



**The Estee Lauder Companies
Inc.**

Ticker : EL Country of Operation : USA

Meeting Date : 11/17/2023 Meeting Type : Annual

Item #	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Rationale
1	Advisory Vote to Ratify Named Executive Officers' Compensation	Management	For	Against	Pay and performance are not aligned for the period under review.
