Against	TNA	Non-voting market
Partners Group Holding	CH	5/15/2023	5/24/2023	Annual	20	Management	Elect Martin Strobel	For	Against	TNA	Non-voting market
Partners Group Holding	CH	5/15/2023	5/24/2023	Annual	21	Management	Elect Urs Wietlisbach	For	Against	TNA	Non-voting market
Partners Group Holding	CH	5/15/2023	5/24/2023	Annual	22	Management	Elect Flora Zhao	For	Against	TNA	Non-voting market
Partners Group Holding	CH	5/15/2023	5/24/2023	Annual	23	Management	Elect Flora Zhao as Compensation Committee Member	For	For	TNA	Non-voting market
Partners Group Holding	CH	5/15/2023	5/24/2023	Annual	24	Management	Elect Anne Lester as Compensation Committee Member	For	For	TNA	Non-voting market
Partners Group Holding	CH	5/15/2023	5/24/2023	Annual	25	Management	Elect Martin Strobel as Compensation Committee Member	For	For	TNA	Non-voting market
Partners Group Holding	CH	5/15/2023	5/24/2023	Annual	26	Management	Appointment of Independent Proxy	For	For	TNA	Non-voting market
Partners Group Holding	CH	5/15/2023	5/24/2023	Annual	27	Management	Appointment of Auditor	For	For	TNA	Non-voting market
Prada S.p.A.	IT	4/24/2023	4/27/2023	Annual	3	Management	Amendments to By-laws	For	For	For	
Prada S.p.A.	IT	4/24/2023	4/27/2023	Annual	4	Management	Accounts and Reports	For	For	For	
Prada S.p.A.	IT	4/24/2023	4/27/2023	Annual	5	Management	Allocation of Profits/Dividends	For	For	For	
Prada S.p.A.	IT	4/24/2023	4/27/2023	Annual	6	Management	Election of Patrizio Bertelli as Chairman	For	For	For	
Prada S.p.A.	IT	4/24/2023	4/27/2023	Annual	7	Management	Ratify Co-option of Andrea Bonini	For	For	For	
Prada S.p.A.	IT	4/24/2023	4/27/2023	Annual	8	Management	Ratify Co-option of Andrea Guerra	For	For	For	
Prada S.p.A.	IT	4/24/2023	4/27/2023	Annual	9	Management	Employment Agreement with the CEO	For	Manual	For	Reviewed by Portfolio Management: Approval of the proposal was determined to be in the best interest of shareholders.
Prada S.p.A.	IT	4/24/2023	4/27/2023	Annual	10	Management	Directors' Fees	For	For	For	
Prudential plc	US	4/11/2023	5/25/2023	Annual	1	Management	Accounts and Reports	For	For	For	
Prudential plc	US	4/11/2023	5/25/2023	Annual	2	Management	Remuneration Report	For	For	For	
Prudential plc	US	4/11/2023	5/25/2023	Annual	3	Management	Remuneration Policy	For	For	For	
Prudential plc	US	4/11/2023	5/25/2023	Annual	4	Management	Elect Arijit Basu	For	For	For	
Prudential plc	US	4/11/2023	5/25/2023	Annual	5	Management	Elect Claudia Süssmuth Dyckerhoff	For	For	For	
Prudential plc	US	4/11/2023	5/25/2023	Annual	6	Management	Elect Anil Wadhvani	For	For	For	
Prudential plc	US	4/11/2023	5/25/2023	Annual	7	Management	Elect Shriti Vadera	For	For	For	
Prudential plc	US	4/11/2023	5/25/2023	Annual	8	Management	Elect Jeremy Anderson	For	For	For	
Prudential plc	US	4/11/2023	5/25/2023	Annual	9	Management	Elect CHUA Sock Koong	For	For	For	
Prudential plc	US	4/11/2023	5/25/2023	Annual	10	Management	Elect David Law	For	For	For	
Prudential plc	US	4/11/2023	5/25/2023	Annual	11	Management	Elect Ming Lu	For	For	For	
Prudential plc	US	4/11/2023	5/25/2023	Annual	12	Management	Elect George D. Sartorel	For	For	For	
Prudential plc	US	4/11/2023	5/25/2023	Annual	13	Management	Elect Jeanette Wong	For	For	For	

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Prudential plc	US	4/11/2023	5/25/2023	Annual	14	Management	Elect Yok Tak Amy Yip	For	For	For	
Prudential plc	US	4/11/2023	5/25/2023	Annual	15	Management	Appointment of Auditor	For	For	For	
Prudential plc	US	4/11/2023	5/25/2023	Annual	16	Management	Authority to Set Auditor's Fees	For	For	For	
Prudential plc	US	4/11/2023	5/25/2023	Annual	17	Management	Authorisation of Political Donations	For	For	For	
Prudential plc	US	4/11/2023	5/25/2023	Annual	18	Management	Sharesave Plan	For	For	For	
Prudential plc	US	4/11/2023	5/25/2023	Annual	19	Management	Long-Term Incentive Plan	For	Manual	For	Putnam's annualized dilution figure cannot be calculated using the provided data from the Company. / Reviewed by Portfolio Management: Aligns with shareholder interests. 10 yr plan, 10% dilution limit is acceptable.
Prudential plc	US	4/11/2023	5/25/2023	Annual	20	Management	International Savings-Related Share Option Scheme for Non-Employees	For	For	For	
Prudential plc	US	4/11/2023	5/25/2023	Annual	21	Management	Service Provider Sublimit (ISSOSNE)	For	For	For	
Prudential plc	US	4/11/2023	5/25/2023	Annual	22	Management	Agency Long-Term Incentive Plan	For	For	For	
Prudential plc	US	4/11/2023	5/25/2023	Annual	23	Management	Service Provider Sublimit (Agency LTIP)	For	For	For	
Prudential plc	US	4/11/2023	5/25/2023	Annual	24	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	For	
Prudential plc	US	4/11/2023	5/25/2023	Annual	25	Management	Authority to Issue Repurchased Shares w/ Preemptive Rights	For	For	For	
Prudential plc	US	4/11/2023	5/25/2023	Annual	26	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	For	
Prudential plc	US	4/11/2023	5/25/2023	Annual	27	Management	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	For	
Prudential plc	US	4/11/2023	5/25/2023	Annual	28	Management	Authority to Repurchase Shares	For	For	For	
Prudential plc	US	4/11/2023	5/25/2023	Annual	29	Management	Adoption of New Articles	For	For	For	
Prudential plc	US	4/11/2023	5/25/2023	Annual	30	Management	Authority to Set General Meeting Notice Period at 14 Days	For	Against	Against	Proposal would authorize a 14 day notice period for EGMs.
Prudential plc	GB		5/25/2023	Annual	1	Management	Accounts and Reports	For	For	For	
Prudential plc	GB		5/25/2023	Annual	2	Management	Remuneration Report	For	For	For	
Prudential plc	GB		5/25/2023	Annual	3	Management	Remuneration Policy	For	For	For	
Prudential plc	GB		5/25/2023	Annual	4	Management	Elect Arijit Basu	For	For	For	
Prudential plc	GB		5/25/2023	Annual	5	Management	Elect Claudia Süßmuth Dyckerhoff	For	For	For	
Prudential plc	GB		5/25/2023	Annual	6	Management	Elect Anil Wadhvani	For	For	For	
Prudential plc	GB		5/25/2023	Annual	7	Management	Elect Shriti Vadera	For	For	For	
Prudential plc	GB		5/25/2023	Annual	8	Management	Elect Jeremy Anderson	For	For	For	
Prudential plc	GB		5/25/2023	Annual	9	Management	Elect CHUA Sock Koong	For	For	For	
Prudential plc	GB		5/25/2023	Annual	10	Management	Elect David Law	For	For	For	
Prudential plc	GB		5/25/2023	Annual	11	Management	Elect Ming Lu	For	For	For	
Prudential plc	GB		5/25/2023	Annual	12	Management	Elect George D. Sartorel	For	For	For	
Prudential plc	GB		5/25/2023	Annual	13	Management	Elect Jeanette Wong	For	For	For	
Prudential plc	GB		5/25/2023	Annual	14	Management	Elect Yok Tak Amy Yip	For	For	For	
Prudential plc	GB		5/25/2023	Annual	15	Management	Appointment of Auditor	For	For	For	
Prudential plc	GB		5/25/2023	Annual	16	Management	Authority to Set Auditor's Fees	For	For	For	
Prudential plc	GB		5/25/2023	Annual	17	Management	Authorisation of Political Donations	For	For	For	
Prudential plc	GB		5/25/2023	Annual	18	Management	Sharesave Plan	For	For	For	
Prudential plc	GB		5/25/2023	Annual	19	Management	Long-Term Incentive Plan	For	Manual	For	Putnam's annualized dilution figure cannot be calculated using the provided data from the Company. / Reviewed by Portfolio Management: Aligns with shareholder interests. 10 yr plan, 10% dilution limit is acceptable.
Prudential plc	GB		5/25/2023	Annual	20	Management	International Savings-Related Share Option Scheme for Non-Employees	For	For	For	
Prudential plc	GB		5/25/2023	Annual	21	Management	Service Provider Sublimit (ISSOSNE)	For	For	For	
Prudential plc	GB		5/25/2023	Annual	22	Management	Agency Long-Term Incentive Plan	For	For	For	
Prudential plc	GB		5/25/2023	Annual	23	Management	Service Provider Sublimit (Agency LTIP)	For	For	For	
Prudential plc	GB		5/25/2023	Annual	24	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	For	
Prudential plc	GB		5/25/2023	Annual	25	Management	Authority to Issue Repurchased Shares w/ Preemptive Rights	For	For	For	
Prudential plc	GB		5/25/2023	Annual	26	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	For	
Prudential plc	GB		5/25/2023	Annual	27	Management	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	For	
Prudential plc	GB		5/25/2023	Annual	28	Management	Authority to Repurchase Shares	For	For	For	

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Prudential plc	GB		5/25/2023	Annual	29	Management	Adoption of New Articles	For	For	For	
Prudential plc	GB		5/25/2023	Annual	30	Management	Authority to Set General Meeting Notice Period at 14 Days	For	Against	Against	Proposal would authorize a 14 day notice period for EGMs.
Publicis Groupe SA	FR	5/26/2023	5/31/2023	Mix	1	Management	Accounts and Reports	For	For	For	
Publicis Groupe SA	FR	5/26/2023	5/31/2023	Mix	2	Management	Consolidated Accounts and Reports	For	For	For	
Publicis Groupe SA	FR	5/26/2023	5/31/2023	Mix	3	Management	Allocation of Profits/Dividends	For	For	For	
Publicis Groupe SA	FR	5/26/2023	5/31/2023	Mix	4	Management	Special Auditors Report on Regulated Agreements	For	For	For	
Publicis Groupe SA	FR	5/26/2023	5/31/2023	Mix	5	Management	Election of Suzan LeVine	For	For	For	
Publicis Groupe SA	FR	5/26/2023	5/31/2023	Mix	6	Management	Elect Antonella Mei-Pochtler	For	For	For	
Publicis Groupe SA	FR	5/26/2023	5/31/2023	Mix	7	Management	Appointment of Auditor (KPMG)	For	For	For	
Publicis Groupe SA	FR	5/26/2023	5/31/2023	Mix	8	Management	2023 Remuneration Policy (Supervisory Board Chair)	For	Manual	Against	Vote case-by-case when Glass Lewis identifies significant issues for shareholder concern. / Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Publicis Groupe SA	FR	5/26/2023	5/31/2023	Mix	9	Management	2023 Remuneration Policy (Supervisory Board Members)	For	For	For	
Publicis Groupe SA	FR	5/26/2023	5/31/2023	Mix	10	Management	2023 Remuneration Policy (Management Board Chair)	For	Against	Against	Increase is excessive; Insufficient response to shareholder dissent
Publicis Groupe SA	FR	5/26/2023	5/31/2023	Mix	11	Management	2023 Remuneration Policy (Management Board Members)	For	For	For	
Publicis Groupe SA	FR	5/26/2023	5/31/2023	Mix	12	Management	2022 Remuneration Report	For	For	For	
Publicis Groupe SA	FR	5/26/2023	5/31/2023	Mix	13	Management	2022 Remuneration of Maurice Lévy, Supervisory Board Chair	For	Manual	Against	Vote case-by-case when Glass Lewis identifies significant issues for shareholder concern. / Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Publicis Groupe SA	FR	5/26/2023	5/31/2023	Mix	14	Management	2022 Remuneration of Arthur Sadoun, Management Board Chair	For	Against	Against	Insufficient response to shareholder dissent
Publicis Groupe SA	FR	5/26/2023	5/31/2023	Mix	15	Management	2022 Remuneration of Anne-Gabrielle Heilbronner, Management Board Member	For	For	For	
Publicis Groupe SA	FR	5/26/2023	5/31/2023	Mix	16	Management	2022 Remuneration of Steve King, Management Board Member (until September 14, 2022)	For	For	For	
Publicis Groupe SA	FR	5/26/2023	5/31/2023	Mix	17	Management	2022 Remuneration of Michel-Alain Proch, Management Board Member	For	For	For	
Publicis Groupe SA	FR	5/26/2023	5/31/2023	Mix	18	Management	Authority to Repurchase and Reissue Shares	For	For	For	
Publicis Groupe SA	FR	5/26/2023	5/31/2023	Mix	19	Management	Authority to Cancel Shares and Reduce Capital	For	For	For	
Publicis Groupe SA	FR	5/26/2023	5/31/2023	Mix	20	Management	Employee Stock Purchase Plan (Domestic and Overseas)	For	For	For	
Publicis Groupe SA	FR	5/26/2023	5/31/2023	Mix	21	Management	Employee Stock Purchase Plan (Specific Categories)	For	For	For	
Publicis Groupe SA	FR	5/26/2023	5/31/2023	Mix	22	Management	Authorisation of Legal Formalities	For	For	For	
Recruit Holdings Co. Ltd.	JP	3/31/2023	6/26/2023	Annual	1	Management	Elect Masumi Minegishi	For	For	For	
Recruit Holdings Co. Ltd.	JP	3/31/2023	6/26/2023	Annual	2	Management	Elect Hisayuki Idekoba	For	For	For	
Recruit Holdings Co. Ltd.	JP	3/31/2023	6/26/2023	Annual	3	Management	Elect Ayano Senaha	For	For	For	
Recruit Holdings Co. Ltd.	JP	3/31/2023	6/26/2023	Annual	4	Management	Elect Rony Kahan	For	For	For	
Recruit Holdings Co. Ltd.	JP	3/31/2023	6/26/2023	Annual	5	Management	Elect Naoki Izumiya	For	For	For	
Recruit Holdings Co. Ltd.	JP	3/31/2023	6/26/2023	Annual	6	Management	Elect Hiroki Totoki	For	For	For	
Recruit Holdings Co. Ltd.	JP	3/31/2023	6/26/2023	Annual	7	Management	Elect Keiko Honda	For	For	For	
Recruit Holdings Co. Ltd.	JP	3/31/2023	6/26/2023	Annual	8	Management	Elect Katrina Lake	For	For	For	
Recruit Holdings Co. Ltd.	JP	3/31/2023	6/26/2023	Annual	9	Management	Elect Miho Tanaka @ Miho Takahashi as Alternate Statutory Auditor	For	Against	Against	The board of statutory auditors is not majority independent.
Recruit Holdings Co. Ltd.	JP	3/31/2023	6/26/2023	Annual	10	Management	Directors' Fees	For	For	For	
Renesas Electronics Corporation	JP	12/31/2022	3/30/2023	Annual	2	Management	Elect Hidetoshi Shibata	For	For	For	
Renesas Electronics Corporation	JP	12/31/2022	3/30/2023	Annual	3	Management	Elect Jiro Iwasaki	For	For	For	
Renesas Electronics Corporation	JP	12/31/2022	3/30/2023	Annual	4	Management	Elect Selena Loh Lacroix	For	For	For	
Renesas Electronics Corporation	JP	12/31/2022	3/30/2023	Annual	5	Management	Elect Noboru Yamamoto	For	For	For	
Renesas Electronics Corporation	JP	12/31/2022	3/30/2023	Annual	6	Management	Elect Takuya Hirano	For	For	For	
Renesas Electronics Corporation	JP	12/31/2022	3/30/2023	Annual	7	Management	Employee Share Purchase Plan for Overseas Employees	For	Against	Against	Plan would allow options to be priced at 85.00% of fair market value.
Rheinmetall AG	DE	4/17/2023	5/9/2023	Ordinary	3	Management	Allocation of Dividends	For	For	For	

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Rheinmetall AG	DE	4/17/2023	5/9/2023	Ordinary	4	Management	Ratification of Management Board Acts	For	For	For	
Rheinmetall AG	DE	4/17/2023	5/9/2023	Ordinary	5	Management	Ratification of Supervisory Board Acts	For	For	For	
Rheinmetall AG	DE	4/17/2023	5/9/2023	Ordinary	6	Management	Appointment of Auditor	For	For	For	
Rheinmetall AG	DE	4/17/2023	5/9/2023	Ordinary	7	Management	Remuneration Report	For	For	For	
Rheinmetall AG	DE	4/17/2023	5/9/2023	Ordinary	8	Management	Amendments to Articles (Virtual Meetings)	For	For	For	
Rheinmetall AG	DE	4/17/2023	5/9/2023	Ordinary	9	Management	Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	For	For	For	
RIO Tinto Ltd.	AU	10/21/2022	10/25/2022	Special	1	Management	Baowu Joint Venture	For	Manual	For	Reviewed by Portfolio Management: The joint venture assures offtake and supports growth funding.
RIO Tinto Ltd.	AU	10/21/2022	10/25/2022	Special	2	Management	Future Transactions	For	Manual	For	Reviewed by Portfolio Management: Baowu's equity ownership in the western Range expansion is an efficient funding source while also improving relations with a key customer.
RIO Tinto Ltd.	AU	5/2/2023	5/4/2023	Annual	1	Management	Accounts and Reports	For	For	For	
RIO Tinto Ltd.	AU	5/2/2023	5/4/2023	Annual	2	Management	Remuneration Report (UK)	For	For	For	
RIO Tinto Ltd.	AU	5/2/2023	5/4/2023	Annual	3	Management	Remuneration Report (AUS)	For	For	For	
RIO Tinto Ltd.	AU	5/2/2023	5/4/2023	Annual	4	Management	Approve Potential Termination Benefits	For	Manual	For	Reviewed by Portfolio Management: The termination benefits are fair and inline with normal practices.
RIO Tinto Ltd.	AU	5/2/2023	5/4/2023	Annual	5	Management	Elect Kaisa Hietala	For	For	For	
RIO Tinto Ltd.	AU	5/2/2023	5/4/2023	Annual	6	Management	Re-elect Dominic Barton	For	For	For	
RIO Tinto Ltd.	AU	5/2/2023	5/4/2023	Annual	7	Management	Re-elect Megan E. Clark	For	For	For	
RIO Tinto Ltd.	AU	5/2/2023	5/4/2023	Annual	8	Management	Re-elect Peter Cunningham	For	For	For	
RIO Tinto Ltd.	AU	5/2/2023	5/4/2023	Annual	9	Management	Re-elect Simon P. Henry	For	For	For	
RIO Tinto Ltd.	AU	5/2/2023	5/4/2023	Annual	10	Management	Re-elect Sam H. Laidlaw	For	For	For	
RIO Tinto Ltd.	AU	5/2/2023	5/4/2023	Annual	11	Management	Re-elect Simon McKeon	For	For	For	
RIO Tinto Ltd.	AU	5/2/2023	5/4/2023	Annual	12	Management	Re-elect Jennifer Nason	For	For	For	
RIO Tinto Ltd.	AU	5/2/2023	5/4/2023	Annual	13	Management	Re-elect Jakob Stausholm	For	For	For	
RIO Tinto Ltd.	AU	5/2/2023	5/4/2023	Annual	14	Management	Re-elect Ngair Woods	For	For	For	
RIO Tinto Ltd.	AU	5/2/2023	5/4/2023	Annual	15	Management	Re-elect Ben Wyatt	For	For	For	
RIO Tinto Ltd.	AU	5/2/2023	5/4/2023	Annual	16	Management	Appointment of Auditor	For	For	For	
RIO Tinto Ltd.	AU	5/2/2023	5/4/2023	Annual	17	Management	Authority to Set Auditor's Fees	For	For	For	
RIO Tinto Ltd.	AU	5/2/2023	5/4/2023	Annual	18	Management	Authorisation of Political Donations	For	For	For	
RIO Tinto Ltd.	AU	5/2/2023	5/4/2023	Annual	19	Management	Authority to Repurchase Shares	For	For	For	
Rio Tinto plc	GB		10/25/2022	Ordinary	1	Management	Joint Venture	For	Manual	For	Reviewed by Portfolio Management: The joint venture assures offtake and supports growth funding.
Rio Tinto plc	GB		10/25/2022	Ordinary	2	Management	Authority to Acquire/Dispose a Substantial Asset from/to Baowu	For	Manual	For	Reviewed by Portfolio Management: Baowu's equity ownership in the western Range expansion is an efficient funding source while also improving relations with a key customer.
Rio Tinto plc	GB		4/6/2023	Annual	1	Management	Accounts and Reports	For	For	For	
Rio Tinto plc	GB		4/6/2023	Annual	2	Management	Remuneration Report (UK)	For	For	For	
Rio Tinto plc	GB		4/6/2023	Annual	3	Management	Remuneration Report (AUS)	For	For	For	
Rio Tinto plc	GB		4/6/2023	Annual	4	Management	Approve Potential Termination Benefits	For	Manual	For	Reviewed by Portfolio Management: Putnam believes it is reasonable to expand the definition of compensation to include incentive comp when determining termination benefits
Rio Tinto plc	GB		4/6/2023	Annual	5	Management	Elect Kaisa Hietala	For	For	For	
Rio Tinto plc	GB		4/6/2023	Annual	6	Management	Elect Dominic Barton	For	For	For	
Rio Tinto plc	GB		4/6/2023	Annual	7	Management	Elect Megan E. Clark	For	For	For	
Rio Tinto plc	GB		4/6/2023	Annual	8	Management	Elect Peter Cunningham	For	For	For	
Rio Tinto plc	GB		4/6/2023	Annual	9	Management	Elect Simon P. Henry	For	For	For	
Rio Tinto plc	GB		4/6/2023	Annual	10	Management	Elect Sam H. Laidlaw	For	For	For	
Rio Tinto plc	GB		4/6/2023	Annual	11	Management	Elect Simon McKeon	For	For	For	
Rio Tinto plc	GB		4/6/2023	Annual	12	Management	Elect Jennifer Nason	For	For	For	
Rio Tinto plc	GB		4/6/2023	Annual	13	Management	Elect Jakob Stausholm	For	For	For	
Rio Tinto plc	GB		4/6/2023	Annual	14	Management	Elect Ngair Woods	For	For	For	
Rio Tinto plc	GB		4/6/2023	Annual	15	Management	Elect Ben Wyatt	For	For	For	
Rio Tinto plc	GB		4/6/2023	Annual	16	Management	Appointment of Auditor	For	For	For	
Rio Tinto plc	GB		4/6/2023	Annual	17	Management	Authority to Set Auditor's Fees	For	For	For	
Rio Tinto plc	GB		4/6/2023	Annual	18	Management	Authorisation of Political Donations	For	For	For	

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Rio Tinto plc	GB		4/6/2023	Annual	19	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	For	
Rio Tinto plc	GB		4/6/2023	Annual	20	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	For	
Rio Tinto plc	GB		4/6/2023	Annual	21	Management	Authority to Repurchase Shares	For	For	For	
Rio Tinto plc	GB		4/6/2023	Annual	22	Management	Authority to Set General Meeting Notice Period at 14 Days	For	Against	Against	Proposal would authorize a 14 day notice period for EGMs.
Sanofi	FR	5/22/2023	5/25/2023	Mix	5	Management	Accounts and Reports; Non Tax-Deductible Expenses	For	For	For	
Sanofi	FR	5/22/2023	5/25/2023	Mix	6	Management	Consolidated Accounts and Reports	For	For	For	
Sanofi	FR	5/22/2023	5/25/2023	Mix	7	Management	Allocation of Profits/Dividends	For	For	For	
Sanofi	FR	5/22/2023	5/25/2023	Mix	8	Management	Elect Frédéric Oudéa	For	For	For	
Sanofi	FR	5/22/2023	5/25/2023	Mix	9	Management	2022 Remuneration Report	For	For	For	
Sanofi	FR	5/22/2023	5/25/2023	Mix	10	Management	2022 Remuneration of Serge Weinberg, Chair	For	For	For	
Sanofi	FR	5/22/2023	5/25/2023	Mix	11	Management	2022 Remuneration of Paul Hudson, CEO	For	For	For	
Sanofi	FR	5/22/2023	5/25/2023	Mix	12	Management	2023 Directors' Fees	For	For	For	
Sanofi	FR	5/22/2023	5/25/2023	Mix	13	Management	2023 Remuneration Policy (Board of Directors)	For	For	For	
Sanofi	FR	5/22/2023	5/25/2023	Mix	14	Management	2023 Remuneration Policy (Chair)	For	For	For	
Sanofi	FR	5/22/2023	5/25/2023	Mix	15	Management	2023 Remuneration Policy (CEO)	For	For	For	
Sanofi	FR	5/22/2023	5/25/2023	Mix	16	Management	Appointment of Auditor (PwC)	For	For	For	
Sanofi	FR	5/22/2023	5/25/2023	Mix	17	Management	Relocation of Corporate Headquarters	For	For	For	
Sanofi	FR	5/22/2023	5/25/2023	Mix	18	Management	Authority to Repurchase and Reissue Shares	For	For	For	
Sanofi	FR	5/22/2023	5/25/2023	Mix	19	Management	Authority to Cancel Shares and Reduce Capital	For	For	For	
Sanofi	FR	5/22/2023	5/25/2023	Mix	20	Management	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	For	For	For	
Sanofi	FR	5/22/2023	5/25/2023	Mix	21	Management	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	For	For	For	
Sanofi	FR	5/22/2023	5/25/2023	Mix	22	Management	Authority to Issue Shares and/or Convertible Debt Through Private Placement	For	For	For	
Sanofi	FR	5/22/2023	5/25/2023	Mix	23	Management	Authority to Issue Debt Instruments	For	For	For	
Sanofi	FR	5/22/2023	5/25/2023	Mix	24	Management	Greenshoe	For	For	For	
Sanofi	FR	5/22/2023	5/25/2023	Mix	25	Management	Authority to Increase Capital in Consideration for Contributions In Kind	For	For	For	
Sanofi	FR	5/22/2023	5/25/2023	Mix	26	Management	Authority to Increase Capital Through Capitalisations	For	For	For	
Sanofi	FR	5/22/2023	5/25/2023	Mix	27	Management	Employee Stock Purchase Plan	For	For	For	
Sanofi	FR	5/22/2023	5/25/2023	Mix	28	Management	Authorisation of Legal Formalities	For	For	For	
Sanofi	US	4/27/2023	5/25/2023	Annual	1	Management	Accounts and Reports; Non Tax-Deductible Expenses	For	For	For	
Sanofi	US	4/27/2023	5/25/2023	Annual	2	Management	Consolidated Accounts and Reports	For	For	For	
Sanofi	US	4/27/2023	5/25/2023	Annual	3	Management	Allocation of Profits/Dividends	For	For	For	
Sanofi	US	4/27/2023	5/25/2023	Annual	4	Management	Elect Frédéric Oudéa	For	For	For	
Sanofi	US	4/27/2023	5/25/2023	Annual	5	Management	2022 Remuneration Report	For	For	For	
Sanofi	US	4/27/2023	5/25/2023	Annual	6	Management	2022 Remuneration of Serge Weinberg, Chair	For	For	For	
Sanofi	US	4/27/2023	5/25/2023	Annual	7	Management	2022 Remuneration of Paul Hudson, CEO	For	For	For	
Sanofi	US	4/27/2023	5/25/2023	Annual	8	Management	2023 Directors' Fees	For	For	For	
Sanofi	US	4/27/2023	5/25/2023	Annual	9	Management	2023 Remuneration Policy (Board of Directors)	For	For	For	
Sanofi	US	4/27/2023	5/25/2023	Annual	10	Management	2023 Remuneration Policy (Chair)	For	For	For	
Sanofi	US	4/27/2023	5/25/2023	Annual	11	Management	2023 Remuneration Policy (CEO)	For	For	For	
Sanofi	US	4/27/2023	5/25/2023	Annual	12	Management	Appointment of Auditor (PwC)	For	For	For	
Sanofi	US	4/27/2023	5/25/2023	Annual	13	Management	Relocation of Corporate Headquarters	For	For	For	
Sanofi	US	4/27/2023	5/25/2023	Annual	14	Management	Authority to Repurchase and Reissue Shares	For	For	For	
Sanofi	US	4/27/2023	5/25/2023	Annual	15	Management	Authority to Cancel Shares and Reduce Capital	For	For	For	
Sanofi	US	4/27/2023	5/25/2023	Annual	16	Management	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	For	For	For	
Sanofi	US	4/27/2023	5/25/2023	Annual	17	Management	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	For	For	For	
Sanofi	US	4/27/2023	5/25/2023	Annual	18	Management	Authority to Issue Shares and/or Convertible Debt Through Private Placement	For	For	For	
Sanofi	US	4/27/2023	5/25/2023	Annual	19	Management	Authority to Issue Debt Instruments	For	For	For	
Sanofi	US	4/27/2023	5/25/2023	Annual	20	Management	Greenshoe	For	For	For	

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Sanofi	US	4/27/2023	5/25/2023	Annual	21	Management	Authority to Increase Capital in Consideration for Contributions In Kind	For	For	For	
Sanofi	US	4/27/2023	5/25/2023	Annual	22	Management	Authority to Increase Capital Through Capitalisations	For	For	For	
Sanofi	US	4/27/2023	5/25/2023	Annual	23	Management	Employee Stock Purchase Plan	For	For	For	
Sanofi	US	4/27/2023	5/25/2023	Annual	24	Management	Authorisation of Legal Formalities	For	For	For	
Shell Plc	GB		5/23/2023	Annual	2	Management	Accounts and Reports	For	For	For	
Shell Plc	GB		5/23/2023	Annual	3	Management	Remuneration Policy	For	For	For	
Shell Plc	GB		5/23/2023	Annual	4	Management	Remuneration Report	For	For	For	
Shell Plc	GB		5/23/2023	Annual	5	Management	Elect Wael Sawan	For	For	For	
Shell Plc	GB		5/23/2023	Annual	6	Management	Elect Cyrus Taraporevala	For	For	For	
Shell Plc	GB		5/23/2023	Annual	7	Management	Elect Sir Charles Roxburgh	For	For	For	
Shell Plc	GB		5/23/2023	Annual	8	Management	Elect Leena Srivastava	For	For	For	
Shell Plc	GB		5/23/2023	Annual	9	Management	Elect Sinead Gorman	For	For	For	
Shell Plc	GB		5/23/2023	Annual	10	Management	Elect Dick Boer	For	For	For	
Shell Plc	GB		5/23/2023	Annual	11	Management	Elect Neil A.P. Carson	For	For	For	
Shell Plc	GB		5/23/2023	Annual	12	Management	Elect Ann F. Godbehere	For	For	For	
Shell Plc	GB		5/23/2023	Annual	13	Management	Elect Jane Holl Lute	For	For	For	
Shell Plc	GB		5/23/2023	Annual	14	Management	Elect Catherine J. Hughes	For	For	For	
Shell Plc	GB		5/23/2023	Annual	15	Management	Elect Sir Andrew Mackenzie	For	For	For	
Shell Plc	GB		5/23/2023	Annual	16	Management	Elect Abraham Schot	For	For	For	
Shell Plc	GB		5/23/2023	Annual	17	Management	Appointment of Auditor	For	For	For	
Shell Plc	GB		5/23/2023	Annual	18	Management	Authority to Set Auditor's Fees	For	For	For	
Shell Plc	GB		5/23/2023	Annual	19	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	For	
Shell Plc	GB		5/23/2023	Annual	20	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	For	
Shell Plc	GB		5/23/2023	Annual	21	Management	Authority to Repurchase Shares	For	For	For	
Shell Plc	GB		5/23/2023	Annual	22	Management	Authority to Repurchase Shares (Off-Market)	For	For	For	
Shell Plc	GB		5/23/2023	Annual	23	Management	Authorisation of Political Donations	For	For	For	
Shell Plc	GB		5/23/2023	Annual	24	Management	Adoption of New Articles	For	For	For	
Shell Plc	GB		5/23/2023	Annual	25	Management	Performance Share Plan	For	For	For	
Shell Plc	GB		5/23/2023	Annual	26	Management	Approval of Energy Transition Progress	For	For	For	
Shell Plc	GB		5/23/2023	Annual	27	Shareholder	Shareholder Proposal Regarding Scope 3 GHG Target and Alignment with Paris Agreement	Against	Against	Against	Putnam does not generally support this type of proposal and believes the proposal would not benefit shareholders.
SITC International Holdings Company Limited	HK	4/18/2023	4/24/2023	Annual	1	Management	Accounts and Reports	For	For	For	
SITC International Holdings Company Limited	HK	4/18/2023	4/24/2023	Annual	2	Management	Allocation of Profits/Dividends	For	For	For	
SITC International Holdings Company Limited	HK	4/18/2023	4/24/2023	Annual	3	Management	Elect YANG Shaopeng	For	Against	Against	The chair of the nomination committee is not independent.
SITC International Holdings Company Limited	HK	4/18/2023	4/24/2023	Annual	4	Management	Elect YANG Xin	For	Against	Against	The chair of the nomination committee is not independent.
SITC International Holdings Company Limited	HK	4/18/2023	4/24/2023	Annual	5	Management	Elect Rebecca LIU Ka Ying	For	Against	Against	The chair of the nomination committee is not independent.
SITC International Holdings Company Limited	HK	4/18/2023	4/24/2023	Annual	6	Management	Elect TSE Siu Ngan	For	Against	Against	The chair of the nomination committee is not independent.
SITC International Holdings Company Limited	HK	4/18/2023	4/24/2023	Annual	7	Management	Elect HU Mantian	For	Against	Against	The chair of the nomination committee is not independent.
SITC International Holdings Company Limited	HK	4/18/2023	4/24/2023	Annual	8	Management	Directors' Fees	For	For	For	

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SITC International Holdings Company Limited	HK	4/18/2023	4/24/2023	Annual	9	Management	Appointment of Auditor and Authority to Set Fees	For	For	For	
SITC International Holdings Company Limited	HK	4/18/2023	4/24/2023	Annual	10	Management	Authority to Repurchase Shares	For	For	For	
SITC International Holdings Company Limited	HK	4/18/2023	4/24/2023	Annual	11	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	For	
SITC International Holdings Company Limited	HK	4/18/2023	4/24/2023	Annual	12	Management	Authority to Issue Repurchased Shares	For	Against	Against	The Company has not disclosed the discount that can be applied to newly issued shares.
SITC International Holdings Company Limited	HK	4/18/2023	4/24/2023	Annual	13	Management	Amendments to Articles	For	Manual	Against	Proposal would authorize the company to reduce the notice period for EGMs to less than 21 days. / Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Sonic Healthcare	AU	11/15/2022	11/17/2022	Annual	1	Management	Elect Christine Bennett	For	For	For	
Sonic Healthcare	AU	11/15/2022	11/17/2022	Annual	2	Management	Elect Katharine Giles	For	For	For	
Sonic Healthcare	AU	11/15/2022	11/17/2022	Annual	3	Management	Remuneration Report	For	For	For	
Sonic Healthcare	AU	11/15/2022	11/17/2022	Annual	4	Management	Equity Grant (MD/CEO Colin Goldschmidt)	For	Manual	For	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Sonic Healthcare	AU	11/15/2022	11/17/2022	Annual	5	Management	Equity Grant (Finance Director and CFO Chris Wilks)	For	Manual	For	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Sony Group Corporation	JP	3/31/2023	6/20/2023	Annual	2	Management	Elect Kenichiro Yoshida	For	For	For	
Sony Group Corporation	JP	3/31/2023	6/20/2023	Annual	3	Management	Elect Hiroki Totoki	For	For	For	
Sony Group Corporation	JP	3/31/2023	6/20/2023	Annual	4	Management	Elect Yoshihiko Hatanaka	For	For	For	
Sony Group Corporation	JP	3/31/2023	6/20/2023	Annual	5	Management	Elect Toshiko Oka	For	For	For	
Sony Group Corporation	JP	3/31/2023	6/20/2023	Annual	6	Management	Elect Sakie Akiyama	For	For	For	
Sony Group Corporation	JP	3/31/2023	6/20/2023	Annual	7	Management	Elect Wendy Becker	For	For	For	
Sony Group Corporation	JP	3/31/2023	6/20/2023	Annual	8	Management	Elect Keiko Kishigami	For	For	For	
Sony Group Corporation	JP	3/31/2023	6/20/2023	Annual	9	Management	Elect Joseph A. Kraft Jr.	For	For	For	
Sony Group Corporation	JP	3/31/2023	6/20/2023	Annual	10	Management	Elect Neil Hunt	For	For	For	
Sony Group Corporation	JP	3/31/2023	6/20/2023	Annual	11	Management	Elect William Morrow	For	For	For	
Sony Group Corporation	JP	3/31/2023	6/20/2023	Annual	12	Management	Equity Compensation Plan	For	For	For	
Sony Group Corporation	US	3/30/2023	6/20/2023	Annual	1	Management	Elect Kenichiro Yoshida	For	For	For	
Sony Group Corporation	US	3/30/2023	6/20/2023	Annual	2	Management	Elect Hiroki Totoki	For	For	For	
Sony Group Corporation	US	3/30/2023	6/20/2023	Annual	3	Management	Elect Yoshihiko Hatanaka	For	For	For	
Sony Group Corporation	US	3/30/2023	6/20/2023	Annual	4	Management	Elect Toshiko Oka	For	For	For	
Sony Group Corporation	US	3/30/2023	6/20/2023	Annual	5	Management	Elect Sakie Akiyama	For	For	For	
Sony Group Corporation	US	3/30/2023	6/20/2023	Annual	6	Management	Elect Wendy Becker	For	For	For	
Sony Group Corporation	US	3/30/2023	6/20/2023	Annual	7	Management	Elect Keiko Kishigami	For	For	For	
Sony Group Corporation	US	3/30/2023	6/20/2023	Annual	8	Management	Elect Joseph A. Kraft Jr.	For	For	For	
Sony Group Corporation	US	3/30/2023	6/20/2023	Annual	9	Management	Elect Neil Hunt	For	For	For	
Sony Group Corporation	US	3/30/2023	6/20/2023	Annual	10	Management	Elect William Morrow	For	For	For	
Sony Group Corporation	US	3/30/2023	6/20/2023	Annual	11	Management	Equity Compensation Plan	For	For	For	
Square Enix Holdings Co. Ltd	JP	3/31/2023	6/23/2023	Annual	1	Management	Elect Takashi Kiryu	For	For	For	
Square Enix Holdings Co. Ltd	JP	3/31/2023	6/23/2023	Annual	2	Management	Elect Yoshinori Kitase	For	For	For	
Square Enix Holdings Co. Ltd	JP	3/31/2023	6/23/2023	Annual	3	Management	Elect Yu Miyake	For	For	For	
Square Enix Holdings Co. Ltd	JP	3/31/2023	6/23/2023	Annual	4	Management	Elect Masato Ogawa	For	For	For	
Square Enix Holdings Co. Ltd	JP	3/31/2023	6/23/2023	Annual	5	Management	Elect Mitsuko Okamoto	For	For	For	
Square Enix Holdings Co. Ltd	JP	3/31/2023	6/23/2023	Annual	6	Management	Elect Abdullah Aldawood	For	For	For	

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Square Enix Holdings Co. Ltd	JP	3/31/2023	6/23/2023	Annual	7	Management	Elect Naoto Takano	For	For	For	
Stellantis N.V	US	3/16/2023	4/13/2023	Annual	1	Management	Remuneration Report Excluding Pre-Merger Legacy Matters	For	Against	Against	Equity awards to major shareholder
Stellantis N.V	US	3/16/2023	4/13/2023	Annual	2	Management	Remuneration Report (Pre-Merger Legacy Matter)	For	Against	Against	Poorly justified awards
Stellantis N.V	US	3/16/2023	4/13/2023	Annual	3	Management	Accounts and Reports	For	For	For	
Stellantis N.V	US	3/16/2023	4/13/2023	Annual	4	Management	Allocation of Dividends	For	For	For	
Stellantis N.V	US	3/16/2023	4/13/2023	Annual	5	Management	Ratification of Board Acts	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Stellantis N.V	US	3/16/2023	4/13/2023	Annual	6	Management	Elect Benoît Ribadeau-Dumas to the Board of Directors	For	Against	Against	The board does not have a compensation committee composed solely of independent directors.
Stellantis N.V	US	3/16/2023	4/13/2023	Annual	7	Management	Appointment of Auditor (FY2023)	For	For	For	
Stellantis N.V	US	3/16/2023	4/13/2023	Annual	8	Management	Appointment of Auditor (FY2024)	For	For	For	
Stellantis N.V	US	3/16/2023	4/13/2023	Annual	9	Management	Remuneration Policy	For	For	For	
Stellantis N.V	US	3/16/2023	4/13/2023	Annual	10	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	For	
Stellantis N.V	US	3/16/2023	4/13/2023	Annual	11	Management	Authority to Suppress Preemptive Rights	For	For	For	
Stellantis N.V	US	3/16/2023	4/13/2023	Annual	12	Management	Authority to Repurchase Shares	For	For	For	
Stellantis N.V	US	3/16/2023	4/13/2023	Annual	13	Management	Cancellation of Shares	For	For	For	
Taiwan Semiconductor Manufacturing	US	4/6/2023	6/6/2023	Annual	1	Management	2022 Business Report and Financial Statements	For	For	For	
Taiwan Semiconductor Manufacturing	US	4/6/2023	6/6/2023	Annual	2	Management	Issuance of Employee Restricted Stock Awards for Year 2023	For	For	For	
Taiwan Semiconductor Manufacturing	US	4/6/2023	6/6/2023	Annual	3	Management	Revise the Procedures for Endorsement and Guarantee.	For	For	For	
Taiwan Semiconductor Manufacturing	US	4/6/2023	6/6/2023	Annual	4	Management	In Order to Reflect the Audit Committee Name Change to the Audit and Risk Committee, To Revise the Name of Audit Committee in four TSMC Policies	For	For	For	
Takeda Pharmaceutical Co	JP	3/31/2023	6/28/2023	Annual	1	Management	Allocation of Profits/Dividends	For	For	For	
Takeda Pharmaceutical Co	JP	3/31/2023	6/28/2023	Annual	2	Management	Elect Christophe Weber	For	For	For	
Takeda Pharmaceutical Co	JP	3/31/2023	6/28/2023	Annual	3	Management	Elect Andrew Plump	For	For	For	
Takeda Pharmaceutical Co	JP	3/31/2023	6/28/2023	Annual	4	Management	Elect Constantine Saroukos	For	For	For	
Takeda Pharmaceutical Co	JP	3/31/2023	6/28/2023	Annual	5	Management	Elect Masami Iijima	For	For	For	
Takeda Pharmaceutical Co	JP	3/31/2023	6/28/2023	Annual	6	Management	Elect Olivier Bohuon	For	For	For	
Takeda Pharmaceutical Co	JP	3/31/2023	6/28/2023	Annual	7	Management	Elect Jean-Luc Butel	For	For	For	
Takeda Pharmaceutical Co	JP	3/31/2023	6/28/2023	Annual	8	Management	Elect Ian T. Clark	For	Against	Against	The nominee serves on more than four public company boards.
Takeda Pharmaceutical Co	JP	3/31/2023	6/28/2023	Annual	9	Management	Elect Steven Gillis	For	For	For	
Takeda Pharmaceutical Co	JP	3/31/2023	6/28/2023	Annual	10	Management	Elect John M. Maraganore	For	Against	Against	The nominee serves on more than four public company boards.
Takeda Pharmaceutical Co	JP	3/31/2023	6/28/2023	Annual	11	Management	Elect Michel Orsinger	For	For	For	
Takeda Pharmaceutical Co	JP	3/31/2023	6/28/2023	Annual	12	Management	Elect Miki Tsusaka	For	For	For	
Takeda Pharmaceutical Co	JP	3/31/2023	6/28/2023	Annual	13	Management	Bonus	For	Manual	For	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Taylor Wimpey	GB		4/27/2023	Annual	1	Management	Accounts and Reports	For	For	For	
Taylor Wimpey	GB		4/27/2023	Annual	2	Management	Final Dividend	For	For	For	
Taylor Wimpey	GB		4/27/2023	Annual	3	Management	Elect Irene M. Dorner	For	For	For	
Taylor Wimpey	GB		4/27/2023	Annual	4	Management	Elect Robert M. Noel	For	For	For	
Taylor Wimpey	GB		4/27/2023	Annual	5	Management	Elect Jennie Daly	For	For	For	

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Taylor Wimpey	GB		4/27/2023	Annual	6	Management	Elect Chris Carney	For	For	For	
Taylor Wimpey	GB		4/27/2023	Annual	7	Management	Elect Humphrey S.M. Singer	For	For	For	
Taylor Wimpey	GB		4/27/2023	Annual	8	Management	Elect Lord Jitesh K. Gadhia	For	For	For	
Taylor Wimpey	GB		4/27/2023	Annual	9	Management	Elect Scilla Grimble	For	For	For	
Taylor Wimpey	GB		4/27/2023	Annual	10	Management	Elect Mark Castle	For	For	For	
Taylor Wimpey	GB		4/27/2023	Annual	11	Management	Elect Clodagh Moriarty	For	For	For	
Taylor Wimpey	GB		4/27/2023	Annual	12	Management	Appointment of Auditor	For	For	For	
Taylor Wimpey	GB		4/27/2023	Annual	13	Management	Authority to Set Auditor's Fees	For	For	For	
Taylor Wimpey	GB		4/27/2023	Annual	14	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	For	
Taylor Wimpey	GB		4/27/2023	Annual	15	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	For	
Taylor Wimpey	GB		4/27/2023	Annual	16	Management	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	For	
Taylor Wimpey	GB		4/27/2023	Annual	17	Management	Authority to Repurchase Shares	For	For	For	
Taylor Wimpey	GB		4/27/2023	Annual	18	Management	Remuneration Report	For	For	For	
Taylor Wimpey	GB		4/27/2023	Annual	19	Management	Remuneration Policy	For	For	For	
Taylor Wimpey	GB		4/27/2023	Annual	20	Management	Authorisation of Political Donations	For	For	For	
Taylor Wimpey	GB		4/27/2023	Annual	21	Management	Sharesave Plan	For	For	For	
Taylor Wimpey	GB		4/27/2023	Annual	22	Management	Share Incentive Plan	For	For	For	
Taylor Wimpey	GB		4/27/2023	Annual	23	Management	Authority to Set General Meeting Notice Period at 14 Days	For	Against	Against	Proposal would authorize a 14 day notice period for EGMs.
Telefonaktiebolaget L M Ericsson	SE	3/21/2023	3/29/2023	Annual	1	Management	Accounts and Reports	For	For	For	
Telefonaktiebolaget L M Ericsson	SE	3/21/2023	3/29/2023	Annual	2	Management	Remuneration Report	For	For	For	
Telefonaktiebolaget L M Ericsson	SE	3/21/2023	3/29/2023	Annual	3	Management	Ratification of Ronnie Leten	For	For	For	
Telefonaktiebolaget L M Ericsson	SE	3/21/2023	3/29/2023	Annual	4	Management	Ratification of Helena Stjernholm	For	For	For	
Telefonaktiebolaget L M Ericsson	SE	3/21/2023	3/29/2023	Annual	5	Management	Ratification of Jacob Wallenberg	For	For	For	
Telefonaktiebolaget L M Ericsson	SE	3/21/2023	3/29/2023	Annual	6	Management	Ratification of on Fredrik Baksaas	For	For	For	
Telefonaktiebolaget L M Ericsson	SE	3/21/2023	3/29/2023	Annual	7	Management	Ratification of Jan Carlson	For	For	For	
Telefonaktiebolaget L M Ericsson	SE	3/21/2023	3/29/2023	Annual	8	Management	Ratification of Nora Denzel	For	For	For	
Telefonaktiebolaget L M Ericsson	SE	3/21/2023	3/29/2023	Annual	9	Management	Ratification of Carolina Dybeck Happe	For	For	For	
Telefonaktiebolaget L M Ericsson	SE	3/21/2023	3/29/2023	Annual	10	Management	Ratification of Börje Ekholm	For	For	For	
Telefonaktiebolaget L M Ericsson	SE	3/21/2023	3/29/2023	Annual	11	Management	Ratification of Eric A. Elzvik	For	For	For	
Telefonaktiebolaget L M Ericsson	SE	3/21/2023	3/29/2023	Annual	12	Management	Ratification of Kurt Jofs	For	For	For	
Telefonaktiebolaget L M Ericsson	SE	3/21/2023	3/29/2023	Annual	13	Management	Ratification of Kristin S. Rinne	For	For	For	
Telefonaktiebolaget L M Ericsson	SE	3/21/2023	3/29/2023	Annual	14	Management	Ratification of Torbjörn Nyman	For	For	For	
Telefonaktiebolaget L M Ericsson	SE	3/21/2023	3/29/2023	Annual	15	Management	Ratification of Anders Ripa	For	For	For	
Telefonaktiebolaget L M Ericsson	SE	3/21/2023	3/29/2023	Annual	16	Management	Ratification of Kjell-Åke Soting	For	For	For	
Telefonaktiebolaget L M Ericsson	SE	3/21/2023	3/29/2023	Annual	17	Management	Ratification of Ulf Rosberg	For	For	For	
Telefonaktiebolaget L M Ericsson	SE	3/21/2023	3/29/2023	Annual	18	Management	Ratification of Loredana Roslund	For	For	For	

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Telefonaktiebolaget L M Ericsson	SE	3/21/2023	3/29/2023	Annual	19	Management	Ratification of Annika Salomonsson	For	For	For	
Telefonaktiebolaget L M Ericsson	SE	3/21/2023	3/29/2023	Annual	20	Management	Ratification of Börje Ekholm (CEO)	For	For	For	
Telefonaktiebolaget L M Ericsson	SE	3/21/2023	3/29/2023	Annual	21	Management	Allocation of Profits/Dividends	For	For	For	
Telefonaktiebolaget L M Ericsson	SE	3/21/2023	3/29/2023	Annual	22	Management	Board Size	For	For	For	
Telefonaktiebolaget L M Ericsson	SE	3/21/2023	3/29/2023	Annual	23	Management	Directors' Fees	For	For	For	
Telefonaktiebolaget L M Ericsson	SE	3/21/2023	3/29/2023	Annual	24	Management	Elect Jon Fredrik Baksaas	For	For	For	
Telefonaktiebolaget L M Ericsson	SE	3/21/2023	3/29/2023	Annual	25	Management	Elect Jan Carlson	For	For	For	
Telefonaktiebolaget L M Ericsson	SE	3/21/2023	3/29/2023	Annual	26	Management	Elect Carolina Dybeck Happe	For	For	For	
Telefonaktiebolaget L M Ericsson	SE	3/21/2023	3/29/2023	Annual	27	Management	Elect Börje Ekholm	For	For	For	
Telefonaktiebolaget L M Ericsson	SE	3/21/2023	3/29/2023	Annual	28	Management	Elect Eric A. Elzvik	For	For	For	
Telefonaktiebolaget L M Ericsson	SE	3/21/2023	3/29/2023	Annual	29	Management	Elect Kristin S. Rinne	For	For	For	
Telefonaktiebolaget L M Ericsson	SE	3/21/2023	3/29/2023	Annual	30	Management	Elect Helena Stjernholm	For	For	For	
Telefonaktiebolaget L M Ericsson	SE	3/21/2023	3/29/2023	Annual	31	Management	Elect Jacob Wallenberg	For	For	For	
Telefonaktiebolaget L M Ericsson	SE	3/21/2023	3/29/2023	Annual	32	Management	Elect Jonas Synnergren	For	For	For	
Telefonaktiebolaget L M Ericsson	SE	3/21/2023	3/29/2023	Annual	33	Management	Elect Christy Wyatt	For	Against	Against	The nominee serves as an executive and sits on more than 2 outside boards.
Telefonaktiebolaget L M Ericsson	SE	3/21/2023	3/29/2023	Annual	34	Management	Elect Jan Carlson as Chair	For	For	For	
Telefonaktiebolaget L M Ericsson	SE	3/21/2023	3/29/2023	Annual	35	Management	Number of Auditors	For	For	For	
Telefonaktiebolaget L M Ericsson	SE	3/21/2023	3/29/2023	Annual	36	Management	Authority to Set Auditor's Fees	For	For	For	
Telefonaktiebolaget L M Ericsson	SE	3/21/2023	3/29/2023	Annual	37	Management	Appointment of Auditor	For	For	For	
Telefonaktiebolaget L M Ericsson	SE	3/21/2023	3/29/2023	Annual	38	Management	Adoption of Share-Based Incentives (LTV I 2023)	For	For	For	
Telefonaktiebolaget L M Ericsson	SE	3/21/2023	3/29/2023	Annual	39	Management	Capital authorities to implement LTV I 2023	For	For	For	Vote for stock option and restricted stock plans that will result in an average annual dilution of 1.67% or less.
Telefonaktiebolaget L M Ericsson	SE	3/21/2023	3/29/2023	Annual	40	Management	Approve Equity Swap Agreement (LTV I 2023)	For	For	For	Vote for stock option and restricted stock plans that will result in an average annual dilution of 1.67% or less.
Telefonaktiebolaget L M Ericsson	SE	3/21/2023	3/29/2023	Annual	41	Management	Adoption of Share-Based Incentives (LTV II 2023)	For	For	For	
Telefonaktiebolaget L M Ericsson	SE	3/21/2023	3/29/2023	Annual	42	Management	Capital authorities to implement LTV II 2023	For	For	For	Vote for stock option and restricted stock plans that will result in an average annual dilution of 1.67% or less.
Telefonaktiebolaget L M Ericsson	SE	3/21/2023	3/29/2023	Annual	43	Management	Approve Equity Swap Agreement (LTV II 2023)	For	For	For	Vote for stock option and restricted stock plans that will result in an average annual dilution of 1.67% or less.
Telefonaktiebolaget L M Ericsson	SE	3/21/2023	3/29/2023	Annual	44	Management	Transfer of treasury shares (LTV 2022)	For	For	For	Vote for stock option and restricted stock plans that will result in an average annual dilution of 1.67% or less.
Telefonaktiebolaget L M Ericsson	SE	3/21/2023	3/29/2023	Annual	45	Management	Transfer of treasury shares (LTV 2021)	For	For	For	Vote for stock option and restricted stock plans that will result in an average annual dilution of 1.67% or less.
Telefonaktiebolaget L M Ericsson	SE	3/21/2023	3/29/2023	Annual	46	Management	Transfer of treasury shares to Cover Expenses (LTV 2019 & 2020)	For	For	For	Vote for stock option and restricted stock plans that will result in an average annual dilution of 1.67% or less.

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Telefonaktiebolaget L M Ericsson	SE	3/21/2023	3/29/2023	Annual	47	Management	Transfer of Treasury Shares to Cover Costs for Tax and Social Security Liabilities (LTV 2019 & 2020)	For	For	For	Vote for stock option and restricted stock plans that will result in an average annual dilution of 1.67% or less.
Telefonaktiebolaget L M Ericsson	SE	3/21/2023	3/29/2023	Annual	48	Management	Remuneration Policy	For	For	For	
Telstra Corporation	AU	10/7/2022	10/11/2022	Annual	1	Management	Re-elect Eelco Blok	For	For	For	
Telstra Corporation	AU	10/7/2022	10/11/2022	Annual	2	Management	Re-elect Craig W. Dunn	For	For	For	
Telstra Corporation	AU	10/7/2022	10/11/2022	Annual	3	Management	Grant of Restricted Shares	For	Manual	For	Reviewed by Portfolio Management: The grants were earned in-line with what is a fair and transparent comp structure.
Telstra Corporation	AU	10/7/2022	10/11/2022	Annual	4	Management	Grant of Performance Rights	For	Manual	For	Reviewed by Portfolio Management: The grants were earned in-line with what is a fair and transparent comp structure.
Telstra Corporation	AU	10/7/2022	10/11/2022	Annual	5	Management	REMUNERATION REPORT	For	For	For	
Telstra Corporation	AU	10/7/2022	10/11/2022	Special	1	Management	Scheme of Arrangement (Corporate Restructure)	For	Manual	For	Reviewed by Portfolio Management: Putnam believes this proposal is a necessary prerequisite to potentially unlocking shareholder value in the assets.
Thales S.A.	FR	5/4/2023	5/10/2023	Mix	9	Management	Consolidated Accounts and Reports	For	For	For	
Thales S.A.	FR	5/4/2023	5/10/2023	Mix	10	Management	Accounts and Reports; Non Tax-Deductible Expenses	For	For	For	
Thales S.A.	FR	5/4/2023	5/10/2023	Mix	11	Management	Allocation of Profits/Dividends	For	For	For	
Thales S.A.	FR	5/4/2023	5/10/2023	Mix	12	Management	2022 Remuneration of Patrice Caine, Chair and CEO	For	For	For	
Thales S.A.	FR	5/4/2023	5/10/2023	Mix	13	Management	2022 Remuneration Report	For	For	For	
Thales S.A.	FR	5/4/2023	5/10/2023	Mix	14	Management	2023 Remuneration Policy (Chair and CEO)	For	For	For	
Thales S.A.	FR	5/4/2023	5/10/2023	Mix	15	Management	2023 Remuneration Policy (Board of Directors)	For	For	For	
Thales S.A.	FR	5/4/2023	5/10/2023	Mix	16	Management	Authority to Repurchase and Reissue Shares	For	For	For	
Thales S.A.	FR	5/4/2023	5/10/2023	Mix	17	Management	Authority to Issue Restricted Shares (Employees)	For	Manual	For	The board fails to meet the basic independence standards. / Reviewed by Portfolio Management: The 0.3% annualized dilution is fair and inline with market practice.
Thales S.A.	FR	5/4/2023	5/10/2023	Mix	18	Management	Authority to Issue Performance Shares (Chair and CEO)	For	Manual	For	The board fails to meet the basic independence standards. / Reviewed by Portfolio Management: The proposal aligns with the remuneration policy. Annualized dilution at 0.01% is acceptable.
Thales S.A.	FR	5/4/2023	5/10/2023	Mix	19	Management	Authority to Cancel Shares and Reduce Capital	For	For	For	
Thales S.A.	FR	5/4/2023	5/10/2023	Mix	20	Management	Authorisation of Legal Formalities	For	For	For	
Thales S.A.	FR	5/4/2023	5/10/2023	Mix	21	Management	Elect Marianna Nitsch	For	Against	Against	The board does not have a majority of independent directors. The compensation committee does not have a majority of independent directors. The audit committee does not have a majority of independent directors. The nominating committee does not have a majority of independent directors.
Thomson-Reuters Corp	CA	4/21/2023	6/14/2023	Annual	1	Management	Elect David K.R. Thomson	For	Withhold	TNA	Putnam no longer holds this security.
Thomson-Reuters Corp	CA	4/21/2023	6/14/2023	Annual	2	Management	Elect Steve Hasker	For	Withhold	TNA	Putnam no longer holds this security.
Thomson-Reuters Corp	CA	4/21/2023	6/14/2023	Annual	3	Management	Elect Kirk E. Arnold	For	Withhold	TNA	Putnam no longer holds this security.
Thomson-Reuters Corp	CA	4/21/2023	6/14/2023	Annual	4	Management	Elect David W. Binet	For	Withhold	TNA	Putnam no longer holds this security.
Thomson-Reuters Corp	CA	4/21/2023	6/14/2023	Annual	5	Management	Elect W. Edmund Clark	For	Withhold	TNA	Putnam no longer holds this security.
Thomson-Reuters Corp	CA	4/21/2023	6/14/2023	Annual	6	Management	Elect LaVerne Council	For	Withhold	TNA	Putnam no longer holds this security.
Thomson-Reuters Corp	CA	4/21/2023	6/14/2023	Annual	7	Management	Elect Michael E. Daniels	For	Withhold	TNA	Putnam no longer holds this security.
Thomson-Reuters Corp	CA	4/21/2023	6/14/2023	Annual	8	Management	Elect Kirk Koenigsbauer	For	Withhold	TNA	Putnam no longer holds this security.
Thomson-Reuters Corp	CA	4/21/2023	6/14/2023	Annual	9	Management	Elect Deanna W. Oppenheimer	For	Withhold	TNA	Putnam no longer holds this security.
Thomson-Reuters Corp	CA	4/21/2023	6/14/2023	Annual	10	Management	Elect Simon Paris	For	Withhold	TNA	Putnam no longer holds this security.
Thomson-Reuters Corp	CA	4/21/2023	6/14/2023	Annual	11	Management	Elect Kim M. Rivera	For	Withhold	TNA	Putnam no longer holds this security.
Thomson-Reuters Corp	CA	4/21/2023	6/14/2023	Annual	12	Management	Elect Barry Salzberg	For	Withhold	TNA	Putnam no longer holds this security.
Thomson-Reuters Corp	CA	4/21/2023	6/14/2023	Annual	13	Management	Elect Peter J. Thomson	For	Withhold	TNA	Putnam no longer holds this security.
Thomson-Reuters Corp	CA	4/21/2023	6/14/2023	Annual	14	Management	Elect Beth Wilson	For	Withhold	TNA	Putnam no longer holds this security.
Thomson-Reuters Corp	CA	4/21/2023	6/14/2023	Annual	15	Management	Appointment of Auditor and Authority to Set Fees	For	For	TNA	Putnam no longer holds this security.
Thomson-Reuters Corp	CA	4/21/2023	6/14/2023	Annual	16	Management	Advisory Vote on Executive Compensation	For	For	TNA	Putnam no longer holds this security.
Thomson-Reuters Corp	CA	4/21/2023	6/14/2023	Annual	17	Management	Return of Capital Transaction	For	Manual	TNA	Putnam no longer holds this security.
Thomson-Reuters Corp	CA	4/21/2023	6/14/2023	Annual	1	Management	Elect David K.R. Thomson	For	Withhold	TNA	Putnam no longer holds this security.
Thomson-Reuters Corp	CA	4/21/2023	6/14/2023	Annual	2	Management	Elect Steve Hasker	For	Withhold	TNA	Putnam no longer holds this security.
Thomson-Reuters Corp	CA	4/21/2023	6/14/2023	Annual	3	Management	Elect Kirk E. Arnold	For	Withhold	TNA	Putnam no longer holds this security.
Thomson-Reuters Corp	CA	4/21/2023	6/14/2023	Annual	4	Management	Elect David W. Binet	For	Withhold	TNA	Putnam no longer holds this security.
Thomson-Reuters Corp	CA	4/21/2023	6/14/2023	Annual	5	Management	Elect W. Edmund Clark	For	Withhold	TNA	Putnam no longer holds this security.
Thomson-Reuters Corp	CA	4/21/2023	6/14/2023	Annual	6	Management	Elect LaVerne Council	For	Withhold	TNA	Putnam no longer holds this security.
Thomson-Reuters Corp	CA	4/21/2023	6/14/2023	Annual	7	Management	Elect Michael E. Daniels	For	Withhold	TNA	Putnam no longer holds this security.

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Thomson-Reuters Corp	CA	4/21/2023	6/14/2023	Annual	8	Management	Elect Kirk Koenigsbauer	For	Withhold	TNA	Putnam no longer holds this security.
Thomson-Reuters Corp	CA	4/21/2023	6/14/2023	Annual	9	Management	Elect Deanna W. Oppenheimer	For	Withhold	TNA	Putnam no longer holds this security.
Thomson-Reuters Corp	CA	4/21/2023	6/14/2023	Annual	10	Management	Elect Simon Paris	For	Withhold	TNA	Putnam no longer holds this security.
Thomson-Reuters Corp	CA	4/21/2023	6/14/2023	Annual	11	Management	Elect Kim M. Rivera	For	Withhold	TNA	Putnam no longer holds this security.
Thomson-Reuters Corp	CA	4/21/2023	6/14/2023	Annual	12	Management	Elect Barry Salzberg	For	Withhold	TNA	Putnam no longer holds this security.
Thomson-Reuters Corp	CA	4/21/2023	6/14/2023	Annual	13	Management	Elect Peter J. Thomson	For	Withhold	TNA	Putnam no longer holds this security.
Thomson-Reuters Corp	CA	4/21/2023	6/14/2023	Annual	14	Management	Elect Beth Wilson	For	Withhold	TNA	Putnam no longer holds this security.
Thomson-Reuters Corp	CA	4/21/2023	6/14/2023	Annual	15	Management	Appointment of Auditor and Authority to Set Fees	For	For	TNA	Putnam no longer holds this security.
Thomson-Reuters Corp	CA	4/21/2023	6/14/2023	Annual	16	Management	Advisory Vote on Executive Compensation	For	For	TNA	Putnam no longer holds this security.
Thomson-Reuters Corp	CA	4/21/2023	6/14/2023	Annual	17	Management	Return of Capital Transaction	For	Manual	TNA	Putnam no longer holds this security.
TotalEnergies SE	FR	5/23/2023	5/26/2023	Mix	8	Management	Accounts and Reports	For	For	For	
TotalEnergies SE	FR	5/23/2023	5/26/2023	Mix	9	Management	Consolidated Accounts and Reports	For	For	For	
TotalEnergies SE	FR	5/23/2023	5/26/2023	Mix	10	Management	Allocation of Profits/Dividends	For	For	For	
TotalEnergies SE	FR	5/23/2023	5/26/2023	Mix	11	Management	Authority to Repurchase and Reissue Shares	For	For	For	
TotalEnergies SE	FR	5/23/2023	5/26/2023	Mix	12	Management	Special Auditors Report on Regulated Agreements	For	For	For	
TotalEnergies SE	FR	5/23/2023	5/26/2023	Mix	13	Management	Elect Marie-Christine Coisne-Roquette	For	For	For	
TotalEnergies SE	FR	5/23/2023	5/26/2023	Mix	14	Management	Elect Mark Cutifani	For	For	For	
TotalEnergies SE	FR	5/23/2023	5/26/2023	Mix	15	Management	Elect Dierk Paskert	For	For	For	
TotalEnergies SE	FR	5/23/2023	5/26/2023	Mix	16	Management	Elect Anelise Lara	For	For	For	
TotalEnergies SE	FR	5/23/2023	5/26/2023	Mix	17	Management	2022 Remuneration Report	For	For	For	
TotalEnergies SE	FR	5/23/2023	5/26/2023	Mix	18	Management	2023 Remuneration Policy (Board of Directors)	For	For	For	
TotalEnergies SE	FR	5/23/2023	5/26/2023	Mix	19	Management	2022 Remuneration of Patrick Pouyanné, Chair and CEO	For	For	For	
TotalEnergies SE	FR	5/23/2023	5/26/2023	Mix	20	Management	2023 Remuneration Policy (Chair and CEO)	For	For	For	
TotalEnergies SE	FR	5/23/2023	5/26/2023	Mix	21	Management	Opinion on 2023 Sustainability and Climate Progress Report	For	For	For	
TotalEnergies SE	FR	5/23/2023	5/26/2023	Mix	22	Management	Authority to Issue Performance Shares	For	For	For	Vote for stock option and restricted stock plans that will result in an average annual dilution of 1.67% or less.
TotalEnergies SE	FR	5/23/2023	5/26/2023	Mix	23	Management	Employee Stock Purchase Plan	For	For	For	
TotalEnergies SE	FR	5/23/2023	5/26/2023	Mix	24	Management	Amendments to Articles Regarding the Suppression of Double Voting Rights	For	For	For	
TotalEnergies SE	FR	5/23/2023	5/26/2023	Mix	25	Shareholder	Shareholder Proposal Regarding Scope 3 GHG Target and Alignment with Paris Agreement	Against	Against	Against	Putnam does not generally support this type of proposal and believes the proposal would not benefit shareholders.
Trend Micro Incorporated	JP	12/31/2022	3/28/2023	Annual	1	Management	Allocation of Profits/Dividends	For	For	For	
Trend Micro Incorporated	JP	12/31/2022	3/28/2023	Annual	2	Management	Elect CHANG Ming-Jang	For	For	For	
Trend Micro Incorporated	JP	12/31/2022	3/28/2023	Annual	3	Management	Elect Eva Chen	For	For	For	
Trend Micro Incorporated	JP	12/31/2022	3/28/2023	Annual	4	Management	Elect Mahendra Negi	For	For	For	
Trend Micro Incorporated	JP	12/31/2022	3/28/2023	Annual	5	Management	Elect Akihiko Omikawa	For	For	For	
Trend Micro Incorporated	JP	12/31/2022	3/28/2023	Annual	6	Management	Elect Tetsuo Koga	For	For	For	
Trend Micro Incorporated	JP	12/31/2022	3/28/2023	Annual	7	Management	Elect Koichiro Tokuoka	For	For	For	
Trend Micro Incorporated	JP	12/31/2022	3/28/2023	Annual	8	Management	Amendments to Articles	For	For	For	
UBS Group AG	CH	3/31/2023	4/5/2023	Annual	1	Management	Accounts and Reports	For	For	TNA	Non-voting market
UBS Group AG	CH	3/31/2023	4/5/2023	Annual	2	Management	Compensation Report	For	For	TNA	Non-voting market
UBS Group AG	CH	3/31/2023	4/5/2023	Annual	3	Management	Advisory Vote on Sustainability Report	For	Manual	TNA	Non-voting market
UBS Group AG	CH	3/31/2023	4/5/2023	Annual	4	Management	Allocation of Profits/ Dividends	For	For	TNA	Non-voting market
UBS Group AG	CH	3/31/2023	4/5/2023	Annual	5	Management	Amendments to Articles (General Meetings)	For	For	TNA	Non-voting market
UBS Group AG	CH	3/31/2023	4/5/2023	Annual	6	Management	Amendments to Articles (Virtual AGM)	For	For	TNA	Non-voting market
UBS Group AG	CH	3/31/2023	4/5/2023	Annual	7	Management	Amendments to Articles (Board of Directors and Group Executive Board)	For	For	TNA	Non-voting market
UBS Group AG	CH	3/31/2023	4/5/2023	Annual	8	Management	Amendments to Articles (Miscellaneous)	For	For	TNA	Non-voting market

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UBS Group AG	CH	3/31/2023	4/5/2023	Annual	9	Management	Ratification of Board and Management Acts (Excluding French Cross-Border Matter)	For	For	TNA	Non-voting market
UBS Group AG	CH	3/31/2023	4/5/2023	Annual	10	Management	Elect Thomas Colm Kelleher	For	For	TNA	Non-voting market
UBS Group AG	CH	3/31/2023	4/5/2023	Annual	11	Management	Elect Lukas Gähwiler	For	For	TNA	Non-voting market
UBS Group AG	CH	3/31/2023	4/5/2023	Annual	12	Management	Elect Jeremy Anderson	For	For	TNA	Non-voting market
UBS Group AG	CH	3/31/2023	4/5/2023	Annual	13	Management	Elect Claudia Böckstiegel	For	For	TNA	Non-voting market
UBS Group AG	CH	3/31/2023	4/5/2023	Annual	14	Management	Elect William C. Dudley	For	For	TNA	Non-voting market
UBS Group AG	CH	3/31/2023	4/5/2023	Annual	15	Management	Elect Patrick Firmenich	For	For	TNA	Non-voting market
UBS Group AG	CH	3/31/2023	4/5/2023	Annual	16	Management	Elect Fred Zuluu HU	For	For	TNA	Non-voting market
UBS Group AG	CH	3/31/2023	4/5/2023	Annual	17	Management	Elect Mark Hughes	For	For	TNA	Non-voting market
UBS Group AG	CH	3/31/2023	4/5/2023	Annual	18	Management	Elect Nathalie Rachou	For	For	TNA	Non-voting market
UBS Group AG	CH	3/31/2023	4/5/2023	Annual	19	Management	Elect Julie G. Richardson	For	For	TNA	Non-voting market
UBS Group AG	CH	3/31/2023	4/5/2023	Annual	20	Management	Elect Dieter Wemmer	For	For	TNA	Non-voting market
UBS Group AG	CH	3/31/2023	4/5/2023	Annual	21	Management	Elect Jeanette Wong	For	For	TNA	Non-voting market
UBS Group AG	CH	3/31/2023	4/5/2023	Annual	22	Management	Elect Julie G. Richardson as Compensation Committee Member	For	For	TNA	Non-voting market
UBS Group AG	CH	3/31/2023	4/5/2023	Annual	23	Management	Elect Dieter Wemmer as Compensation Committee Member	For	For	TNA	Non-voting market
UBS Group AG	CH	3/31/2023	4/5/2023	Annual	24	Management	Elect Jeanette Wong as Compensation Committee Member	For	For	TNA	Non-voting market
UBS Group AG	CH	3/31/2023	4/5/2023	Annual	25	Management	Board Compensation	For	For	TNA	Non-voting market
UBS Group AG	CH	3/31/2023	4/5/2023	Annual	26	Management	Executive Compensation (Variable)	For	For	TNA	Non-voting market
UBS Group AG	CH	3/31/2023	4/5/2023	Annual	27	Management	Executive Compensation (Fixed)	For	For	TNA	Non-voting market
UBS Group AG	CH	3/31/2023	4/5/2023	Annual	28	Management	Appointment of Independent Proxy	For	For	TNA	Non-voting market
UBS Group AG	CH	3/31/2023	4/5/2023	Annual	29	Management	Appointment of Auditor	For	For	TNA	Non-voting market
UBS Group AG	CH	3/31/2023	4/5/2023	Annual	30	Management	Cancellation of Shares and Reduction in Share Capital	For	For	TNA	Non-voting market
UBS Group AG	CH	3/31/2023	4/5/2023	Annual	31	Management	Authority to Repurchase Shares	For	For	TNA	Non-voting market
UBS Group AG	CH	3/31/2023	4/5/2023	Annual	32	Management	Amendment to Par Value	For	For	TNA	Non-voting market
UBS Group AG	CH	3/31/2023	4/5/2023	Annual	33	Management	Change of Currency of Share Capital	For	For	TNA	Non-voting market
Unilever plc	GB		5/3/2023	Annual	1	Management	Accounts and Reports	For	For	For	
Unilever plc	GB		5/3/2023	Annual	2	Management	Remuneration Report	For	Against	Against	Significant base salary on appointment
Unilever plc	GB		5/3/2023	Annual	3	Management	Elect Nils Andersen	For	For	For	
Unilever plc	GB		5/3/2023	Annual	4	Management	Elect Judith Hartmann	For	For	For	
Unilever plc	GB		5/3/2023	Annual	5	Management	Elect Adrian Hennah	For	For	For	
Unilever plc	GB		5/3/2023	Annual	6	Management	Elect Alan Jope	For	For	For	
Unilever plc	GB		5/3/2023	Annual	7	Management	Elect Andrea Jung	For	For	For	
Unilever plc	GB		5/3/2023	Annual	8	Management	Elect Susan Kilsby	For	For	For	
Unilever plc	GB		5/3/2023	Annual	9	Management	Elect Ruby Lu	For	For	For	
Unilever plc	GB		5/3/2023	Annual	10	Management	Elect Strive T. Masiyiwa	For	For	For	
Unilever plc	GB		5/3/2023	Annual	11	Management	Elect Youngme E. Moon	For	For	For	
Unilever plc	GB		5/3/2023	Annual	12	Management	Elect Graeme D. Pitkethly	For	For	For	
Unilever plc	GB		5/3/2023	Annual	13	Management	Elect Feike Sijbesma	For	For	For	
Unilever plc	GB		5/3/2023	Annual	14	Management	Elect Nelson Peltz	For	For	For	
Unilever plc	GB		5/3/2023	Annual	15	Management	Elect Hein Schumacher	For	For	For	
Unilever plc	GB		5/3/2023	Annual	16	Management	Appointment of Auditor	For	For	For	
Unilever plc	GB		5/3/2023	Annual	17	Management	Authority to Set Auditor's Fees	For	For	For	
Unilever plc	GB		5/3/2023	Annual	18	Management	Authorisation of Political Donations	For	For	For	
Unilever plc	GB		5/3/2023	Annual	19	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	For	
Unilever plc	GB		5/3/2023	Annual	20	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	For	
Unilever plc	GB		5/3/2023	Annual	21	Management	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	For	
Unilever plc	GB		5/3/2023	Annual	22	Management	Authority to Repurchase Shares	For	For	For	
Unilever plc	GB		5/3/2023	Annual	23	Management	Authority to Set General Meeting Notice Period at 14 Days	For	Against	Against	Proposal would authorize a 14 day notice period for EGMs.
Universal Music Group N.V.	NL	4/13/2023	5/11/2023	Annual	6	Management	Remuneration Report	For	Against	Against	Insufficient response to shareholder dissent; Excessive compensation
Universal Music Group N.V.	NL	4/13/2023	5/11/2023	Annual	7	Management	Accounts and Reports	For	For	For	
Universal Music Group N.V.	NL	4/13/2023	5/11/2023	Annual	9	Management	Allocation of Dividends	For	For	For	

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Company Name	Country of Trade	Record Date	Meeting Date	Meeting Type	Proposal Number	Proponent	Proposal Description	Mgmt Rec	Custom Rec	Vote Decision	Rationale
Universal Music Group N.V.	NL	4/13/2023	5/11/2023	Annual	10	Management	Ratification of Executives Directors' Acts	For	For	For	
Universal Music Group N.V.	NL	4/13/2023	5/11/2023	Annual	11	Management	Ratification of Non-Executives' Acts	For	Manual	Against	Reviewed by Portfolio Management: Elevated shareholder dissent is a concern.
Universal Music Group N.V.	NL	4/13/2023	5/11/2023	Annual	12	Management	Elect Lucian Grainge to the Board of Directors	For	Against	Against	The compensation committee does not have a majority of independent directors. The board does not have a majority of independent directors.
Universal Music Group N.V.	NL	4/13/2023	5/11/2023	Annual	13	Management	Supplement to CEO Remuneration Policy	For	Against	Against	Discretionary awards; Excessive bonus; Excessive termination package
Universal Music Group N.V.	NL	4/13/2023	5/11/2023	Annual	14	Management	Elect Sherry Lansing to the Board of Directors	For	Against	Against	The compensation committee does not have a majority of independent directors. The board does not have a majority of independent directors.
Universal Music Group N.V.	NL	4/13/2023	5/11/2023	Annual	15	Management	Elect Anna Jones to the Board of Directors	For	Against	Against	The compensation committee does not have a majority of independent directors. The board does not have a majority of independent directors.
Universal Music Group N.V.	NL	4/13/2023	5/11/2023	Annual	16	Management	Elect Luc van Os to the Board of Directors	For	Against	Against	The compensation committee does not have a majority of independent directors. The board does not have a majority of independent directors.
Universal Music Group N.V.	NL	4/13/2023	5/11/2023	Annual	17	Management	Elect Haim Saban to the Board of Directors	For	Against	Against	The compensation committee does not have a majority of independent directors. The board does not have a majority of independent directors.
Universal Music Group N.V.	NL	4/13/2023	5/11/2023	Annual	18	Management	Authority to Repurchase Shares	For	For	For	
Universal Music Group N.V.	NL	4/13/2023	5/11/2023	Annual	19	Management	Appointment of Auditor	For	For	For	
USS Co.,Ltd.	JP	3/31/2023	6/20/2023	Annual	1	Management	Allocation of Profits/Dividends	For	For	For	
USS Co.,Ltd.	JP	3/31/2023	6/20/2023	Annual	2	Management	Elect Yukihiro Ando	For	For	For	
USS Co.,Ltd.	JP	3/31/2023	6/20/2023	Annual	3	Management	Elect Dai Seta	For	For	For	
USS Co.,Ltd.	JP	3/31/2023	6/20/2023	Annual	4	Management	Elect Masafumi Yamanaka	For	For	For	
USS Co.,Ltd.	JP	3/31/2023	6/20/2023	Annual	5	Management	Elect Hiromitsu Ikeda	For	For	For	
USS Co.,Ltd.	JP	3/31/2023	6/20/2023	Annual	6	Management	Elect Nobuko Takagi @ Nobuko Teraoka	For	For	For	
USS Co.,Ltd.	JP	3/31/2023	6/20/2023	Annual	7	Management	Elect Shinji Honda	For	For	For	
USS Co.,Ltd.	JP	3/31/2023	6/20/2023	Annual	8	Management	Elect Yoshiko Sasao	For	Against	Against	The nominee serves as an executive and sits on more than 2 outside boards.
Vinci	FR	4/6/2023	4/13/2023	Mix	1	Management	Consolidated Accounts and Reports	For	For	For	
Vinci	FR	4/6/2023	4/13/2023	Mix	2	Management	Accounts and Reports; Non Tax-Deductible Expenses	For	For	For	
Vinci	FR	4/6/2023	4/13/2023	Mix	3	Management	Allocation of Profits/Dividends	For	For	For	
Vinci	FR	4/6/2023	4/13/2023	Mix	4	Management	Elect Caroline Grégoire Sainte Marie	For	For	For	
Vinci	FR	4/6/2023	4/13/2023	Mix	5	Management	Elect Carlos F. Aguilar	For	For	For	
Vinci	FR	4/6/2023	4/13/2023	Mix	6	Management	Elect Annette Messemer	For	For	For	
Vinci	FR	4/6/2023	4/13/2023	Mix	7	Management	Elect Dominique Muller	NA	Manual	For	There are more candidates than seats. / Reviewed by Portfolio Management: This candidate makes the most sense given she represents far more employee ownership and provides consistency on a board with many newer members.
Vinci	FR	4/6/2023	4/13/2023	Mix	8	Management	Elect Agnès Daney de Marcillac	NA	Manual	Against	There are more candidates than seats. (See proposal 7.)
Vinci	FR	4/6/2023	4/13/2023	Mix	9	Management	Elect Ronald Kouwenhoven	NA	Manual	Against	There are more candidates than seats. (See proposal 7.)
Vinci	FR	4/6/2023	4/13/2023	Mix	10	Management	Authority to Repurchase and Reissue Shares	For	For	For	
Vinci	FR	4/6/2023	4/13/2023	Mix	11	Management	2023 Remuneration Policy (Board of Directors)	For	For	For	
Vinci	FR	4/6/2023	4/13/2023	Mix	12	Management	2023 Remuneration Policy (Executives)	For	For	For	
Vinci	FR	4/6/2023	4/13/2023	Mix	13	Management	2022 Remuneration Report	For	For	For	
Vinci	FR	4/6/2023	4/13/2023	Mix	14	Management	2022 Remuneration of Xavier Huillard, Chair and CEO	For	Against	Against	Pay and performance disconnect
Vinci	FR	4/6/2023	4/13/2023	Mix	15	Management	Authority to Cancel Shares and Reduce Capital	For	For	For	
Vinci	FR	4/6/2023	4/13/2023	Mix	16	Management	Authority to Increase Capital Through Capitalisations	For	For	For	
Vinci	FR	4/6/2023	4/13/2023	Mix	17	Management	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	For	For	For	
Vinci	FR	4/6/2023	4/13/2023	Mix	18	Management	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	For	For	For	
Vinci	FR	4/6/2023	4/13/2023	Mix	19	Management	Authority to Issue Shares and Convertible Debt Through Private Placement	For	For	For	
Vinci	FR	4/6/2023	4/13/2023	Mix	20	Management	Greenshoe	For	For	For	
Vinci	FR	4/6/2023	4/13/2023	Mix	21	Management	Authority to Increase Capital in Consideration for Contributions In Kind	For	For	For	

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Vinci	FR	4/6/2023	4/13/2023	Mix	22	Management	Employee Stock Purchase Plan	For	For	For	
Vinci	FR	4/6/2023	4/13/2023	Mix	23	Management	Stock Purchase Plan for Overseas Employees	For	For	For	
Vinci	FR	4/6/2023	4/13/2023	Mix	24	Management	Authority to Issue Performance Shares	For	For	For	Vote for stock option and restricted stock plans that will result in an average annual dilution of 1.67% or less.
Vinci	FR	4/6/2023	4/13/2023	Mix	25	Management	Authorisation of Legal Formalities	For	For	For	
Visa Inc	US	11/25/2022	1/24/2023	Annual	1	Management	Elect Lloyd A. Carney	For	Against	Against	The nominee serves as an executive and sits on more than 2 outside boards.
Visa Inc	US	11/25/2022	1/24/2023	Annual	2	Management	Elect Kermit R. Crawford	For	For	For	
Visa Inc	US	11/25/2022	1/24/2023	Annual	3	Management	Elect Francisco Javier Fernández-Carbajal	For	For	For	
Visa Inc	US	11/25/2022	1/24/2023	Annual	4	Management	Elect Alfred F. Kelly, Jr.	For	For	For	
Visa Inc	US	11/25/2022	1/24/2023	Annual	5	Management	Elect Ramon L. Laguarda	For	For	For	
Visa Inc	US	11/25/2022	1/24/2023	Annual	6	Management	Elect Teri L. List	For	For	For	
Visa Inc	US	11/25/2022	1/24/2023	Annual	7	Management	Elect John F. Lundgren	For	For	For	
Visa Inc	US	11/25/2022	1/24/2023	Annual	8	Management	Elect Denise M. Morrison	For	For	For	
Visa Inc	US	11/25/2022	1/24/2023	Annual	9	Management	Elect Linda Rendle	For	For	For	
Visa Inc	US	11/25/2022	1/24/2023	Annual	10	Management	Elect Maynard G. Webb	For	For	For	
Visa Inc	US	11/25/2022	1/24/2023	Annual	11	Management	Advisory Vote on Executive Compensation	For	For	For	
Visa Inc	US	11/25/2022	1/24/2023	Annual	12	Management	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	1 Year	
Visa Inc	US	11/25/2022	1/24/2023	Annual	13	Management	Ratification of Auditor	For	For	For	
Visa Inc	US	11/25/2022	1/24/2023	Annual	14	Shareholder	Shareholder Proposal Regarding Independent Chair	Against	Manual	Against	The board has a lead independent director and Putnam is supporting the nominees for the board of directors / Reviewed by Portfolio Management: Approval of the proposal was determined not to be in the best interest of shareholders. Putnam supports management's position.
Wesfarmers Limited	AU	10/25/2022	10/27/2022	Annual	1	Management	Re-elect Jennifer Westacott	For	For	For	
Wesfarmers Limited	AU	10/25/2022	10/27/2022	Annual	2	Management	Re-elect Michael (Mike) Roche	For	For	For	
Wesfarmers Limited	AU	10/25/2022	10/27/2022	Annual	3	Management	Re-elect Sharon L. Warburton	For	For	For	
Wesfarmers Limited	AU	10/25/2022	10/27/2022	Annual	4	Management	Remuneration Report	For	For	For	
Wesfarmers Limited	AU	10/25/2022	10/27/2022	Annual	5	Management	Equity Grant (MD/CEO KEEPP awards)	For	Manual	For	Reviewed by Portfolio Management: The awards were earned in-line with what is a fair and transparent compensation structure.
WH Group Limited	HK	5/31/2023	6/6/2023	Annual	1	Management	Accounts and Reports	For	For	For	
WH Group Limited	HK	5/31/2023	6/6/2023	Annual	2	Management	Elect MA Xiangjie	For	Against	Against	The chair of the nomination committee is not independent.
WH Group Limited	HK	5/31/2023	6/6/2023	Annual	3	Management	Elect HUANG Ming	For	Against	Against	The chair of the nomination committee is not independent.
WH Group Limited	HK	5/31/2023	6/6/2023	Annual	4	Management	Elect Don LAU Jin Tin	For	Against	Against	The chair of the nomination committee is not independent.
WH Group Limited	HK	5/31/2023	6/6/2023	Annual	5	Management	Elect ZHOU Hui	For	Against	Against	The chair of the nomination committee is not independent.
WH Group Limited	HK	5/31/2023	6/6/2023	Annual	6	Management	Directors' Fees	For	For	For	
WH Group Limited	HK	5/31/2023	6/6/2023	Annual	7	Management	Appointment of Auditor and Authority to Set Fees	For	For	For	
WH Group Limited	HK	5/31/2023	6/6/2023	Annual	8	Management	Allocation of Profits/Dividends	For	For	For	
WH Group Limited	HK	5/31/2023	6/6/2023	Annual	9	Management	Authority to Repurchase Shares	For	For	For	
WH Group Limited	HK	5/31/2023	6/6/2023	Annual	10	Management	Authority to Issue Shares w/o Preemptive Rights	For	Against	Against	The board fails to meet the basic independence standards.
WH Group Limited	HK	5/31/2023	6/6/2023	Annual	11	Management	Authority to Issue Repurchased Shares	For	Against	Against	The Company has not disclosed the discount that can be applied to newly issued shares.
WH Group Limited	HK	5/31/2023	6/6/2023	Annual	12	Management	Amendments to Articles	For	For	For	
Wolters Kluwers NV	NL	4/12/2023	5/10/2023	Annual	6	Management	Remuneration Report	For	For	For	
Wolters Kluwers NV	NL	4/12/2023	5/10/2023	Annual	7	Management	Accounts and Reports	For	For	For	
Wolters Kluwers NV	NL	4/12/2023	5/10/2023	Annual	9	Management	Allocation of Dividends	For	For	For	
Wolters Kluwers NV	NL	4/12/2023	5/10/2023	Annual	10	Management	Ratification of Management Board Acts	For	For	For	
Wolters Kluwers NV	NL	4/12/2023	5/10/2023	Annual	11	Management	Ratification of Supervisory Board Acts	For	For	For	
Wolters Kluwers NV	NL	4/12/2023	5/10/2023	Annual	12	Management	Elect Chris Vogelzang to the Supervisory Board	For	For	For	
Wolters Kluwers NV	NL	4/12/2023	5/10/2023	Annual	13	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	For	
Wolters Kluwers NV	NL	4/12/2023	5/10/2023	Annual	14	Management	Authority to Suppress Preemptive Rights	For	For	For	
Wolters Kluwers NV	NL	4/12/2023	5/10/2023	Annual	15	Management	Authority to Repurchase Shares	For	For	For	
Wolters Kluwers NV	NL	4/12/2023	5/10/2023	Annual	16	Management	Cancellation of Shares	For	For	For	
Wolters Kluwers NV	NL	4/12/2023	5/10/2023	Annual	17	Management	Appointment of Auditor	For	For	For	
Worldline	FR	6/5/2023	6/8/2023	Mix	7	Management	Accounts and Reports; Non Tax-Deductible Expenses	For	For	For	
Worldline	FR	6/5/2023	6/8/2023	Mix	8	Management	Consolidated Accounts and Reports	For	For	For	
Worldline	FR	6/5/2023	6/8/2023	Mix	9	Management	Allocation of Profits	For	For	For	
Worldline	FR	6/5/2023	6/8/2023	Mix	10	Management	Special Auditors Report on Regulated Agreements	For	For	For	
Worldline	FR	6/5/2023	6/8/2023	Mix	11	Management	Elect Bernard Bourigeaud	For	For	For	

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Worldline	FR	6/5/2023	6/8/2023	Mix	12	Management	Elect Gilles Grapinet	For	For	For	
Worldline	FR	6/5/2023	6/8/2023	Mix	13	Management	Elect Gilles Arditti	For	For	For	
Worldline	FR	6/5/2023	6/8/2023	Mix	14	Management	Elect Aldo Cardoso	For	For	For	
Worldline	FR	6/5/2023	6/8/2023	Mix	15	Management	Elect Giulia Fitzpatrick	For	For	For	
Worldline	FR	6/5/2023	6/8/2023	Mix	16	Management	Elect Thierry Sommelet	For	For	For	
Worldline	FR	6/5/2023	6/8/2023	Mix	17	Management	2022 Remuneration Report	For	Against	Against	Poor overall compensation disclosure; Concerning pay practices
Worldline	FR	6/5/2023	6/8/2023	Mix	18	Management	2022 Remuneration of Bernard Bourigeaud, Chair	For	For	For	
Worldline	FR	6/5/2023	6/8/2023	Mix	19	Management	2022 Remuneration of Gilles Grapinet, CEO	For	Against	Against	Concerning pay practices; Poor overall compensation disclosure
Worldline	FR	6/5/2023	6/8/2023	Mix	20	Management	2022 Remuneration of Marc-Henri Desportes, Deputy CEO	For	Against	Against	Concerning pay practices; Poor overall compensation disclosure
Worldline	FR	6/5/2023	6/8/2023	Mix	21	Management	2023 Remuneration Policy (Chair)	For	For	For	
Worldline	FR	6/5/2023	6/8/2023	Mix	22	Management	2023 Remuneration Policy (CEO)	For	For	For	
Worldline	FR	6/5/2023	6/8/2023	Mix	23	Management	2023 Remuneration Policy (Deputy CEO)	For	For	For	
Worldline	FR	6/5/2023	6/8/2023	Mix	24	Management	2023 Remuneration Policy (Board of Directors)	For	For	For	
Worldline	FR	6/5/2023	6/8/2023	Mix	25	Management	Authority to Repurchase and Reissue Shares	For	For	For	
Worldline	FR	6/5/2023	6/8/2023	Mix	26	Management	Authority to Cancel Shares and Reduce Capital	For	For	For	
Worldline	FR	6/5/2023	6/8/2023	Mix	27	Management	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	For	For	For	
Worldline	FR	6/5/2023	6/8/2023	Mix	28	Management	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	For	For	For	
Worldline	FR	6/5/2023	6/8/2023	Mix	29	Management	Authority to Issue Shares and Convertible Debt Through Private Placement	For	For	For	
Worldline	FR	6/5/2023	6/8/2023	Mix	30	Management	Greenshoe	For	For	For	
Worldline	FR	6/5/2023	6/8/2023	Mix	31	Management	Authority to Increase Capital in Consideration for Contributions In Kind	For	For	For	
Worldline	FR	6/5/2023	6/8/2023	Mix	32	Management	Authority to Increase Capital Through Capitalisations	For	For	For	
Worldline	FR	6/5/2023	6/8/2023	Mix	33	Management	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Specified Categories Related to Worldline IGSA)	For	Against	Against	The authority may be used as a takeover device.
Worldline	FR	6/5/2023	6/8/2023	Mix	34	Management	Employee Stock Purchase Plan	For	For	For	
Worldline	FR	6/5/2023	6/8/2023	Mix	35	Management	Stock Purchase Plan for Overseas Employees	For	For	For	
Worldline	FR	6/5/2023	6/8/2023	Mix	36	Management	Authority to Grant Stock Options	For	Against	Against	Plan would allow options to be priced at 80.00% of fair market value.
Worldline	FR	6/5/2023	6/8/2023	Mix	37	Management	Authority to Issue Performance Shares	For	For	For	Vote for stock option and restricted stock plans that will result in an average annual dilution of 1.67% or less.
Worldline	FR	6/5/2023	6/8/2023	Mix	38	Management	Amendments to Articles Regarding Chair Age Limits	For	For	For	
Worldline	FR	6/5/2023	6/8/2023	Mix	39	Management	Authorisation of Legal Formalities	For	For	For	
WPP Plc	GB		5/17/2023	Annual	1	Management	Accounts and Reports	For	For	For	
WPP Plc	GB		5/17/2023	Annual	2	Management	Final Dividend	For	For	For	
WPP Plc	GB		5/17/2023	Annual	3	Management	Remuneration Report	For	For	For	
WPP Plc	GB		5/17/2023	Annual	4	Management	Remuneration Policy	For	For	For	
WPP Plc	GB		5/17/2023	Annual	5	Management	Elect Joanne Wilson	For	For	For	
WPP Plc	GB		5/17/2023	Annual	6	Management	Elect Angela Ahrendts	For	For	For	
WPP Plc	GB		5/17/2023	Annual	7	Management	Elect Simon Dingemans	For	For	For	
WPP Plc	GB		5/17/2023	Annual	8	Management	Elect Sandrine Dufour	For	For	For	
WPP Plc	GB		5/17/2023	Annual	9	Management	Elect Tom Ilube	For	For	For	
WPP Plc	GB		5/17/2023	Annual	10	Management	Elect Roberto Quarta	For	For	For	
WPP Plc	GB		5/17/2023	Annual	11	Management	Elect Mark Read	For	For	For	
WPP Plc	GB		5/17/2023	Annual	12	Management	Elect Cindy Rose	For	For	For	
WPP Plc	GB		5/17/2023	Annual	13	Management	Elect Keith Weed	For	For	For	
WPP Plc	GB		5/17/2023	Annual	14	Management	Elect Jasmine Whitbread	For	For	For	
WPP Plc	GB		5/17/2023	Annual	15	Management	Elect ZHANG Ya-Qin	For	For	For	
WPP Plc	GB		5/17/2023	Annual	16	Management	Appointment of Auditor	For	For	For	
WPP Plc	GB		5/17/2023	Annual	17	Management	Authority to Set Auditor's Fees	For	For	For	
WPP Plc	GB		5/17/2023	Annual	18	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	For	
WPP Plc	GB		5/17/2023	Annual	19	Management	Authority to Repurchase Shares	For	For	For	
WPP Plc	GB		5/17/2023	Annual	20	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	For	
WPP Plc	GB		5/17/2023	Annual	21	Management	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	For	
Yakult Honsha Co Ltd	JP	3/31/2023	6/21/2023	Annual	1	Management	Elect Hiroshi Narita	For	For	For	

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Yakult Honsha Co Ltd	JP	3/31/2023	6/21/2023	Annual	2	Management	Elect Hiroshi Wakabayashi	For	For	For	
Yakult Honsha Co Ltd	JP	3/31/2023	6/21/2023	Annual	3	Management	Elect Akifumi Doi	For	For	For	
Yakult Honsha Co Ltd	JP	3/31/2023	6/21/2023	Annual	4	Management	Elect Masao Imada	For	For	For	
Yakult Honsha Co Ltd	JP	3/31/2023	6/21/2023	Annual	5	Management	Elect Koichi Hirano	For	For	For	
Yakult Honsha Co Ltd	JP	3/31/2023	6/21/2023	Annual	6	Management	Elect Ryuji Yasuda	For	For	For	
Yakult Honsha Co Ltd	JP	3/31/2023	6/21/2023	Annual	7	Management	Elect Naoko Tobe	For	For	For	
Yakult Honsha Co Ltd	JP	3/31/2023	6/21/2023	Annual	8	Management	Elect Katsuyoshi Shimbo	For	For	For	
Yakult Honsha Co Ltd	JP	3/31/2023	6/21/2023	Annual	9	Management	Elect Yumiko Nagasawa	For	For	For	
Yakult Honsha Co Ltd	JP	3/31/2023	6/21/2023	Annual	10	Management	Elect Satoshi Akutsu	For	For	For	
Yakult Honsha Co Ltd	JP	3/31/2023	6/21/2023	Annual	11	Management	Elect Manabu Naito	For	For	For	
Yakult Honsha Co Ltd	JP	3/31/2023	6/21/2023	Annual	12	Management	Elect Masatoshi Nagira	For	For	For	
Yakult Honsha Co Ltd	JP	3/31/2023	6/21/2023	Annual	13	Management	Elect Hideaki Hoshiko	For	For	For	
Yakult Honsha Co Ltd	JP	3/31/2023	6/21/2023	Annual	14	Management	Elect Junichi Shimada	For	For	For	
Yakult Honsha Co Ltd	JP	3/31/2023	6/21/2023	Annual	15	Management	Elect Matthew Digby	For	For	For	
Yakult Honsha Co Ltd	JP	3/31/2023	6/21/2023	Annual	16	Management	Adoption of Restricted Stock Plan	For	For	For	
Yakult Honsha Co Ltd	JP	3/31/2023	6/21/2023	Annual	17	Management	Statutory Auditors' Fees	For	For	For	
Zozo Inc.	JP	3/31/2023	6/28/2023	Annual	1	Management	Allocation of Profits/Dividends	For	For	For	
Zozo Inc.	JP	3/31/2023	6/28/2023	Annual	2	Management	Amendments to Articles	For	Manual	For	Proposed maximum board size is too large. GAA held only
Zozo Inc.	JP	3/31/2023	6/28/2023	Annual	3	Management	Elect Kotaro Sawada	For	For	For	
Zozo Inc.	JP	3/31/2023	6/28/2023	Annual	4	Management	Elect Koji Yanagisawa	For	For	For	
Zozo Inc.	JP	3/31/2023	6/28/2023	Annual	5	Management	Elect Fuminori Hirose	For	For	For	
Zozo Inc.	JP	3/31/2023	6/28/2023	Annual	6	Management	Elect Takao Ozawa	For	For	For	
Zozo Inc.	JP	3/31/2023	6/28/2023	Annual	7	Management	Elect Yuko Nagata	For	For	For	
Zozo Inc.	JP	3/31/2023	6/28/2023	Annual	8	Management	Elect Kazunobu Hotta	For	For	For	
Zozo Inc.	JP	3/31/2023	6/28/2023	Annual	9	Management	Elect Taro Saito	For	For	For	
Zozo Inc.	JP	3/31/2023	6/28/2023	Annual	10	Management	Elect Takako Kansai	For	For	For	
Zozo Inc.	JP	3/31/2023	6/28/2023	Annual	11	Management	Elect Hiroko Igarashi	For	For	For	
Zozo Inc.	JP	3/31/2023	6/28/2023	Annual	12	Management	Elect Junko Utsunomiya @ Junko Morita	For	For	For	
Zozo Inc.	JP	3/31/2023	6/28/2023	Annual	13	Management	Elect Kumiko Nishiyama	For	For	For	
Zozo Inc.	JP	3/31/2023	6/28/2023	Annual	14	Management	Elect Shichiro Hattori as Alternate Audit Committee Director	For	Against	Against	The nominee is an alternate director and not considered independent.
Zozo Inc.	JP	3/31/2023	6/28/2023	Annual	15	Management	Non-Audit Committee Directors' Fees	For	For	For	
Zozo Inc.	JP	3/31/2023	6/28/2023	Annual	16	Management	Audit Committee Directors' Fees	For	For	For	
Zozo Inc.	JP	3/31/2023	6/28/2023	Annual	17	Management	Adoption of Restricted Stock Plan	For	For	For	
Zurich Insurance Group AG Ltd	CH	3/22/2023	4/6/2023	Annual	1	Management	Accounts and Reports	For	For	TNA	Non-voting market
Zurich Insurance Group AG Ltd	CH	3/22/2023	4/6/2023	Annual	2	Management	Compensation Report	For	For	TNA	Non-voting market
Zurich Insurance Group AG Ltd	CH	3/22/2023	4/6/2023	Annual	3	Management	Allocation of Dividends	For	For	TNA	Non-voting market
Zurich Insurance Group AG Ltd	CH	3/22/2023	4/6/2023	Annual	4	Management	Ratification of Board and Management Acts	For	For	TNA	Non-voting market
Zurich Insurance Group AG Ltd	CH	3/22/2023	4/6/2023	Annual	5	Management	Elect Michel M. Liès as Member and as Board Chair	For	For	TNA	Non-voting market
Zurich Insurance Group AG Ltd	CH	3/22/2023	4/6/2023	Annual	6	Management	Elect Joan Lordi C. Amble	For	For	TNA	Non-voting market
Zurich Insurance Group AG Ltd	CH	3/22/2023	4/6/2023	Annual	7	Management	Elect Catherine P. Bessant	For	For	TNA	Non-voting market
Zurich Insurance Group AG Ltd	CH	3/22/2023	4/6/2023	Annual	8	Management	Elect Dame Alison J. Carnwath	For	For	TNA	Non-voting market
Zurich Insurance Group AG Ltd	CH	3/22/2023	4/6/2023	Annual	9	Management	Elect Christoph Franz	For	For	TNA	Non-voting market
Zurich Insurance Group AG Ltd	CH	3/22/2023	4/6/2023	Annual	10	Management	Elect Michael Halbherr	For	For	TNA	Non-voting market
Zurich Insurance Group AG Ltd	CH	3/22/2023	4/6/2023	Annual	11	Management	Elect Sabine Keller-Busse	For	For	TNA	Non-voting market
Zurich Insurance Group AG Ltd	CH	3/22/2023	4/6/2023	Annual	12	Management	Elect Monica Mächler	For	For	TNA	Non-voting market

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Company Name	Country of Trade	Record Date	Meeting Date	Meeting Type	Proposal Number	Proponent	Proposal Description	Mgmt Rec	Custom Rec	Vote Decision	Rationale
Zurich Insurance Group AG Ltd	CH	3/22/2023	4/6/2023	Annual	13	Management	Elect Kishore Mahbubani	For	For	TNA	Non-voting market
Zurich Insurance Group AG Ltd	CH	3/22/2023	4/6/2023	Annual	14	Management	Elect Peter Maurer	For	For	TNA	Non-voting market
Zurich Insurance Group AG Ltd	CH	3/22/2023	4/6/2023	Annual	15	Management	Elect Jasmin Staiblin	For	For	TNA	Non-voting market
Zurich Insurance Group AG Ltd	CH	3/22/2023	4/6/2023	Annual	16	Management	Elect Barry Stowe	For	For	TNA	Non-voting market
Zurich Insurance Group AG Ltd	CH	3/22/2023	4/6/2023	Annual	17	Management	Elect Michel M. Liès as Compensation Committee Member	For	For	TNA	Non-voting market
Zurich Insurance Group AG Ltd	CH	3/22/2023	4/6/2023	Annual	18	Management	Elect Catherine P. Bessant as Compensation Committee Member	For	For	TNA	Non-voting market
Zurich Insurance Group AG Ltd	CH	3/22/2023	4/6/2023	Annual	19	Management	Elect Christoph Franz as Compensation Committee Member	For	For	TNA	Non-voting market
Zurich Insurance Group AG Ltd	CH	3/22/2023	4/6/2023	Annual	20	Management	Elect Sabine Keller-Busse as Compensation Committee Member	For	For	TNA	Non-voting market
Zurich Insurance Group AG Ltd	CH	3/22/2023	4/6/2023	Annual	21	Management	Elect Kishore Mahbubani as Compensation Committee Member	For	For	TNA	Non-voting market
Zurich Insurance Group AG Ltd	CH	3/22/2023	4/6/2023	Annual	22	Management	Elect Jasmin Staiblin as Compensation Committee Member	For	For	TNA	Non-voting market
Zurich Insurance Group AG Ltd	CH	3/22/2023	4/6/2023	Annual	23	Management	Appointment of Independent Proxy	For	For	TNA	Non-voting market
Zurich Insurance Group AG Ltd	CH	3/22/2023	4/6/2023	Annual	24	Management	Appointment of Auditor	For	For	TNA	Non-voting market
Zurich Insurance Group AG Ltd	CH	3/22/2023	4/6/2023	Annual	25	Management	Board Compensation	For	For	TNA	Non-voting market
Zurich Insurance Group AG Ltd	CH	3/22/2023	4/6/2023	Annual	26	Management	Executive Compensation	For	For	TNA	Non-voting market
Zurich Insurance Group AG Ltd	CH	3/22/2023	4/6/2023	Annual	27	Management	Approval of a Capital Band	For	For	TNA	Non-voting market
Zurich Insurance Group AG Ltd	CH	3/22/2023	4/6/2023	Annual	28	Management	Amendments to Articles (Share Register)	For	For	TNA	Non-voting market
Zurich Insurance Group AG Ltd	CH	3/22/2023	4/6/2023	Annual	29	Management	Amendments to Articles (General Meetings)	For	For	TNA	Non-voting market
Zurich Insurance Group AG Ltd	CH	3/22/2023	4/6/2023	Annual	30	Management	Amendments to Articles (Miscellaneous)	For	Manual	TNA	Non-voting market

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3i Group plc	GB		6/29/2023	Annual	22	Management	Authority to Set General Meeting Notice Period at 14 Days	For	Against	Against	Proposal would authorize a 14 day notice period for EGMs.
Amundi	FR	5/9/2023	5/12/2023	Mix	14	Management	Ratification of Co-Option of Philippe Brassac	For	Against	Against	The board does not have a majority of independent directors.
Amundi	FR	5/9/2023	5/12/2023	Mix	15	Management	Elect Nathalie Wright	For	Against	Against	The board does not have a majority of independent directors.
Amundi	FR	5/9/2023	5/12/2023	Mix	16	Management	Elect Laurence Danon Arnaud	For	Against	Against	The board does not have a majority of independent directors.
Amundi	FR	5/9/2023	5/12/2023	Mix	17	Management	Elect Christine Gandon	For	Against	Against	The board does not have a majority of independent directors.
Amundi	FR	5/9/2023	5/12/2023	Mix	18	Management	Elect H��l��ne Molinari	For	Against	Against	The board does not have a majority of independent directors.
Amundi	FR	5/9/2023	5/12/2023	Mix	19	Management	Elect Christian Rouchon	For	Against	Against	The board does not have a majority of independent directors.
Anglo American plc	GB		4/26/2023	Annual	20	Management	Authority to Set General Meeting Notice Period at 14 Days	For	Against	Against	Proposal would authorize a 14 day notice period for EGMs.
Astrazeneca plc	GB		4/27/2023	Annual	23	Management	Authority to Set General Meeting Notice Period at 14 Days	For	Against	Against	Proposal would authorize a 14 day notice period for EGMs.
Astrazeneca plc	US	4/4/2023	4/27/2023	Annual	23	Management	Authority to Set General Meeting Notice Period at 14 Days	For	Against	Against	Proposal would authorize a 14 day notice period for EGMs.
Aviva Plc	GB		5/4/2023	Annual	28	Management	Authority to Set General Meeting Notice Period at 14 Days	For	Against	Against	Proposal would authorize a 14 day notice period for EGMs.
Axa	FR	4/24/2023	4/27/2023	Mix	15	Management	2022 Remuneration of Thomas Buberl, CEO	For	Against	Against	Insufficient response to shareholder dissent
Axa	US	3/17/2023	4/27/2023	Annual	7	Management	2022 Remuneration of Thomas Buberl, CEO	For	Against	Against	Insufficient response to shareholder dissent
BAE Systems plc	GB		5/4/2023	Annual	25	Management	Authority to Set General Meeting Notice Period at 14 Days	For	Against	Against	Proposal would authorize a 14 day notice period for EGMs.
Barratt Developments plc	GB		10/17/2022	Annual	18	Management	Authority to Set General Meeting Notice Period at 14 Days	For	Against	Against	Proposal would authorize a 14 day notice period for EGMs.
BP plc	GB		4/27/2023	Annual	2	Management	Remuneration Report	For	Against	Against	STI safety component payout
BP plc	GB		4/27/2023	Annual	24	Management	Authority to Set General Meeting Notice Period at 14 Days	For	Against	Against	Proposal would authorize a 14 day notice period for EGMs.
British American Tobacco Plc	GB		4/19/2023	Annual	19	Management	Authority to Set General Meeting Notice Period at 14 Days	For	Against	Against	Proposal would authorize a 14 day notice period for EGMs.
Cae Inc.	CA	6/15/2022	8/10/2022	Annual	15	Management	Advisory Vote on Executive Compensation	For	Against	Against	The Company received a P4P grade of F and the Glass Lewis recommendation is Against.
Chow Tai Fook Jewellery Group Limited	HK	7/21/2022	7/27/2022	Annual	6	Management	Elect Jeffrey LAM Kin-fung	For	Manual	Against	The nominee serves on more than five public company boards. / Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Chow Tai Fook Jewellery Group Limited	HK	7/21/2022	7/27/2022	Annual	12	Management	Amendments to Articles	For	Against	Against	Proposal would authorize the company to reduce the notice period for EGMs to less than 21 days.
CK Asset Holdings Limited	HK	5/12/2023	5/18/2023	Annual	6	Management	Elect Henry CHEONG Ying Chew	For	Against	Against	The nominee serves as an executive and sits on more than 2 outside boards.
CK Hutchison Holdings Limited	HK	5/12/2023	5/18/2023	Annual	5	Management	Elect Canning FOK Kin Ning	For	Against	Against	The board has more than 15 members.
CK Hutchison Holdings Limited	HK	5/12/2023	5/18/2023	Annual	6	Management	Elect KAM Hing Lam	For	Against	Against	The board has more than 15 members.
CK Hutchison Holdings Limited	HK	5/12/2023	5/18/2023	Annual	7	Management	Elect Roland CHOW Kun Chee	For	Against	Against	The board has more than 15 members.
CK Hutchison Holdings Limited	HK	5/12/2023	5/18/2023	Annual	8	Management	Elect Philip Lawrence Kadoorie	For	Against	Against	The board has more than 15 members.
CK Hutchison Holdings Limited	HK	5/12/2023	5/18/2023	Annual	9	Management	Elect Charles LEE Yeh Kwong	For	Against	Against	The board has more than 15 members.
CK Hutchison Holdings Limited	HK	5/12/2023	5/18/2023	Annual	10	Management	Elect Paul Joseph Tighe	For	Against	Against	The board has more than 15 members.
CK Hutchison Holdings Limited	HK	5/12/2023	5/18/2023	Annual	11	Management	Elect WONG Kwai Lam	For	Against	Against	The board has more than 15 members.
CK Hutchison Holdings Limited	HK	5/12/2023	5/18/2023	Annual	13	Management	Authority to Issue Shares w/o Preemptive Rights	For	Against	Against	Putnam is voting against the directors. The board does not meet Putnam's standards.
Coca-Cola Europacific Partners Plc	US	3/29/2023	5/24/2023	Annual	4	Management	Elect Mary Harris	For	Against	Against	The board has not established a compensation committee composed of at least three directors, (two directors in the case of smaller companies) and composed solely of independent non-executive directors. The board has more than 15 members or fewer than 5 members.
Coca-Cola Europacific Partners Plc	US	3/29/2023	5/24/2023	Annual	5	Management	Elect Nicolas Mirzayantz	For	Against	Against	The board has not established a compensation committee composed of at least three directors, (two directors in the case of smaller companies) and composed solely of independent non-executive directors. The board has more than 15 members or fewer than 5 members.
Coca-Cola Europacific Partners Plc	US	3/29/2023	5/24/2023	Annual	6	Management	Elect Nancy W. Quan	For	Against	Against	The board has not established a compensation committee composed of at least three directors, (two directors in the case of smaller companies) and composed solely of independent non-executive directors. The board has more than 15 members or fewer than 5 members.
Coca-Cola Europacific Partners Plc	US	3/29/2023	5/24/2023	Annual	7	Management	Elect Manolo Arroyo	For	Against	Against	The board has not established a compensation committee composed of at least three directors, (two directors in the case of smaller companies) and composed solely of independent non-executive directors. The board has more than 15 members or fewer than 5 members.
Coca-Cola Europacific Partners Plc	US	3/29/2023	5/24/2023	Annual	8	Management	Elect John A. Bryant	For	Against	Against	The board has not established a compensation committee composed of at least three directors, (two directors in the case of smaller companies) and composed solely of independent non-executive directors. The board has more than 15 members or fewer than 5 members.
Coca-Cola Europacific Partners Plc	US	3/29/2023	5/24/2023	Annual	9	Management	Elect Jos�� Ignacio Comenge S��nchez-Real	For	Against	Against	The board has not established a compensation committee composed of at least three directors, (two directors in the case of smaller companies) and composed solely of independent non-executive directors. The board has more than 15 members or fewer than 5 members.

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Coca-Cola Europacific Partners Plc	US	3/29/2023	5/24/2023	Annual	10	Management	Elect Damian P. Gammell	For	Against	Against	The board has not established a compensation committee composed of at least three directors, (two directors in the case of smaller companies) and composed solely of independent non-executive directors. The board has more than 15 members or fewer than 5 members.
Coca-Cola Europacific Partners Plc	US	3/29/2023	5/24/2023	Annual	11	Management	Elect Nathalie Gaveau	For	Against	Against	The board has not established a compensation committee composed of at least three directors, (two directors in the case of smaller companies) and composed solely of independent non-executive directors. The board has more than 15 members or fewer than 5 members.
Coca-Cola Europacific Partners Plc	US	3/29/2023	5/24/2023	Annual	12	Management	Elect Álvaro Gómez-Trénor Aguilar	For	Against	Against	The board has not established a compensation committee composed of at least three directors, (two directors in the case of smaller companies) and composed solely of independent non-executive directors. The board has more than 15 members or fewer than 5 members.
Coca-Cola Europacific Partners Plc	US	3/29/2023	5/24/2023	Annual	13	Management	Elect Thomas H. Johnson	For	Against	Against	The board has not established a compensation committee composed of at least three directors, (two directors in the case of smaller companies) and composed solely of independent non-executive directors. The board has more than 15 members or fewer than 5 members.
Coca-Cola Europacific Partners Plc	US	3/29/2023	5/24/2023	Annual	14	Management	Elect Dagmar Kollmann	For	Against	Against	The board has not established a compensation committee composed of at least three directors, (two directors in the case of smaller companies) and composed solely of independent non-executive directors. The board has more than 15 members or fewer than 5 members.
Coca-Cola Europacific Partners Plc	US	3/29/2023	5/24/2023	Annual	15	Management	Elect Alfonso Libano Daurella	For	Against	Against	The board has not established a compensation committee composed of at least three directors, (two directors in the case of smaller companies) and composed solely of independent non-executive directors. The board has more than 15 members or fewer than 5 members.
Coca-Cola Europacific Partners Plc	US	3/29/2023	5/24/2023	Annual	16	Management	Elect Mark Price	For	Against	Against	The board has not established a compensation committee composed of at least three directors, (two directors in the case of smaller companies) and composed solely of independent non-executive directors. The board has more than 15 members or fewer than 5 members.
Coca-Cola Europacific Partners Plc	US	3/29/2023	5/24/2023	Annual	17	Management	Elect Mario R. Solá	For	Against	Against	The board has not established a compensation committee composed of at least three directors, (two directors in the case of smaller companies) and composed solely of independent non-executive directors. The board has more than 15 members or fewer than 5 members.
Coca-Cola Europacific Partners Plc	US	3/29/2023	5/24/2023	Annual	18	Management	Elect Dessislava Temperley	For	Against	Against	The board has not established a compensation committee composed of at least three directors, (two directors in the case of smaller companies) and composed solely of independent non-executive directors. The board has more than 15 members or fewer than 5 members.
Coca-Cola Europacific Partners Plc	US	3/29/2023	5/24/2023	Annual	19	Management	Elect Garry Watts	For	Against	Against	The board has not established a compensation committee composed of at least three directors, (two directors in the case of smaller companies) and composed solely of independent non-executive directors. The board has more than 15 members or fewer than 5 members.
Coca-Cola Europacific Partners Plc	US	3/29/2023	5/24/2023	Annual	30	Management	Authority to Set General Meeting Notice Period at 14 Days	For	Against	Against	Proposal would authorize a 14 day notice period for EGMs.
Coloplast AS	DK	11/24/2022	12/1/2022	Annual	8	Management	Elect Lars Søren Rasmussen	For	Against	Against	The compensation committee does not have a majority of independent directors. The nominating committee does not have a majority of independent directors.
Coloplast AS	DK	11/24/2022	12/1/2022	Annual	9	Management	Elect Niels Peter Louis-Hansen	For	Against	Against	The compensation committee does not have a majority of independent directors. The nominating committee does not have a majority of independent directors.
Coloplast AS	DK	11/24/2022	12/1/2022	Annual	10	Management	Elect Annette Brüls	For	Against	Against	The compensation committee does not have a majority of independent directors. The nominating committee does not have a majority of independent directors.
Coloplast AS	DK	11/24/2022	12/1/2022	Annual	11	Management	Elect Carsten Hellmann	For	Against	Against	The compensation committee does not have a majority of independent directors. The nominating committee does not have a majority of independent directors.
Coloplast AS	DK	11/24/2022	12/1/2022	Annual	12	Management	Elect Jette Nygaard-Andersen	For	Against	Against	The compensation committee does not have a majority of independent directors. The nominating committee does not have a majority of independent directors.

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Coloplast AS	DK	11/24/2022	12/1/2022	Annual	13	Management	Elect Marianne Wiinholt	For	Against	Against	The compensation committee does not have a majority of independent directors. The nominating committee does not have a majority of independent directors.
Compagnie de Saint-Gobain S.A.	FR	6/5/2023	6/8/2023	Mix	10	Management	2023 Remuneration Policy (CEO)	For	Against	Against	Poor overall design
Credit Agricole S.A.	FR	5/12/2023	5/17/2023	Mix	6	Management	Elect Carol Sirou	For	Against	Against	The compensation committee does not have a majority of independent directors. The board has more than 15 members or fewer than 5 members. The board does not have a majority of independent directors. The nominating committee does not have a majority of independent directors.
Credit Agricole S.A.	FR	5/12/2023	5/17/2023	Mix	7	Management	Elect Agnès Audier	For	Against	Against	The compensation committee does not have a majority of independent directors. The board has more than 15 members or fewer than 5 members. The board does not have a majority of independent directors. The nominating committee does not have a majority of independent directors.
Credit Agricole S.A.	FR	5/12/2023	5/17/2023	Mix	8	Management	Elect Sonia Bonnet-Bernard	For	Against	Against	The compensation committee does not have a majority of independent directors. The board has more than 15 members or fewer than 5 members. The board does not have a majority of independent directors. The nominating committee does not have a majority of independent directors.
Credit Agricole S.A.	FR	5/12/2023	5/17/2023	Mix	9	Management	Elect Marie-Claire Daveu	For	Against	Against	The compensation committee does not have a majority of independent directors. The board has more than 15 members or fewer than 5 members. The board does not have a majority of independent directors. The nominating committee does not have a majority of independent directors.
Credit Agricole S.A.	FR	5/12/2023	5/17/2023	Mix	10	Management	Elect Alessia Mosca	For	Against	Against	The compensation committee does not have a majority of independent directors. The board has more than 15 members or fewer than 5 members. The board does not have a majority of independent directors. The nominating committee does not have a majority of independent directors.
Credit Agricole S.A.	FR	5/12/2023	5/17/2023	Mix	11	Management	Elect Hugues Brasseur	For	Against	Against	The compensation committee does not have a majority of independent directors. The board has more than 15 members or fewer than 5 members. The board does not have a majority of independent directors. The nominating committee does not have a majority of independent directors.
Credit Agricole S.A.	FR	5/12/2023	5/17/2023	Mix	12	Management	Elect Pascal Lheureux	For	Against	Against	The compensation committee does not have a majority of independent directors. The board has more than 15 members or fewer than 5 members. The board does not have a majority of independent directors. The nominating committee does not have a majority of independent directors.
Credit Agricole S.A.	FR	5/12/2023	5/17/2023	Mix	13	Management	Elect Éric Vial	For	Against	Against	The compensation committee does not have a majority of independent directors. The board has more than 15 members or fewer than 5 members. The board does not have a majority of independent directors. The nominating committee does not have a majority of independent directors.
Dassault Aviation	FR	5/11/2023	5/16/2023	Mix	4	Management	2022 Remuneration Report	For	Manual	Against	Poor overall compensation disclosure; Poor overall design
Dassault Aviation	FR	5/11/2023	5/16/2023	Mix	5	Management	2022 Remuneration of Éric Trappier, Chair and CEO	For	Against	Against	Poor overall compensation disclosure; Poor overall design
Dassault Aviation	FR	5/11/2023	5/16/2023	Mix	6	Management	2022 Remuneration of Loik Segalen, COO	For	Against	Against	Poor overall compensation disclosure; Poor overall design
Dassault Aviation	FR	5/11/2023	5/16/2023	Mix	8	Management	2023 Remuneration Policy (Chair and CEO)	For	Against	Against	Poor overall design; Poor overall compensation disclosure
Dassault Aviation	FR	5/11/2023	5/16/2023	Mix	9	Management	2023 Remuneration Policy (COO)	For	Against	Against	Poor overall compensation disclosure; Poor overall design
Dassault Aviation	FR	5/11/2023	5/16/2023	Mix	10	Management	Elect Lucia Sinapi-Thomas	For	Against	Against	The board does not have a majority of independent directors.
Dassault Aviation	FR	5/11/2023	5/16/2023	Mix	11	Management	Elect Charles Edelstenne	For	Against	Against	The board does not have a majority of independent directors.
Dassault Aviation	FR	5/11/2023	5/16/2023	Mix	12	Management	Elect Thierry Dassault	For	Against	Against	The board does not have a majority of independent directors.
Dassault Aviation	FR	5/11/2023	5/16/2023	Mix	13	Management	Elect Eric Trappier	For	Against	Against	The board does not have a majority of independent directors.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	4	Management	Ratify Karl von Rohr	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	6	Management	Ratify Bernd Leukert	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	7	Management	Ratify Alexander Wynaendts	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	13	Management	Ratify Alexander Wynaendts	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	14	Management	Ratify Paul Achleitner	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	15	Management	Ratify Detlef Polaschek	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	16	Management	Ratify Norbert Winkeljohann	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	17	Management	Ratify Ludwig Blomeyer-Bartenstein	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	18	Management	Ratify Mayree Clark	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	19	Management	Ratify Jan Duscheck	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.

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Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	20	Management	Ratify Manja Eifert	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	21	Management	Ratify Gerhard Eschelbeck	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	22	Management	Ratify Sigmar Gabriel	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	23	Management	Ratify Timo Heider	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	24	Management	Ratify Martina Klee	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	25	Management	Ratify Henriette Mark	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	26	Management	Ratify Gabriele Platscher	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	27	Management	Ratify Bernd Rose	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	28	Management	Ratify Yngve Slyngstad	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	29	Management	Ratify John Alexander Thain	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	30	Management	Ratify Michele Trogni	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	31	Management	Ratify Dagmar Valcárcel	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	32	Management	Ratify Stefan Viertel	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	33	Management	Ratify Theodor Weimer	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	34	Management	Ratify Frank Werneke	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	35	Management	Ratify Frank Witter	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Diageo plc	GB		10/6/2022	Annual	22	Management	Authority to Set General Meeting Notice Period at 14 Days	For	Against	Against	Proposal would authorize a 14 day notice period for EGMs.
Diageo plc	US	8/19/2022	10/6/2022	Annual	22	Management	Authority to Set General Meeting Notice Period at 14 Days	For	Against	Against	Proposal would authorize a 14 day notice period for EGMs.
E. On SE	DE	5/10/2023	5/17/2023	Annual	8	Management	Temporary Increase in Supervisory Board Size	For	Against	Against	Proposed maximum board size is too large.
Fujitsu Limited	JP	3/31/2023	6/26/2023	Annual	11	Management	Adoption of Restricted share Unit Plan for Outside directors	For	Against	Against	Plan allows grants to outsiders or independent statutory auditors.
GSK Plc	GB		5/3/2023	Annual	23	Management	Authority to Set General Meeting Notice Period at 14 Days	For	Against	Against	Proposal would authorize a 14 day notice period for EGMs.
Hennes & Mauritz AB	SE	4/25/2023	5/4/2023	Annual	26	Management	Elect Stina Bergfors	For	Against	Against	The audit committee does not meet best practice requirements.
Hennes & Mauritz AB	SE	4/25/2023	5/4/2023	Annual	27	Management	Elect Anders Dahlvig	For	Against	Against	The audit committee does not meet best practice requirements.
Hennes & Mauritz AB	SE	4/25/2023	5/4/2023	Annual	28	Management	Elect Danica Kragic Jensfelt	For	Against	Against	The audit committee does not meet best practice requirements.
Hennes & Mauritz AB	SE	4/25/2023	5/4/2023	Annual	29	Management	Elect Lena Patriksson Keller	For	Against	Against	The audit committee does not meet best practice requirements.
Hennes & Mauritz AB	SE	4/25/2023	5/4/2023	Annual	30	Management	Elect Karl-Johan Persson	For	Against	Against	The audit committee does not meet best practice requirements.
Hennes & Mauritz AB	SE	4/25/2023	5/4/2023	Annual	31	Management	Elect Christian Sievert	For	Against	Against	The audit committee does not meet best practice requirements.
Hennes & Mauritz AB	SE	4/25/2023	5/4/2023	Annual	32	Management	Elect Niklas Zennström	For	Against	Against	The audit committee does not meet best practice requirements.
Hennes & Mauritz AB	SE	4/25/2023	5/4/2023	Annual	33	Management	Elect Christina Synnergren	For	Against	Against	The audit committee does not meet best practice requirements.
Hennes & Mauritz AB	SE	4/25/2023	5/4/2023	Annual	34	Management	Elect Karl-Johan Persson as Chair	For	Against	Against	The audit committee does not meet best practice requirements.
Hennes & Mauritz AB	SE	4/25/2023	5/4/2023	Annual	36	Management	Remuneration Report	For	Against	Against	Lacks long-term incentive plan
Hermes International	FR	4/17/2023	4/20/2023	Mix	7	Management	2022 Remuneration Report	For	Manual	Against	Increase is excessive; Poor overall design; Insufficient response to shareholder dissent
Hermes International	FR	4/17/2023	4/20/2023	Mix	8	Management	2022 Remuneration of Axel Dumas, Executive Chair	For	Against	Against	Increase is excessive; Poor compensation structure/performance conditions; Insufficient response to shareholder dissent
Hermes International	FR	4/17/2023	4/20/2023	Mix	9	Management	2022 Remuneration of Émile Hermès SAS, Managing General Partner	For	Against	Against	Increase is excessive; Poor overall design; Insufficient response to shareholder dissent
Hermes International	FR	4/17/2023	4/20/2023	Mix	11	Management	2023 Remuneration Policy (Executive Chair and General Managing Partner)	For	Against	Against	Insufficient response to shareholder dissent; Poor overall compensation disclosure; Poor overall design
Hermes International	FR	4/17/2023	4/20/2023	Mix	13	Management	Elect Dorothee Altmayer	For	Against	Against	The board does not have a majority of independent directors.
Hermes International	FR	4/17/2023	4/20/2023	Mix	14	Management	Elect Monique Cohen	For	Against	Against	The board does not have a majority of independent directors.
Hermes International	FR	4/17/2023	4/20/2023	Mix	15	Management	Elect Renaud Momméja	For	Against	Against	The board does not have a majority of independent directors.
Hermes International	FR	4/17/2023	4/20/2023	Mix	16	Management	Elect Eric de Seynes	For	Against	Against	The board does not have a majority of independent directors.
Hermes International	FR	4/17/2023	4/20/2023	Mix	22	Management	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	For	Manual	Against	The proposal requests the issuance of common stock without preemptive rights in excess of 20% of the companys outstanding common stock.
Hermes International	FR	4/17/2023	4/20/2023	Mix	24	Management	Authority to Issue Shares and Convertible Debt Through Private Placement	For	Manual	Against	The proposal requests the issuance of common stock without preemptive rights in excess of 20% of the companys outstanding common stock.
Hermes International	FR	4/17/2023	4/20/2023	Mix	25	Management	Authority to Increase Capital in Consideration for Contributions In Kind	For	Manual	Against	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Hermes International	FR	4/17/2023	4/20/2023	Mix	26	Management	Authority to Decide Mergers by Absorption, Spin-Offs and Partial Transfer of Assets	For	Manual	Against	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Hermes International	FR	4/17/2023	4/20/2023	Mix	27	Management	Authority to Increase Capital in Case of Mergers by Absorption, Spin-offs or Partial Transfer of Assets	For	Manual	Against	The proposal requests the issuance of common stock without preemptive rights in excess of 20% of the companys outstanding common stock.
Hermes International	FR	4/17/2023	4/20/2023	Mix	28	Management	Authority to Issue Performance Shares	For	Manual	Against	The board fails to meet the basic independence standards.
ICL Group Ltd.	IL	4/10/2023	5/10/2023	Ordinary	3	Management	Elect Avisar Paz	For	Against	Against	Nominee has attended less than 75% of board and committee meetings.
ICL Group Ltd.	IL	4/10/2023	5/10/2023	Ordinary	5	Management	Elect Reem Aminoach	For	Against	Against	Nominee has attended less than 75% of board and committee meetings.
Imperial Brands Plc	GB		2/1/2023	Annual	20	Management	Authority to Set General Meeting Notice Period at 14 Days	For	Against	Against	Proposal would authorize a 14 day notice period for EGMs.
Intercontinental Hotels Group	GB		5/5/2023	Annual	24	Management	Authority to Set General Meeting Notice Period at 14 Days	For	Against	Against	Proposal would authorize a 14 day notice period for EGMs.

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Intercontinental Hotels Group plc	US	4/4/2023	5/5/2023	Annual	24	Management	Authority to Set General Meeting Notice Period at 14 Days	For	Against	Against	Proposal would authorize a 14 day notice period for EGMs.
Investor AB	SE	4/24/2023	5/3/2023	Annual	28	Management	Elect Grace Reksten Skaugen	For	Against	Against	The nominee serves on more than four public company boards.
Ipsen	FR	5/26/2023	5/31/2023	Mix	6	Management	Elect Marc de Garidel	For	Against	Against	The compensation committee does not have a majority of independent directors. The board does not have a majority of independent directors. The nominating committee does not have a majority of independent directors.
Ipsen	FR	5/26/2023	5/31/2023	Mix	7	Management	Elect Henri Beaufour	For	Against	Against	The compensation committee does not have a majority of independent directors. The board does not have a majority of independent directors. The nominating committee does not have a majority of independent directors.
Ipsen	FR	5/26/2023	5/31/2023	Mix	8	Management	Elect Michèle Ollier	For	Against	Against	The compensation committee does not have a majority of independent directors. The board does not have a majority of independent directors. The nominating committee does not have a majority of independent directors.
Ipsen	FR	5/26/2023	5/31/2023	Mix	11	Management	2023 Remuneration Policy (CEO and Other Executives)	For	Against	Against	Insufficient response to shareholder dissent; Poor overall compensation disclosure
Ipsen	FR	5/26/2023	5/31/2023	Mix	14	Management	2022 Remuneration of David Loew, CEO	For	Against	Against	Insufficient response to shareholder dissent
Ipsen	FR	5/26/2023	5/31/2023	Mix	17	Management	Authority to Increase Capital Through Capitalisations	For	Manual	Against	The maximum value of convertible debt is not disclosed.
Ipsen	FR	5/26/2023	5/31/2023	Mix	24	Management	Authority to Grant Stock Options	For	Manual	Against	The board fails to meet the basic independence standards.
Japan Exchange Group Inc.	JP	3/31/2023	6/16/2023	Annual	2	Management	Amendments to Articles - Change in Size of Board of Directors	For	Against	Against	Proposed maximum board size is too large.
Japan Exchange Group Inc.	JP	3/31/2023	6/16/2023	Annual	3	Management	Elect Yasushi Kinoshita	For	Against	Against	The board has more than 15 members or fewer than 5 members.
Japan Exchange Group Inc.	JP	3/31/2023	6/16/2023	Annual	4	Management	Elect Hiromi Yamaji	For	Against	Against	The board has more than 15 members or fewer than 5 members.
Japan Exchange Group Inc.	JP	3/31/2023	6/16/2023	Annual	5	Management	Elect Moriyuki Iwanaga	For	Against	Against	The board has more than 15 members or fewer than 5 members.
Japan Exchange Group Inc.	JP	3/31/2023	6/16/2023	Annual	6	Management	Elect Ryusuke Yokoyama	For	Against	Against	The board has more than 15 members or fewer than 5 members.
Japan Exchange Group Inc.	JP	3/31/2023	6/16/2023	Annual	7	Management	Elect Koichiro Miyahara	For	Against	Against	The board has more than 15 members or fewer than 5 members.
Japan Exchange Group Inc.	JP	3/31/2023	6/16/2023	Annual	8	Management	Elect Yasuyuki Konuma	For	Against	Against	The board has more than 15 members or fewer than 5 members.
Japan Exchange Group Inc.	JP	3/31/2023	6/16/2023	Annual	9	Management	Elect Nobuhiro Endo	For	Against	Against	The board has more than 15 members or fewer than 5 members.
Japan Exchange Group Inc.	JP	3/31/2023	6/16/2023	Annual	10	Management	Elect Hiroko Ota	For	Against	Against	The board has more than 15 members or fewer than 5 members.
Japan Exchange Group Inc.	JP	3/31/2023	6/16/2023	Annual	11	Management	Elect Hitoshi Ogita	For	Against	Against	The board has more than 15 members or fewer than 5 members.
Japan Exchange Group Inc.	JP	3/31/2023	6/16/2023	Annual	12	Management	Elect Kazuaki Kama	For	Against	Against	The board has more than 15 members or fewer than 5 members.
Japan Exchange Group Inc.	JP	3/31/2023	6/16/2023	Annual	13	Management	Elect Main Koda @ Tokuko Sawa	For	Against	Against	The board has more than 15 members or fewer than 5 members.
Japan Exchange Group Inc.	JP	3/31/2023	6/16/2023	Annual	14	Management	Elect Eizo Kobayashi	For	Against	Against	The board has more than 15 members or fewer than 5 members.
Japan Exchange Group Inc.	JP	3/31/2023	6/16/2023	Annual	15	Management	Elect Yasushi Suzuki	For	Against	Against	The board has more than 15 members or fewer than 5 members.
Japan Exchange Group Inc.	JP	3/31/2023	6/16/2023	Annual	16	Management	Elect Yasuzo Takeno	For	Against	Against	The board has more than 15 members or fewer than 5 members.
Japan Exchange Group Inc.	JP	3/31/2023	6/16/2023	Annual	17	Management	Elect Mitsuhiro Matsumoto	For	Against	Against	The board has more than 15 members or fewer than 5 members.
Japan Exchange Group Inc.	JP	3/31/2023	6/16/2023	Annual	18	Management	Elect Kimitaka Mori	For	Against	Against	The board has more than 15 members or fewer than 5 members.
Japan Post Holdings Co Ltd	JP	3/31/2023	6/21/2023	Annual	1	Management	Elect Hiroya Masuda	For	Against	Against	This company has a U.S.-style corporate structure, and board has a nominating and compensation committee composed of a majority of outside directors.
Japan Post Holdings Co Ltd	JP	3/31/2023	6/21/2023	Annual	2	Management	Elect Atsushi Iizuka	For	Against	Against	This company has a U.S.-style corporate structure, and board has a nominating and compensation committee composed of a majority of outside directors.
Japan Post Holdings Co Ltd	JP	3/31/2023	6/21/2023	Annual	3	Management	Elect Norito Ikeda	For	Against	Against	This company has a U.S.-style corporate structure, and board has a nominating and compensation committee composed of a majority of outside directors.
Japan Post Holdings Co Ltd	JP	3/31/2023	6/21/2023	Annual	4	Management	Elect Tetsuya Senda	For	Against	Against	This company has a U.S.-style corporate structure, and board has a nominating and compensation committee composed of a majority of outside directors.
Japan Post Holdings Co Ltd	JP	3/31/2023	6/21/2023	Annual	5	Management	Elect Kunio Tanigaki	For	Against	Against	This company has a U.S.-style corporate structure, and board has a nominating and compensation committee composed of a majority of outside directors.
Japan Post Holdings Co Ltd	JP	3/31/2023	6/21/2023	Annual	6	Management	Elect Tsuyoshi Okamoto	For	Against	Against	This company has a U.S.-style corporate structure, and board has a nominating and compensation committee composed of a majority of outside directors.
Japan Post Holdings Co Ltd	JP	3/31/2023	6/21/2023	Annual	7	Management	Elect Miharu Koezuka	For	Against	Against	This company has a U.S.-style corporate structure, and board has a nominating and compensation committee composed of a majority of outside directors.
Japan Post Holdings Co Ltd	JP	3/31/2023	6/21/2023	Annual	8	Management	Elect Sakie Akiyama	For	Against	Against	This company has a U.S.-style corporate structure, and board has a nominating and compensation committee composed of a majority of outside directors.
Japan Post Holdings Co Ltd	JP	3/31/2023	6/21/2023	Annual	9	Management	Elect Makoto Kaiami	For	Against	Against	This company has a U.S.-style corporate structure, and board has a nominating and compensation committee composed of a majority of outside directors.
Japan Post Holdings Co Ltd	JP	3/31/2023	6/21/2023	Annual	10	Management	Elect Akira Satake	For	Against	Against	This company has a U.S.-style corporate structure, and board has a nominating and compensation committee composed of a majority of outside directors.
Japan Post Holdings Co Ltd	JP	3/31/2023	6/21/2023	Annual	11	Management	Elect Takako Suwa	For	Against	Against	This company has a U.S.-style corporate structure, and board has a nominating and compensation committee composed of a majority of outside directors.
Japan Post Holdings Co Ltd	JP	3/31/2023	6/21/2023	Annual	12	Management	Elect Yayoi Ito	For	Against	Against	This company has a U.S.-style corporate structure, and board has a nominating and compensation committee composed of a majority of outside directors.

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Company Name	Country of Trade	Record Date	Meeting Date	Meeting Type	Proposal Number	Proponent	Proposal Description	Mgmt Rec	Custom Rec	Vote Decision	Rationale
Japan Post Holdings Co Ltd	JP	3/31/2023	6/21/2023	Annual	13	Management	Elect Hiroshi Oeda	For	Against	Against	This company has a U.S.-style corporate structure, and board has a nominating and compensation committee composed of a majority of outside directors.
Japan Post Holdings Co Ltd	JP	3/31/2023	6/21/2023	Annual	14	Management	Elect Miyoko Kimura @ Miyoko Sakekawa	For	Against	Against	The nominee serves as an executive and sits on more than 2 outside boards. This company has a U.S.-style corporate structure, and board has a nominating and compensation committee composed of a majority of outside directors.
Japan Post Holdings Co Ltd	JP	3/31/2023	6/21/2023	Annual	15	Management	Elect Kosei Shindo	For	Against	Against	The nominee serves as an executive and sits on more than 2 outside boards. This company has a U.S.-style corporate structure, and board has a nominating and compensation committee composed of a majority of outside directors.
Jardine Matheson Holdings Ltd.	SG	5/2/2023	5/4/2023	Annual	3	Management	Elect David HSU	For	Against	Against	The board does not have a nominating or compensation committee.
Jardine Matheson Holdings Ltd.	SG	5/2/2023	5/4/2023	Annual	4	Management	Elect Adam P.C. Keswick	For	Against	Against	The board does not have a nominating or compensation committee.
Jardine Matheson Holdings Ltd.	SG	5/2/2023	5/4/2023	Annual	5	Management	Elect Anthony Nightingale	For	Against	Against	The board does not have a nominating or compensation committee. The nominee serves on more than four public company boards.
JD Sports Fashion plc.	GB		6/27/2023	Annual	21	Management	Authority to Set General Meeting Notice Period at 14 Days	For	Against	Against	Proposal would authorize a 14 day notice period for EGMs.
JD Sports Fashion plc.	GB		7/22/2022	Annual	2	Management	Remuneration Report	For	Against	Against	Increase is excessive; Excessive granting practices in light of COVID-19
JD Sports Fashion plc.	GB		7/22/2022	Annual	16	Management	Authority to Set General Meeting Notice Period at 14 Days	For	Against	Against	Proposal would authorize a 14 day notice period for EGMs.
Kerry Group Plc	IE	4/21/2023	4/27/2023	Annual	17	Management	Authority to Set General Meeting Notice Period at 14 Days	For	Against	Against	Proposal would authorize a 14 day notice period for EGMs.
Kone Corp.	FI	2/16/2023	2/28/2023	Annual	7	Management	Elect Matti Alahuhta	For	Against	Against	The nomination committee does not meet best practice requirements. The compensation committee does not meet best practice requirements.
Kone Corp.	FI	2/16/2023	2/28/2023	Annual	8	Management	Elect Susan Duinhoven	For	Against	Against	The nomination committee does not meet best practice requirements. The compensation committee does not meet best practice requirements.
Kone Corp.	FI	2/16/2023	2/28/2023	Annual	9	Management	Elect Marika Fredriksson	For	Against	Against	The nomination committee does not meet best practice requirements. The compensation committee does not meet best practice requirements.
Kone Corp.	FI	2/16/2023	2/28/2023	Annual	10	Management	Elect Antti Herlin	For	Against	Against	The nomination committee does not meet best practice requirements. The compensation committee does not meet best practice requirements.
Kone Corp.	FI	2/16/2023	2/28/2023	Annual	11	Management	Elect Iiris Herlin	For	Against	Against	The nomination committee does not meet best practice requirements. The compensation committee does not meet best practice requirements.
Kone Corp.	FI	2/16/2023	2/28/2023	Annual	12	Management	Elect Jussi Herlin	For	Against	Against	The nomination committee does not meet best practice requirements. The compensation committee does not meet best practice requirements.
Kone Corp.	FI	2/16/2023	2/28/2023	Annual	13	Management	Elect Ravi Kant	For	Against	Against	The nomination committee does not meet best practice requirements. The compensation committee does not meet best practice requirements.
Kone Corp.	FI	2/16/2023	2/28/2023	Annual	14	Management	Elect Marcela Manubens	For	Against	Against	The nomination committee does not meet best practice requirements. The compensation committee does not meet best practice requirements.
Kone Corp.	FI	2/16/2023	2/28/2023	Annual	15	Management	Elect Krishna Mikkilineni	For	Against	Against	The nomination committee does not meet best practice requirements. The compensation committee does not meet best practice requirements.
Koninklijke Philips N.V.	NL	4/11/2023	5/9/2023	Annual	4	Management	Ratification of Management Board Acts	For	Manual	Against	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Koninklijke Philips N.V.	NL	4/11/2023	5/9/2023	Annual	5	Management	Ratification of Supervisory Board Acts	For	Manual	Against	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
L'Oreal	FR	4/18/2023	4/21/2023	Mix	4	Management	Elect Sophie Bellon	For	Against	Against	The board does not have a majority of independent directors. The nominating committee does not have a majority of independent directors.
L'Oreal	FR	4/18/2023	4/21/2023	Mix	5	Management	Elect Fabienne Dulac	For	Against	Against	The board does not have a majority of independent directors. The nominating committee does not have a majority of independent directors. Nominee has attended less than 75% of board and committee meetings.
La Francaise Des Jeux S.A.	FR	4/24/2023	4/27/2023	Mix	5	Management	Elect Fabienne Dulac	For	Against	Against	The board does not have a majority of independent directors.
La Francaise Des Jeux S.A.	FR	4/24/2023	4/27/2023	Mix	6	Management	Elect Françoise Gri	For	Against	Against	The board does not have a majority of independent directors. The nominee sits on the governance committee and an executive director serves on more than two boards.
La Francaise Des Jeux S.A.	FR	4/24/2023	4/27/2023	Mix	7	Management	Elect Corinne Lejbowicz	For	Against	Against	The board does not have a majority of independent directors.
La Francaise Des Jeux S.A.	FR	4/24/2023	4/27/2023	Mix	8	Management	Elect Philippe Lazare	For	Against	Against	The board does not have a majority of independent directors. The nominee sits on the governance committee and an executive director serves on more than two boards.
Linde Plc	US	4/28/2022	7/25/2022	Annual	13	Management	Advisory Vote on Executive Compensation	For	Against	Against	The Company received a P4P grade of F and the Glass Lewis recommendation is Against.
Linde Plc	US	4/28/2022	7/25/2022	Annual	14	Management	Remuneration Report	For	Against	Against	Pay and performance disconnect
Linde Plc	US	4/28/2022	7/25/2022	Annual	16	Shareholder	Shareholder Proposal Regarding Simple Majority Vote	Against	For	For	Vote for proposals to reduce supermajority vote requirements
Linde Plc	DE	7/22/2022	7/25/2022	Annual	16	Management	Advisory Vote on Executive Compensation	For	Against	Against	The Company received a P4P grade of F and the Glass Lewis recommendation is Against.
Linde Plc	DE	7/22/2022	7/25/2022	Annual	17	Management	Remuneration Report	For	Against	Against	Pay and performance disconnect
Linde Plc	DE	7/22/2022	7/25/2022	Annual	19	Shareholder	Shareholder Proposal Regarding Simple Majority Vote	Against	For	For	Vote for proposals to reduce supermajority vote requirements
Lloyds Banking Group plc	GB		5/18/2023	Annual	27	Management	Authority to Set General Meeting Notice Period at 14 Days	For	Against	Against	Proposal would authorize a 14 day notice period for EGMs.
London Stock Exchange Group	GB		4/27/2023	Annual	11	Management	Elect Val Rahmani	For	Against	Against	The nominee serves on more than four public company boards.

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London Stock Exchange Group	GB		4/27/2023	Annual	26	Management	Authority to Set General Meeting Notice Period at 14 Days	For	Against	Against	Proposal would authorize a 14 day notice period for EGMs.
Lvmh Moet Hennessy Vuitton SE	FR	4/17/2023	4/20/2023	Mix	18	Management	Elect Laurent Mignon	For	Against	Against	The nominee serves as an executive and sits on more than 2 outside boards.
Lvmh Moet Hennessy Vuitton SE	FR	4/17/2023	4/20/2023	Mix	19	Management	Elect Lord Powell of Bayswater as Censor	For	Manual	Against	Reviewed by Portfolio Management: While Lord Powell surely offers important insight to the board, the censor role is intended to be used in unusual circumstances, which are not clearly defined for LVMH.
Lvmh Moet Hennessy Vuitton SE	FR	4/17/2023	4/20/2023	Mix	20	Management	Elect Diego Della Valle as Censor	For	Manual	Against	Reviewed by Portfolio Management: While Diego Della Valle surely offers important insight to the board, the censor role is intended to be used in unusual circumstances, which are not clearly defined for LVMH.
Lvmh Moet Hennessy Vuitton SE	FR	4/17/2023	4/20/2023	Mix	21	Management	2022 Remuneration Report	For	Manual	Against	Reviewed by Portfolio Management: Insufficient response to shareholder dissent. It is concerning that compensation structures were not addressed after prior shareholder concerns, and operating targets are more flexible and less ambitious than peers.
Lvmh Moet Hennessy Vuitton SE	FR	4/17/2023	4/20/2023	Mix	22	Management	2022 Remuneration of Bernard Arnault, Chair and CEO	For	Against	Against	Equity awards to major shareholder; Insufficient response to shareholder dissent; Poor overall design
Lvmh Moet Hennessy Vuitton SE	FR	4/17/2023	4/20/2023	Mix	23	Management	2022 Remuneration of Antonio Belloni, Deputy CEO	For	Against	Against	Insufficient response to shareholder dissent; Excessive compensation; Poor overall design
Lvmh Moet Hennessy Vuitton SE	FR	4/17/2023	4/20/2023	Mix	25	Management	2023 Remuneration Policy (Chair and CEO)	For	Against	Against	Equity awards to major shareholder; Insufficient response to shareholder dissent; Poor overall design; Poor overall compensation disclosure
Lvmh Moet Hennessy Vuitton SE	FR	4/17/2023	4/20/2023	Mix	26	Management	2023 Remuneration Policy (Deputy CEO)	For	Against	Against	Insufficient response to shareholder dissent; Poor overall design; Poor overall compensation disclosure
M&G Plc	GB		5/24/2023	Annual	8	Management	Elect Fiona Clutterbuck	Abstain	For	For	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
M&G Plc	GB		5/24/2023	Annual	21	Management	Authority to Set General Meeting Notice Period at 14 Days	For	Against	Against	Proposal would authorize a 14 day notice period for EGMs.
McDonald's Holdings Co. (Japan) Ltd.	JP	12/31/2022	3/28/2023	Annual	7	Management	Elect Makiko Hamabe @ Makiko Yasui as Statutory Auditor	For	Against	Against	The board of statutory auditors is not majority independent.
Mercedes-Benz Group AG	DE	4/28/2023	5/3/2023	Annual	2	Management	Ratification of Management Board Acts	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Mercedes-Benz Group AG	DE	4/28/2023	5/3/2023	Annual	10	Management	Remuneration Report	For	Against	Against	Unchallenging financial and E & S targets
Mitsubishi UFJ Financial Group, Inc.	JP	3/31/2023	6/29/2023	Annual	7	Management	Elect Hirofumi Nomoto	For	Against	Against	The nominee serves as an executive and sits on more than 2 outside boards.
Mitsui & Co. Ltd	JP	3/31/2023	6/21/2023	Annual	17	Management	Elect Hirotsugu Fujiwara	For	Against	Against	The board of statutory auditors is not majority independent.
Mitsui & Co. Ltd	JP	3/31/2023	6/21/2023	Annual	18	Management	Elect Makoto Hayashi	For	Against	Against	The board of statutory auditors is not majority independent. The nominee has received compensation from the company for the provision of professional services.
Mitsui & Co. Ltd	JP	3/31/2023	6/21/2023	Annual	19	Management	Elect Kimiro Shiotani	For	Against	Against	The board of statutory auditors is not majority independent.
Murata Manufacturing Co. Ltd.	JP	3/31/2023	6/29/2023	Annual	3	Management	Elect Tsuneo Murata	For	Against	Against	This Company has a one-tier/one-committee board structure and the audit committee does not have a majority of independent directors.
Murata Manufacturing Co. Ltd.	JP	3/31/2023	6/29/2023	Annual	4	Management	Elect Norio Nakajima	For	Against	Against	This Company has a one-tier/one-committee board structure and the audit committee does not have a majority of independent directors.
Murata Manufacturing Co. Ltd.	JP	3/31/2023	6/29/2023	Annual	5	Management	Elect Hiroshi Iwatsubo	For	Against	Against	This Company has a one-tier/one-committee board structure and the audit committee does not have a majority of independent directors.
Murata Manufacturing Co. Ltd.	JP	3/31/2023	6/29/2023	Annual	6	Management	Elect Masanori Minamide	For	Against	Against	This Company has a one-tier/one-committee board structure and the audit committee does not have a majority of independent directors.
Murata Manufacturing Co. Ltd.	JP	3/31/2023	6/29/2023	Annual	7	Management	Elect Yuko Yasuda	For	Against	Against	This Company has a one-tier/one-committee board structure and the audit committee does not have a majority of independent directors.
Murata Manufacturing Co. Ltd.	JP	3/31/2023	6/29/2023	Annual	8	Management	Elect Takashi Nishijima	For	Against	Against	This Company has a one-tier/one-committee board structure and the audit committee does not have a majority of independent directors.
NatWest Group Plc	GB		4/25/2023	Annual	22	Management	Authority to Set General Meeting Notice Period at 14 Days	For	Against	Against	Proposal would authorize a 14 day notice period for EGMs.
Novo Nordisk	DK	3/16/2023	3/23/2023	Annual	19	Management	Elect Martin Mackay	For	Against	Against	The nominee serves as an executive and sits on more than 2 outside boards.
OCI N.V.	NL	4/5/2023	5/3/2023	Annual	1	Management	Remuneration Report	For	Against	Against	Discretionary awards
OCI N.V.	NL	4/5/2023	5/3/2023	Annual	10	Management	Authority to Suppress Preemptive Rights	For	Manual	Against	(exceeds 20% of share share capital) /; Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Ono Pharmaceutical Co. Ltd	JP	3/31/2023	6/22/2023	Annual	9	Management	Elect Hironobu Tanisaka	For	Against	Against	The board of statutory auditors is not majority independent.
Ono Pharmaceutical Co. Ltd	JP	3/31/2023	6/22/2023	Annual	10	Management	Elect Akiko Tanabe	For	Against	Against	The board of statutory auditors is not majority independent.

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Company Name	Country of Trade	Record Date	Meeting Date	Meeting Type	Proposal Number	Proponent	Proposal Description	Mgmt Rec	Custom Rec	Vote Decision	Rationale
Oracle Corporation Japan	JP	5/31/2022	8/23/2022	Annual	2	Management	Elect Toshimitsu Misawa	For	Against	Against	This company has a U.S.-style corporate structure, and the board has fewer than 50% independent directors. This company has a U.S.-style corporate structure, and board has a nominating and compensation committee composed of fewer than 50% independent directors. This company has a U.S.-style corporate structure, and the board has an audit committee composed of fewer than 50% independent directors.
Oracle Corporation Japan	JP	5/31/2022	8/23/2022	Annual	3	Management	Elect Krishna Sivaraman	For	Against	Against	This company has a U.S.-style corporate structure, and the board has fewer than 50% independent directors. This company has a U.S.-style corporate structure, and board has a nominating and compensation committee composed of fewer than 50% independent directors. This company has a U.S.-style corporate structure, and the board has an audit committee composed of fewer than 50% independent directors.
Oracle Corporation Japan	JP	5/31/2022	8/23/2022	Annual	4	Management	Elect Garrett Ilg	For	Against	Against	This company has a U.S.-style corporate structure, and the board has fewer than 50% independent directors. This company has a U.S.-style corporate structure, and board has a nominating and compensation committee composed of fewer than 50% independent directors. This company has a U.S.-style corporate structure, and the board has an audit committee composed of fewer than 50% independent directors.
Oracle Corporation Japan	JP	5/31/2022	8/23/2022	Annual	5	Management	Elect Vincent Secondo Grelli	For	Against	Against	This company has a U.S.-style corporate structure, and the board has fewer than 50% independent directors. This company has a U.S.-style corporate structure, and board has a nominating and compensation committee composed of fewer than 50% independent directors. This company has a U.S.-style corporate structure, and the board has an audit committee composed of fewer than 50% independent directors.
Oracle Corporation Japan	JP	5/31/2022	8/23/2022	Annual	6	Management	Elect Kimberly Woolley	For	Against	Against	This company has a U.S.-style corporate structure, and the board has fewer than 50% independent directors. This company has a U.S.-style corporate structure, and board has a nominating and compensation committee composed of fewer than 50% independent directors. This company has a U.S.-style corporate structure, and the board has an audit committee composed of fewer than 50% independent directors.
Oracle Corporation Japan	JP	5/31/2022	8/23/2022	Annual	7	Management	Elect Yoshiaki Fujimori	For	Against	Against	This company has a U.S.-style corporate structure, and the board has fewer than 50% independent directors. This company has a U.S.-style corporate structure, and board has a nominating and compensation committee composed of fewer than 50% independent directors. This company has a U.S.-style corporate structure, and the board has an audit committee composed of fewer than 50% independent directors.
Oracle Corporation Japan	JP	5/31/2022	8/23/2022	Annual	8	Management	Elect John L. Hall	For	Against	Against	This company has a U.S.-style corporate structure, and the board has fewer than 50% independent directors. This company has a U.S.-style corporate structure, and board has a nominating and compensation committee composed of fewer than 50% independent directors. This company has a U.S.-style corporate structure, and the board has an audit committee composed of fewer than 50% independent directors.
Oracle Corporation Japan	JP	5/31/2022	8/23/2022	Annual	9	Management	Elect Takeshi Natsuno	For	Against	Against	The nominee serves as an executive and sits on more than 2 outside boards. This company has a U.S.-style corporate structure, and the board has fewer than 50% independent directors. This company has a U.S.-style corporate structure, and board has a nominating and compensation committee composed of fewer than 50% independent directors. This company has a U.S.-style corporate structure, and the board has an audit committee composed of fewer than 50% independent directors.
Oracle Corporation Japan	JP	5/31/2022	8/23/2022	Annual	10	Management	Elect Yukiko Kuroda @ Yukiko Matsumoto	For	Against	Against	This company has a U.S.-style corporate structure, and the board has fewer than 50% independent directors. This company has a U.S.-style corporate structure, and board has a nominating and compensation committee composed of fewer than 50% independent directors. This company has a U.S.-style corporate structure, and the board has an audit committee composed of fewer than 50% independent directors.

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Company Name	Country of Trade	Record Date	Meeting Date	Meeting Type	Proposal Number	Proponent	Proposal Description	Mgmt Rec	Custom Rec	Vote Decision	Rationale
Pandora A/S	DK	3/9/2023	3/16/2023	Annual	9	Management	Elect Catherine Spindler	For	Against	Against	Nominee has attended less than 75% of board and committee meetings.
Prudential plc	US	4/11/2023	5/25/2023	Annual	30	Management	Authority to Set General Meeting Notice Period at 14 Days	For	Against	Against	Proposal would authorize a 14 day notice period for EGMs.
Prudential plc	GB		5/25/2023	Annual	30	Management	Authority to Set General Meeting Notice Period at 14 Days	For	Against	Against	Proposal would authorize a 14 day notice period for EGMs.
Publicis Groupe SA	FR	5/26/2023	5/31/2023	Mix	8	Management	2023 Remuneration Policy (Supervisory Board Chair)	For	Manual	Against	Vote case-by-case when Glass Lewis identifies significant issues for shareholder concern. / Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Publicis Groupe SA	FR	5/26/2023	5/31/2023	Mix	10	Management	2023 Remuneration Policy (Management Board Chair)	For	Against	Against	Increase is excessive; Insufficient response to shareholder dissent
Publicis Groupe SA	FR	5/26/2023	5/31/2023	Mix	13	Management	2022 Remuneration of Maurice Lévy, Supervisory Board Chair	For	Manual	Against	Vote case-by-case when Glass Lewis identifies significant issues for shareholder concern. / Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Publicis Groupe SA	FR	5/26/2023	5/31/2023	Mix	14	Management	2022 Remuneration of Arthur Sadoun, Management Board Chair	For	Against	Against	Insufficient response to shareholder dissent
Recruit Holdings Co. Ltd.	JP	3/31/2023	6/26/2023	Annual	9	Management	Elect Miho Tanaka @ Miho Takahashi as Alternate Statutory Auditor	For	Against	Against	The board of statutory auditors is not majority independent.
Renesas Electronics Corporation	JP	12/31/2022	3/30/2023	Annual	7	Management	Employee Share Purchase Plan for Overseas Employees	For	Against	Against	Plan would allow options to be priced at 85.00% of fair market value.
Rio Tinto plc	GB		4/6/2023	Annual	22	Management	Authority to Set General Meeting Notice Period at 14 Days	For	Against	Against	Proposal would authorize a 14 day notice period for EGMs.
SITC International Holdings Company Limited	HK	4/18/2023	4/24/2023	Annual	3	Management	Elect YANG Shaopeng	For	Against	Against	The chair of the nomination committee is not independent.
SITC International Holdings Company Limited	HK	4/18/2023	4/24/2023	Annual	4	Management	Elect YANG Xin	For	Against	Against	The chair of the nomination committee is not independent.
SITC International Holdings Company Limited	HK	4/18/2023	4/24/2023	Annual	5	Management	Elect Rebecca LIU Ka Ying	For	Against	Against	The chair of the nomination committee is not independent.
SITC International Holdings Company Limited	HK	4/18/2023	4/24/2023	Annual	6	Management	Elect TSE Siu Ngan	For	Against	Against	The chair of the nomination committee is not independent.
SITC International Holdings Company Limited	HK	4/18/2023	4/24/2023	Annual	7	Management	Elect HU Mantian	For	Against	Against	The chair of the nomination committee is not independent.
SITC International Holdings Company Limited	HK	4/18/2023	4/24/2023	Annual	12	Management	Authority to Issue Repurchased Shares	For	Against	Against	The Company has not disclosed the discount that can be applied to newly issued shares.
SITC International Holdings Company Limited	HK	4/18/2023	4/24/2023	Annual	13	Management	Amendments to Articles	For	Manual	Against	Proposal would authorize the company to reduce the notice period for EGMs to less than 21 days. / Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Stellantis N.V	US	3/16/2023	4/13/2023	Annual	1	Management	Remuneration Report Excluding Pre-Merger Legacy Matters	For	Against	Against	Equity awards to major shareholder
Stellantis N.V	US	3/16/2023	4/13/2023	Annual	2	Management	Remuneration Report (Pre-Merger Legacy Matter)	For	Against	Against	Poorly justified awards
Stellantis N.V	US	3/16/2023	4/13/2023	Annual	5	Management	Ratification of Board Acts	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Stellantis N.V	US	3/16/2023	4/13/2023	Annual	6	Management	Elect Benoît Ribadeau-Dumas to the Board of Directors	For	Against	Against	The board does not have a compensation committee composed solely of independent directors.
Takeda Pharmaceutical Co	JP	3/31/2023	6/28/2023	Annual	8	Management	Elect Ian T. Clark	For	Against	Against	The nominee serves on more than four public company boards.
Takeda Pharmaceutical Co	JP	3/31/2023	6/28/2023	Annual	10	Management	Elect John M. Maraganore	For	Against	Against	The nominee serves on more than four public company boards.
Taylor Wimpey	GB		4/27/2023	Annual	23	Management	Authority to Set General Meeting Notice Period at 14 Days	For	Against	Against	Proposal would authorize a 14 day notice period for EGMs.
Telefonaktiebolaget L M Ericsson	SE	3/21/2023	3/29/2023	Annual	33	Management	Elect Christy Wyatt	For	Against	Against	The nominee serves as an executive and sits on more than 2 outside boards.
Thales S.A.	FR	5/4/2023	5/10/2023	Mix	21	Management	Elect Marianna Nitsch	For	Against	Against	The board does not have a majority of independent directors. The compensation committee does not have a majority of independent directors. The audit committee does not have a majority of independent directors. The nominating committee does not have a majority of independent directors.
Unilever plc	GB		5/3/2023	Annual	2	Management	Remuneration Report	For	Against	Against	Significant base salary on appointment
Unilever plc	GB		5/3/2023	Annual	23	Management	Authority to Set General Meeting Notice Period at 14 Days	For	Against	Against	Proposal would authorize a 14 day notice period for EGMs.
Universal Music Group N.V.	NL	4/13/2023	5/11/2023	Annual	6	Management	Remuneration Report	For	Against	Against	Insufficient response to shareholder dissent; Excessive compensation
Universal Music Group N.V.	NL	4/13/2023	5/11/2023	Annual	11	Management	Ratification of Non-Executives' Acts	For	Manual	Against	Reviewed by Portfolio Management: Elevated shareholder dissent is a concern.
Universal Music Group N.V.	NL	4/13/2023	5/11/2023	Annual	12	Management	Elect Lucian Grainge to the Board of Directors	For	Against	Against	The compensation committee does not have a majority of independent directors. The board does not have a majority of independent directors.

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Company Name	Country of Trade	Record Date	Meeting Date	Meeting Type	Proposal Number	Proponent	Proposal Description	Mgmt Rec	Custom Rec	Vote Decision	Rationale
Universal Music Group N.V.	NL	4/13/2023	5/11/2023	Annual	13	Management	Supplement to CEO Remuneration Policy	For	Against	Against	Discretionary awards; Excessive bonus; Excessive termination package
Universal Music Group N.V.	NL	4/13/2023	5/11/2023	Annual	14	Management	Elect Sherry Lansing to the Board of Directors	For	Against	Against	The compensation committee does not have a majority of independent directors. The board does not have a majority of independent directors.
Universal Music Group N.V.	NL	4/13/2023	5/11/2023	Annual	15	Management	Elect Anna Jones to the Board of Directors	For	Against	Against	The compensation committee does not have a majority of independent directors. The board does not have a majority of independent directors.
Universal Music Group N.V.	NL	4/13/2023	5/11/2023	Annual	16	Management	Elect Luc van Os to the Board of Directors	For	Against	Against	The compensation committee does not have a majority of independent directors. The board does not have a majority of independent directors.
Universal Music Group N.V.	NL	4/13/2023	5/11/2023	Annual	17	Management	Elect Haim Saban to the Board of Directors	For	Against	Against	The compensation committee does not have a majority of independent directors. The board does not have a majority of independent directors.
USS Co.,Ltd.	JP	3/31/2023	6/20/2023	Annual	8	Management	Elect Yoshiko Sasao	For	Against	Against	The nominee serves as an executive and sits on more than 2 outside boards.
Vinci	FR	4/6/2023	4/13/2023	Mix	14	Management	2022 Remuneration of Xavier Huillard, Chair and CEO	For	Against	Against	Pay and performance disconnect
Visa Inc	US	11/25/2022	1/24/2023	Annual	1	Management	Elect Lloyd A. Carney	For	Against	Against	The nominee serves as an executive and sits on more than 2 outside boards.
WH Group Limited	HK	5/31/2023	6/6/2023	Annual	2	Management	Elect MA Xiangjie	For	Against	Against	The chair of the nomination committee is not independent.
WH Group Limited	HK	5/31/2023	6/6/2023	Annual	3	Management	Elect HUANG Ming	For	Against	Against	The chair of the nomination committee is not independent.
WH Group Limited	HK	5/31/2023	6/6/2023	Annual	4	Management	Elect Don LAU Jin Tin	For	Against	Against	The chair of the nomination committee is not independent.
WH Group Limited	HK	5/31/2023	6/6/2023	Annual	5	Management	Elect ZHOU Hui	For	Against	Against	The chair of the nomination committee is not independent.
WH Group Limited	HK	5/31/2023	6/6/2023	Annual	10	Management	Authority to Issue Shares w/o Preemptive Rights	For	Against	Against	The board fails to meet the basic independence standards.
WH Group Limited	HK	5/31/2023	6/6/2023	Annual	11	Management	Authority to Issue Repurchased Shares	For	Against	Against	The Company has not disclosed the discount that can be applied to newly issued shares.
Worldline	FR	6/5/2023	6/8/2023	Mix	17	Management	2022 Remuneration Report	For	Against	Against	Poor overall compensation disclosure; Concerning pay practices
Worldline	FR	6/5/2023	6/8/2023	Mix	19	Management	2022 Remuneration of Gilles Grapinet, CEO	For	Against	Against	Concerning pay practices; Poor overall compensation disclosure
Worldline	FR	6/5/2023	6/8/2023	Mix	20	Management	2022 Remuneration of Marc-Henri Desportes, Deputy CEO	For	Against	Against	Concerning pay practices; Poor overall compensation disclosure
Worldline	FR	6/5/2023	6/8/2023	Mix	33	Management	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Specified Categories Related to Worldline IGSA)	For	Against	Against	The authority may be used as a takeover device.
Worldline	FR	6/5/2023	6/8/2023	Mix	36	Management	Authority to Grant Stock Options	For	Against	Against	Plan would allow options to be priced at 80.00% of fair market value.
Zozo Inc.	JP	3/31/2023	6/28/2023	Annual	14	Management	Elect Shichiro Hattori as Alternate Audit Committee Director	For	Against	Against	The nominee is an alternate director and not considered independent.

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Astrazeneca plc	GB		4/27/2023	Annual	24	Management	Adoption of New Articles	For	Manual	For	Reviewed by Portfolio Management: Approval of the proposal was determined to be in the best interest of shareholders.
Astrazeneca plc	US	4/4/2023	4/27/2023	Annual	24	Management	Adoption of New Articles	For	Manual	For	Reviewed by Portfolio Management: Approval of the proposal was determined to be in the best interest of shareholders.
Bank of Ireland Group Plc	IE	5/19/2023	5/23/2023	Annual	24	Management	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	For	Manual	TNA	Shareblocking applies
BHP Group Limited	AU	11/8/2022	11/10/2022	Annual	12	Management	Equity Grant (CEO Mike Henry)	For	Manual	For	Reviewed by Portfolio Management: Approval of the proposal was determined to be in the best interest of shareholders.
Chow Tai Fook Jewellery Group Limited	HK	7/21/2022	7/27/2022	Annual	6	Management	Elect Jeffrey LAM Kin-fung	For	Manual	Against	The nominee serves on more than five public company boards. / Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Coca-Cola Europacific Partners Plc	US	3/29/2023	5/24/2023	Annual	24	Management	Waiver of Mandatory Takeover Requirement	For	Manual	For	Reviewed by Portfolio Management: CCEP is doing buybacks in which the largest s/holder (Olive) is not participating. This is required so that this does not force Olive to make a mandatory takeover offer.
Coca-Cola Europacific Partners Plc	US	3/29/2023	5/24/2023	Annual	25	Management	Long-Term Incentive Plan	For	Manual	For	The board fails to meet the basic independence standards. / Reviewed by Portfolio Management: Aligns with shareholders' interests.
CRH Plc	IE	6/2/2023	6/8/2023	Court	3	Management	Scheme of Arrangement (Settlement System Migration)	For	Manual	For	Reviewed by Portfolio Management: The proposal paves the way for listing in US which is in the interest of shareholders.
CRH Plc	IE	6/2/2023	6/8/2023	Special	3	Management	Approve Scheme of Arrangement	For	Manual	For	Reviewed by Portfolio Management: The proposal paves the way for listing in US which is in the interest of shareholders.
CRH Plc	IE	6/2/2023	6/8/2023	Special	4	Management	Change of Listing	For	Manual	For	Reviewed by Portfolio Management: The proposal paves the way for listing in US which is in the interest of shareholders.
CRH Plc	IE	6/2/2023	6/8/2023	Special	5	Management	Adoption of New Articles	For	Manual	For	Reviewed by Portfolio Management: The proposal paves the way for listing in US which is in the interest of shareholders.
CRH Plc	IE	6/2/2023	6/8/2023	Special	7	Management	Authority to Set Price Range for Reissuance of Treasury Shares	For	Manual	For	Reviewed by Portfolio Management: There is no apparent issue with this, especially given the limitation on issuance price.
CRH Plc	IE	6/2/2023	6/8/2023	Special	8	Management	Amendments to Articles (Share Redemption)	For	Manual	For	Reviewed by Portfolio Management: This request is inline with peers (US listed/primarily US earnings source).
Daiichi Sankyo Co., Ltd.	JP	3/31/2023	6/19/2023	Annual	14	Management	Trust Type Equity Plan	For	Manual	For	Reviewed by Portfolio Management: There is no dilution as the Trust will acquire stock for the market to allocate to senior management. Alignment of interest is good.
Dassault Aviation	FR	5/11/2023	5/16/2023	Mix	4	Management	2022 Remuneration Report	For	Manual	Against	Poor overall compensation disclosure; Poor overall design
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	4	Management	Ratify Karl von Rohr	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	6	Management	Ratify Bernd Leukert	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	7	Management	Ratify Stuart Lewis	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	13	Management	Ratify Alexander Wynaendts	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	14	Management	Ratify Paul Achleitner	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	15	Management	Ratify Detlef Polaschek	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	16	Management	Ratify Norbert Winkeljohann	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	17	Management	Ratify Ludwig Blomeyer-Bartenstein	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	18	Management	Ratify Mayree Clark	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	19	Management	Ratify Jan Duschek	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	20	Management	Ratify Manja Eifert	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	21	Management	Ratify Gerhard Eschelbeck	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	22	Management	Ratify Sigmar Gabriel	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	23	Management	Ratify Timo Heider	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	24	Management	Ratify Martina Klee	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	25	Management	Ratify Henriette Mark	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	26	Management	Ratify Gabriele Platscher	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	27	Management	Ratify Bernd Rose	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	28	Management	Ratify Yngve Slyngstad	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	29	Management	Ratify John Alexander Thain	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	30	Management	Ratify Michele Trogni	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	31	Management	Ratify Dagmar Valcárcel	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	32	Management	Ratify Stefan Viertel	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	33	Management	Ratify Theodor Weimer	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	34	Management	Ratify Frank Werneke	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Deutsche Bank AG	DE	5/11/2023	5/17/2023	Annual	35	Management	Ratify Frank Witter	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
DNB Bank ASA	NO	4/18/2023	4/25/2023	Annual	12	Management	Authority to Repurchase Shares (Hedging)	For	Manual	TNA	Non-voting market
Experian Plc	JE		7/21/2022	Annual	14	Management	Share Plans	For	Manual	For	Putnam's annualized dilution figure cannot be calculated using the provided data from the Company. / Reviewed by Portfolio Management: The amendments are largely technical in nature to ensure continued compliance with State and Federal laws in the US.
Greek Organisation Of Football Prognostics S.A.	GR	4/21/2023	4/27/2023	Ordinary	9	Management	2022 Annual Bonus Plan	For	Manual	For	Reviewed by Portfolio Management: Putnam believes this is an acceptable incentive structure.
Greek Organisation Of Football Prognostics S.A.	GR	4/21/2023	4/27/2023	Ordinary	11	Management	Long-Term Incentive Scheme 2020-2022	For	Manual	For	The board fails to meet the basic independence standards. / Reviewed by Portfolio Management: Putnam believes this is an acceptable incentive structure.
Greek Organisation Of Football Prognostics S.A.	GR	4/21/2023	4/27/2023	Ordinary	12	Management	Long-Term Incentive Scheme 2023-2025	For	Manual	For	The board fails to meet the basic independence standards. / Reviewed by Portfolio Management: Putnam believes this is an acceptable incentive structure.
Hana Financial Group Inc.	KR	12/31/2022	3/24/2023	Annual	3	Management	Elect KIM Hong Jin	For	Manual	For	Reviewed by Portfolio Management: Approval of the proposal was determined to be in the best interest of shareholders.
Hana Financial Group Inc.	KR	12/31/2022	3/24/2023	Annual	4	Management	Elect HEO Yoon	For	Manual	For	Reviewed by Portfolio Management: Approval of the proposal was determined to be in the best interest of shareholders.
Hana Financial Group Inc.	KR	12/31/2022	3/24/2023	Annual	5	Management	Elect LEE Jung Won	For	Manual	For	Reviewed by Portfolio Management: Approval of the proposal was determined to be in the best interest of shareholders.
Hana Financial Group Inc.	KR	12/31/2022	3/24/2023	Annual	6	Management	Elect PARK Dong Moon	For	Manual	For	Reviewed by Portfolio Management: Approval of the proposal was determined to be in the best interest of shareholders.
Hana Financial Group Inc.	KR	12/31/2022	3/24/2023	Annual	7	Management	Elect LEE Kang Won	For	Manual	For	Reviewed by Portfolio Management: Approval of the proposal was determined to be in the best interest of shareholders.
Hana Financial Group Inc.	KR	12/31/2022	3/24/2023	Annual	8	Management	Elect WON Sook Yeon	For	Manual	For	Reviewed by Portfolio Management: Approval of the proposal was determined to be in the best interest of shareholders.
Hana Financial Group Inc.	KR	12/31/2022	3/24/2023	Annual	9	Management	Elect LEE Jun Seo	For	Manual	For	Reviewed by Portfolio Management: Approval of the proposal was determined to be in the best interest of shareholders.

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Hana Financial Group Inc.	KR	12/31/2022	3/24/2023	Annual	10	Management	Elect LEE Seung Yeol	For	Manual	For	Reviewed by Portfolio Management: Approval of the proposal was determined to be in the best interest of shareholders.
Hermes International	FR	4/17/2023	4/20/2023	Mix	7	Management	2022 Remuneration Report	For	Manual	Against	Increase is excessive; Poor overall design; Insufficient response to shareholder dissent
Hermes International	FR	4/17/2023	4/20/2023	Mix	22	Management	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	For	Manual	Against	The proposal requests the issuance of common stock without preemptive rights in excess of 20% of the companys outstanding common stock.
Hermes International	FR	4/17/2023	4/20/2023	Mix	24	Management	Authority to Issue Shares and Convertible Debt Through Private Placement	For	Manual	Against	The proposal requests the issuance of common stock without preemptive rights in excess of 20% of the companys outstanding common stock.
Hermes International	FR	4/17/2023	4/20/2023	Mix	25	Management	Authority to Increase Capital in Consideration for Contributions In Kind	For	Manual	Against	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Hermes International	FR	4/17/2023	4/20/2023	Mix	26	Management	Authority to Decide Mergers by Absorption, Spin-Offs and Partial Transfer of Assets	For	Manual	Against	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Hermes International	FR	4/17/2023	4/20/2023	Mix	27	Management	Authority to Increase Capital in Case of Mergers by Absorption, Spin-offs or Partial Transfer of Assets	For	Manual	Against	The proposal requests the issuance of common stock without preemptive rights in excess of 20% of the companys outstanding common stock.
Hermes International	FR	4/17/2023	4/20/2023	Mix	28	Management	Authority to Issue Performance Shares	For	Manual	Against	The board fails to meet the basic independence standards.
Ipsen	FR	5/26/2023	5/31/2023	Mix	17	Management	Authority to Increase Capital Through Capitalisations	For	Manual	Against	The maximum value of convertible debt is not disclosed.
Ipsen	FR	5/26/2023	5/31/2023	Mix	24	Management	Authority to Grant Stock Options	For	Manual	Against	The board fails to meet the basic independence standards.
JD Sports Fashion plc.	GB		12/13/2022	Ordinary	3	Management	Deferred Bonus Plan	For	Manual	For	Reviewed by Portfolio Management: Approval of the proposal was determined to be in the best interest of shareholders.
Koninklijke Philips N.V.	NL	4/11/2023	5/9/2023	Annual	4	Management	Ratification of Management Board Acts	For	Manual	Against	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Koninklijke Philips N.V.	NL	4/11/2023	5/9/2023	Annual	5	Management	Ratification of Supervisory Board Acts	For	Manual	Against	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Linde Plc	DE	1/16/2023	1/18/2023	Court	2	Management	Approval of Scheme of Arrangement	For	Manual	For	Reviewed by Portfolio Management: The reorganization reduces complexity and aligns with long term business strategy.
Linde Plc	DE	1/16/2023	1/18/2023	Special	4	Management	Approval of Scheme of Arrangement	For	Manual	For	Reviewed by Portfolio Management: The reorganization reduces complexity and aligns with long term business strategy.
Linde Plc	DE	1/16/2023	1/18/2023	Special	5	Management	Amendments to Articles	For	Manual	For	Reviewed by Portfolio Management: This action is needed to support the overall reorganization, which Putnam believes is positive for long term shareholders.
Linde Plc	DE	1/16/2023	1/18/2023	Special	6	Management	Dissolution Merger	For	Manual	For	Reviewed by Portfolio Management: This action is needed to support the overall reorganization, which Putnam believes is positive for long term shareholders.
Linde Plc	US	12/9/2022	1/18/2023	Special	1	Management	Approval of Scheme of Arrangement	For	Manual	For	Reviewed by Portfolio Management: The reorganization reduces complexity and aligns with long term business strategy.
Linde Plc	US	12/9/2022	1/18/2023	Special	2	Management	Amendments to Articles	For	Manual	For	Reviewed by Portfolio Management: This action is needed to support the overall reorganization, which Putnam believes is positive for long term shareholders.
Linde Plc	US	12/9/2022	1/18/2023	Special	3	Management	Dissolution Merger	For	Manual	For	Reviewed by Portfolio Management: This action is needed to support the overall reorganization, which Putnam believes is positive for long term shareholders.
Linde Plc	US	12/9/2022	1/18/2023	Special	1	Management	Approval of Scheme of Arrangement	For	Manual	For	Reviewed by Portfolio Management: The reorganization reduces complexity and aligns with long term business strategy.
Lvmh Moet Hennessy Vuitton SE	FR	4/17/2023	4/20/2023	Mix	19	Management	Elect Lord Powell of Bayswater as Censor	For	Manual	Against	Reviewed by Portfolio Management: While Lord Powell surely offers important insight to the board, the censor role is intended to be used in unusual circumstances, which are not clearly defined for LVMH.
Lvmh Moet Hennessy Vuitton SE	FR	4/17/2023	4/20/2023	Mix	20	Management	Elect Diego Della Valle as Censor	For	Manual	Against	Reviewed by Portfolio Management: While Diego Della Valle surely offers important insight to the board, the censor role is intended to be used in unusual circumstances, which are not clearly defined for LVMH.
Lvmh Moet Hennessy Vuitton SE	FR	4/17/2023	4/20/2023	Mix	21	Management	2022 Remuneration Report	For	Manual	Against	Reviewed by Portfolio Management: Insufficient response to shareholder dissent. It is concerning that compensation structures were not addressed after prior shareholder concerns, and operating targets are more flexible and less ambitious than peers.
Lvmh Moet Hennessy Vuitton SE	FR	4/17/2023	4/20/2023	Mix	31	Management	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	For	Manual	For	Reviewed by Portfolio Management: Taken as a whole, the capital authority proposals are strategically sound and allow the board to continue to pursue appropriate capital allocation, which is part of the firm's strategy to increase long term value. The company is in very strong financial condition with modest current leverage and so the proportions represented by the proposals are reasonable and do not present excessive risk.
Lvmh Moet Hennessy Vuitton SE	FR	4/17/2023	4/20/2023	Mix	32	Management	Authority to Issue Shares and Convertible Debt Through Private Placement (Qualified Investors)	For	Manual	For	Reviewed by Portfolio Management: Taken as a whole, the capital authority proposals are strategically sound and allow the board to continue to pursue appropriate capital allocation, which is part of the firm's strategy to increase long term value. The company is in very strong financial condition with modest current leverage and so the proportions represented by the proposals are reasonable and do not present excessive risk.
Lvmh Moet Hennessy Vuitton SE	FR	4/17/2023	4/20/2023	Mix	33	Management	Greenshoe	For	Manual	For	Reviewed by Portfolio Management: Taken as a whole, the capital authority proposals are strategically sound and allow the board to continue to pursue appropriate capital allocation, which is part of the firm's strategy to increase long term value. The company is in very strong financial condition with modest current leverage and so the proportions represented by the proposals are reasonable and do not present excessive risk.
Lvmh Moet Hennessy Vuitton SE	FR	4/17/2023	4/20/2023	Mix	34	Management	Authority to Increase Capital in Case of Exchange Offers	For	Manual	For	Reviewed by Portfolio Management: Taken as a whole, the capital authority proposals are strategically sound and allow the board to continue to pursue appropriate capital allocation, which is part of the firm's strategy to increase long term value. The company is in very strong financial condition with modest current leverage and so the proportions represented by the proposals are reasonable and do not present excessive risk.

Vote Execution is not guaranteed in markets where a POA has not been provided

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Lvmh Moet Hennessy Vuitton SE	FR	4/17/2023	4/20/2023	Mix	35	Management	Authority to Increase Capital in Consideration for Contributions In Kind	For	Manual	For	Reviewed by Portfolio Management: Taken as a whole, the capital authority proposals are strategically sound and allow the board to continue to pursue appropriate capital allocation, which is part of the firm's strategy to increase long term value. The company is in very strong financial condition with modest current leverage and so the proportions represented by the proposals are reasonable and do not present excessive risk.
Mercedes-Benz Group AG	DE	4/28/2023	5/3/2023	Annual	2	Management	Ratification of Management Board Acts	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Nestle SA	CH	4/13/2023	4/20/2023	Annual	31	Management	Amendments to Articles (General Meeting)	For	Manual	TNA	Non-voting market
Nestle SA	US	3/13/2023	4/20/2023	Annual	29	Management	Amendments to Articles (General Meeting)	For	Manual	For	Reviewed by Portfolio Management: Overall, the amendments improve shareholder rights.
OCI N.V.	NL	4/5/2023	5/3/2023	Annual	10	Management	Authority to Suppress Preemptive Rights	For	Manual	Against	(exceeds 20% of share share capital) /; Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Prada S.p.A.	IT	4/24/2023	4/27/2023	Annual	9	Management	Employment Agreement with the CEO	For	Manual	For	Reviewed by Portfolio Management: Approval of the proposal was determined to be in the best interest of shareholders.
Prudential plc	US	4/11/2023	5/25/2023	Annual	19	Management	Long-Term Incentive Plan	For	Manual	For	Putnam's annualized dilution figure cannot be calculated using the provided data from the Company. / Reviewed by Portfolio Management: Aligns with shareholder interests. 10 yr plan, 10% dilution limit is acceptable.
Prudential plc	GB		5/25/2023	Annual	19	Management	Long-Term Incentive Plan	For	Manual	For	Putnam's annualized dilution figure cannot be calculated using the provided data from the Company. / Reviewed by Portfolio Management: Aligns with shareholder interests. 10 yr plan, 10% dilution limit is acceptable.
Publicis Groupe SA	FR	5/26/2023	5/31/2023	Mix	8	Management	2023 Remuneration Policy (Supervisory Board Chair)	For	Manual	Against	Vote case-by-case when Glass Lewis identifies significant issues for shareholder concern. / Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Publicis Groupe SA	FR	5/26/2023	5/31/2023	Mix	13	Management	2022 Remuneration of Maurice Lévy, Supervisory Board Chair	For	Manual	Against	Vote case-by-case when Glass Lewis identifies significant issues for shareholder concern. / Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
SITC International Holdings Company Limited	HK	4/18/2023	4/24/2023	Annual	13	Management	Amendments to Articles	For	Manual	Against	Proposal would authorize the company to reduce the notice period for EGMs to less than 21 days. / Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Stellantis N.V	US	3/16/2023	4/13/2023	Annual	5	Management	Ratification of Board Acts	For	Manual	Abstain	Per Policy, Putnam's vote was based on the recommendation from its Proxy Adviser.
Thales S.A.	FR	5/4/2023	5/10/2023	Mix	17	Management	Authority to Issue Restricted Shares (Employees)	For	Manual	For	The board fails to meet the basic independence standards. / Reviewed by Portfolio Management: The 0.3% annualized dilution is fair and inline with market practice.
Thales S.A.	FR	5/4/2023	5/10/2023	Mix	18	Management	Authority to Issue Performance Shares (Chair and CEO)	For	Manual	For	The board fails to meet the basic independence standards. / Reviewed by Portfolio Management: The proposal aligns with the remuneration policy. Annualized dilution at 0.01% is acceptable.
Thomson-Reuters Corp	CA	4/21/2023	6/14/2023	Annual	17	Management	Return of Capital Transaction	For	Manual	TNA	Putnam no longer holds this security.
Thomson-Reuters Corp	CA	4/21/2023	6/14/2023	Annual	17	Management	Return of Capital Transaction	For	Manual	TNA	Putnam no longer holds this security.
Universal Music Group N.V.	NL	4/13/2023	5/11/2023	Annual	11	Management	Ratification of Non-Executives' Acts	For	Manual	Against	Reviewed by Portfolio Management: Elevated shareholder dissent is a concern.
Visa Inc	US	11/25/2022	1/24/2023	Annual	14	Shareholder	Shareholder Proposal Regarding Independent Chair	Against	Manual	Against	The board has a lead independent director and Putnam is supporting the nominees for the board of directors / Reviewed by Portfolio Management: Approval of the proposal was determined not to be in the best interest of shareholders. Putnam supports management's position.

Putnam Investments Limited
Proxy Voting Disclosure
01 July 2022 - 30 June 2023
Votes Against Policy

Putnam Investments Limited
 Proxy Voting Disclosure
 01 July 2022 - 30 June 2023
 Votes Against Policy

Company Name	Country of Trade	Record Date	Meeting Date	Meeting Type	Proposal Number	Proponent	Proposal Description	Mgmt Rec	Custom Rec	Vote Decision	Rationale
No data to report											

Putnam Investments Limited
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01 July 2022-30 June 2023
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BHP Group Limited	AU	11/8/2022	11/10/2022	Annual	13	Shareholder	Shareholder Proposal Regarding Facilitating Nonbinding Proposals	Against	Against	Against	Putnam does not generally support this type of proposal and believes the proposal would not benefit shareholders.
BHP Group Limited	AU	11/8/2022	11/10/2022	Annual	14	Shareholder	Shareholder Proposal Regarding Lobbying Activity Alignment with the Paris Agreement	Against	Against	Against	Putnam does not generally support this type of proposal and believes the proposal would not benefit shareholders.
BHP Group Limited	AU	11/8/2022	11/10/2022	Annual	15	Shareholder	Shareholder Proposal Regarding Audited Climate Sensitivity Analysis	Against	Against	Against	Putnam does not generally support this type of proposal and believes the proposal would not benefit shareholders.
Booz Allen Hamilton Holding Corp	US	6/6/2022	7/27/2022	Annual	11	Shareholder	Shareholder Proposal Regarding Right to Call Special Meetings	Against	Against	Against	Proposal would not involve an appropriate ownership threshold for the right to call a special meeting; 10% is outside the ideal range of 15-25%.
BP plc	GB		4/27/2023	Annual	25	Shareholder	Shareholder Proposal Regarding Reporting and Reducing Greenhouse Gas Emissions	Against	Against	Against	Putnam does not generally support this type of proposal and believes the proposal would not benefit shareholders.
Credit Agricole S.A.	FR	5/12/2023	5/17/2023	Mix	32	Shareholder	SHP Regarding Discount on Equity Remuneration for Employees	Against	Against	Against	Putnam does not generally support this type of proposal and believes the proposal would not benefit shareholders.
Equinor ASA	NO	5/9/2023	5/10/2023	Annual	6	Shareholder	Shareholder Proposal Regarding Use of Fiberglass in Wind Farms, Commitment to Hydropower Projects, and Energy Research	Against	Against	TNA	Non-voting market
Equinor ASA	NO	5/9/2023	5/10/2023	Annual	7	Shareholder	Shareholder Proposal Regarding Climate Risk Assessment and Strategy	Against	Against	TNA	Non-voting market
Equinor ASA	NO	5/9/2023	5/10/2023	Annual	8	Shareholder	Shareholder Proposal Regarding Stopping Fossil Energy Resource Exploration and Providing Financial Assistance to Ukraine	Against	Against	TNA	Non-voting market
Equinor ASA	NO	5/9/2023	5/10/2023	Annual	9	Shareholder	Shareholder Proposal Regarding Developing an Improved Process to Respond to Shareholder Proposals	Against	Against	TNA	Non-voting market
Equinor ASA	NO	5/9/2023	5/10/2023	Annual	10	Shareholder	Shareholder Proposal Regarding Barents Sea Exploration	Against	Against	TNA	Non-voting market
Equinor ASA	NO	5/9/2023	5/10/2023	Annual	11	Shareholder	Shareholder Proposal Regarding Move From Fossil Fuels to Renewable Energy	Against	Against	TNA	Non-voting market
Equinor ASA	NO	5/9/2023	5/10/2023	Annual	12	Shareholder	Shareholder Proposal Regarding Oil and Gas Exploration and Renewable Transformation	Against	Against	TNA	Non-voting market
Hennes & Mauritz AB	SE	4/25/2023	5/4/2023	Annual	39	Shareholder	Shareholder Proposal Regarding Fairtrade-labelled Clothing	NA	Manual	Against	No recommendation from management
Hennes & Mauritz AB	SE	4/25/2023	5/4/2023	Annual	40	Shareholder	Shareholder Proposal Regarding Severance Pay Policy	NA	Manual	Against	No recommendation from management.
Hennes & Mauritz AB	SE	4/25/2023	5/4/2023	Annual	41	Shareholder	Shareholder Proposal Regarding Report on Cotton Products	NA	Manual	Against	No recommendation from management.
Hennes & Mauritz AB	SE	4/25/2023	5/4/2023	Annual	42	Shareholder	Shareholder Proposal Regarding Policy on Down Products	NA	Manual	Against	No recommendation from management.
Japan Tobacco Inc.	JP	12/31/2022	3/24/2023	Annual	17	Shareholder	Shareholder Proposal Regarding Amendment to the Articles of Incorporation (Management of Subsidiaries)	Against	Against	Against	Putnam does not generally support this type of proposal and believes the proposal would not benefit shareholders.
Japan Tobacco Inc.	JP	12/31/2022	3/24/2023	Annual	18	Shareholder	Shareholder Proposal Regarding Amendment to the Articles of Incorporation (Prohibition Against Former Directors and Employees Serving as Director at Listed Subsidiaries)	Against	Against	Against	Putnam does not generally support this type of proposal and believes the proposal would not benefit shareholders.
Japan Tobacco Inc.	JP	12/31/2022	3/24/2023	Annual	19	Shareholder	Shareholder Proposal Regarding Amendment to the Articles of Incorporation (Prohibition Against Using the Cash Management System (CMS) for Financing with Listed Subsidiaries)	Against	Against	Against	Putnam does not generally support this type of proposal and believes the proposal would not benefit shareholders.
Japan Tobacco Inc.	JP	12/31/2022	3/24/2023	Annual	20	Shareholder	Shareholder Proposal Regarding Acquisition of Treasury Shares	Against	Against	Against	Putnam does not generally support this type of proposal and believes the proposal would not benefit shareholders.
Linde Plc	US	4/28/2022	7/25/2022	Annual	16	Shareholder	Shareholder Proposal Regarding Simple Majority Vote	Against	For	For	Vote for proposals to reduce supermajority vote requirements
Linde Plc	DE	7/22/2022	7/25/2022	Annual	19	Shareholder	Shareholder Proposal Regarding Simple Majority Vote	Against	For	For	Vote for proposals to reduce supermajority vote requirements
Lonza Group AG	CH	4/20/2023	5/5/2023	Annual	29	Shareholder	Additional or Amended Shareholder Proposals	NA	Against	TNA	Non-voting market

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Mitsubishi Corporation	JP	3/31/2023	6/23/2023	Annual	14	Shareholder	Shareholder Proposal Regarding Aligning Business Strategy to the Paris Agreement	Against	Against	Against	Putnam does not generally support this type of proposal and believes the proposal would not benefit shareholders.
Mitsubishi Corporation	JP	3/31/2023	6/23/2023	Annual	15	Shareholder	Shareholder Proposal Regarding Alignment of Capex With Net Zero by 2050 Scenario	Against	Against	Against	Putnam does not generally support this type of proposal and believes the proposal would not benefit shareholders.
Mitsubishi UFJ Financial Group, Inc.	JP	3/31/2023	6/29/2023	Annual	18	Shareholder	Shareholder Proposal Regarding Aligning Investments with the Paris Agreement	Against	Against	Against	Putnam does not generally support this type of proposal and believes the proposal would not benefit shareholders.
Mitsubishi UFJ Financial Group, Inc.	JP	3/31/2023	6/29/2023	Annual	19	Shareholder	Shareholder Proposal Regarding Prohibition of Transactions with Companies that Engage in Defamation	Against	Against	Against	Putnam does not generally support this type of proposal and believes the proposal would not benefit shareholders.
Mitsubishi UFJ Financial Group, Inc.	JP	3/31/2023	6/29/2023	Annual	20	Shareholder	Shareholder Proposal Regarding Transactions With Listed Companies	Against	Against	Against	Putnam does not generally support this type of proposal and believes the proposal would not benefit shareholders.
Mitsubishi UFJ Financial Group, Inc.	JP	3/31/2023	6/29/2023	Annual	21	Shareholder	Shareholder Proposal Regarding Investor Relations Information	Against	Against	Against	Putnam does not generally support this type of proposal and believes the proposal would not benefit shareholders.
National Australia Bank Limited	AU	12/14/2022	12/16/2022	Annual	8	Shareholder	Shareholder Proposal Regarding Facilitating Nonbinding Proposals	Against	Against	Against	Putnam does not generally support this type of proposal and believes the proposal would not benefit shareholders.
National Australia Bank Limited	AU	12/14/2022	12/16/2022	Annual	9	Shareholder	Shareholder Proposal Regarding Report on Fossil Fuel Exposure	Against	Against	Against	Putnam does not generally support this type of proposal and believes the proposal would not benefit shareholders.
Nestle SA	CH	4/13/2023	4/20/2023	Annual	33	Shareholder	Additional or Amended Shareholder Proposals	NA	Against	TNA	Non-voting market
Nestle SA	US	3/13/2023	4/20/2023	Annual	31	Shareholder	Additional or Amended Shareholder Proposals	NA	Against	Against	Vote against authorization to transact other unidentified, substantive business at the meeting.
Novo Nordisk	DK	3/16/2023	3/23/2023	Annual	24	Shareholder	Shareholder Proposal Regarding Company's Product pricing	Against	Against	Against	Putnam does not generally support this type of proposal and believes the proposal would not benefit shareholders.
Shell Plc	GB		5/23/2023	Annual	27	Shareholder	Shareholder Proposal Regarding Scope 3 GHG Target and Alignment with Paris Agreement	Against	Against	Against	Putnam does not generally support this type of proposal and believes the proposal would not benefit shareholders.
TotalEnergies SE	FR	5/23/2023	5/26/2023	Mix	25	Shareholder	Shareholder Proposal Regarding Scope 3 GHG Target and Alignment with Paris Agreement	Against	Against	Against	Putnam does not generally support this type of proposal and believes the proposal would not benefit shareholders.
Visa Inc	US	11/25/2022	1/24/2023	Annual	14	Shareholder	Shareholder Proposal Regarding Independent Chair	Against	Manual	Against	The board has a lead independent director and Putnam is supporting the nominees for the board of directors / Reviewed by Portfolio Management: Approval of the proposal was determined not to be in the best interest of shareholders. Putnam supports management's position.

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