

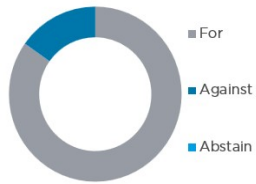
CCLA Vote Report

October to December 2023



Section 1: Overview

Chart 1: All Votes

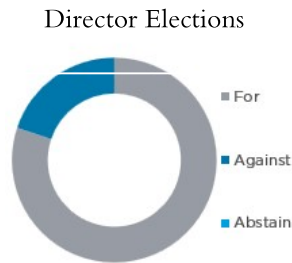


Headlines: CCLA aims to vote at all UK and overseas company meetings where we have portfolio holdings, and it is practical to do so. During the quarter we voted on 291 resolutions across 25 company meetings. We did not support management proposals on 43 occasions, 15.1% of all such resolutions. In addition, we supported 8 shareholder resolutions on a variety of sustainability themes.

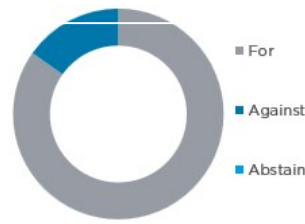
We aim to support all pro-active shareholder proposals, particularly where a proposal complements one of our existing engagement priorities. During the quarter all the shareholder resolutions we voted on were at the Microsoft AGM and touched on areas including lobbying by third-party organisations, human rights, tax transparency and risks related to AI generated misinformation.

In support of our work on equality within the workforce we did not support the remuneration report at Genus Plc as the company is not Living Wage accredited.

Chart 2. CCLA Vote by theme



Executive Remuneration



Factors affecting remuneration votes



Table 1: Meeting Overview

Meeting Overview					
Region	Asia	Europe	North America	Oceania	United Kingdom
Number of Meetings	1	2	6	3	13
Number of Resolutions	15	41	94	18	136
Vote Instruction (all resolutions)					
For	15	32	59	13	129
Against/Withhold	0	9	29	5	6
Abstain	0	0	0	0	0
One Year	0	0	6	0	1

Section 2: Impact of CCLA Vote Template

When we vote, we seek to promote exemplary corporate governance and to reflect the underlying values of our client base. The principles and application outlined in our vote guidelines have been developed following extensive consultation with our clients and are informed by relevant guidelines and codes for the markets in which we invest. Our Guidelines are reviewed annually and administered by proxy voting provider, ISS, who works to a bespoke template. Our template is not based solely on governance matters but incorporates both our position on environmental, social and governance (ESG) issues, and our main engagement themes. This ensures consistency across all our stewardship activity. A full copy of the voting template is available at www.ccla.co.uk.

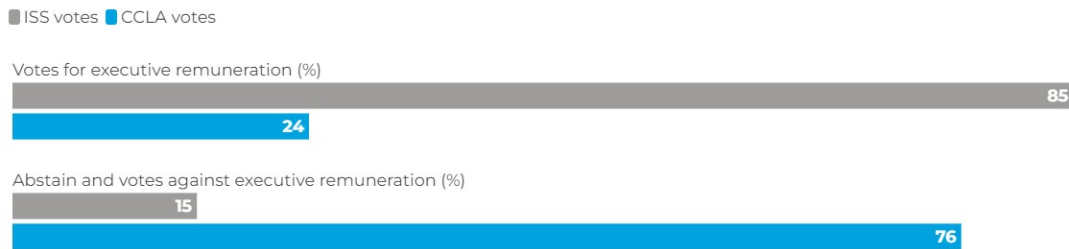
A comparison of CCLA vote instructions and ISS vote recommendations for the same management proposals illustrates the template's impact. During the quarter in accordance with the CCLA vote policy, we did not support 15.1% of 291 resolutions proposed by management. During the same period, the ISS Standard Vote Report recommended opposing 2.7% of the same proposals.

Chart 3: Impact of CCLA Vote Template – January to December 2023

All Resolutions: We did not support management proposals on 16% of occasions, whereas if we had applied the vote recommendation in ISS’s standard template this would have reduced to 4%.



Remuneration Related: While ISS recommended support for over 80% of remuneration report or policy votes, we identified concerns and withheld support for nearly the same number.



Section 3a: CCLA Vote History Summary (Year to end June)

	2023	2022	2021	2020
Percentage vote				
All Management Resolutions				
For	84.8	86.4	86.5	85.1
Abstain	0.0	0.5	0.9	3.0
Against	15.2	13.1	12.6	11.9
Executive Remuneration				
For	14.3	20.5	19.9	19.9
Abstain	0.0	2.9	75.7	72.4
Against	85.7	76.6	4.4	7.7
Director Election				
For	80.1	86.9	85.8	85.4
Abstain	0.0	0.2	13.5	10.5
Against	19.9	12.9	0.7	4.0

Key: AGAINST Votes include withhold votes.

Executive remuneration figures do not include votes at companies where the board is wholly comprised of non-executive directors.

Section 4: Confirmed instructions: CCLA believe that it is in our clients’ best interests to vote all our domestic and overseas holdings where it is practical to do so. Instances where we may not vote includes meetings in markets that adopt the practice of share blocking, which prohibits the sale of shares from the date that the vote is filed until the shareholder meeting, and where specific power of attorney requirements may mean that the costs of lodging a vote are prohibitively expensive. CCLA does not participate in stock lending processes and therefore there was no need to recall any stock before voting. All votes were confirmed on the ISS vote system.

Section 5: Key Votes: The following three subsections set out a brief rationale for key votes. These are: votes outside our standard in-house policy, votes against management recommendations and shareholder resolutions. The Sustainability team is responsible for instructing all votes in accordance with our Standard Operating Procedures. Our vote decisions are informed by investment considerations, discussions with portfolio managers and our engagement with companies.

Section 5a: Votes Outside Policy: During the quarter CCLA voted outside its standard policy on seven occasions. The table below sets out a brief rationale for each of these votes. The Standard Operating Procedures require all votes outside our standard policy to be approved by CCLA’s Head of Sustainability.

Company	Type	Date	Proponent	Prop No.	Proposal Text	Policy Rec.	Vote Instruction	Rationale
Hipgnosis Songs Fund Limited	Annual	26-Oct-23	Management	5	Re-elect Andrew Sutch as Director	For	Against	Directors should be held accountable for their actions which have been unsatisfactory.
Hipgnosis Songs Fund Limited	Annual	26-Oct-23	Management	8	Re-elect Paul Burger as Director	For	Against	Directors should be held accountable for their actions which have been unsatisfactory.
The Estee Lauder Companies Inc.	Annual	17-Nov-23	Management	1b	Elect Director Angela Wei Dong	Against	For	ISS recommended we withhold our votes on directors due to the multi-class structure. Whilst certainly not our ideal, the capital structure was considered as part of our governance review prior to initiating our position in the company. It therefore does not warrant a negative voting outcome at this time.
The Estee Lauder Companies Inc.	Annual	17-Nov-23	Management	1c	Elect Director Fabrizio Freda	Against	For	ISS recommended we withhold our votes on directors due to the multi-class structure. Whilst certainly not our ideal, the capital structure was considered as part of our governance review prior to initiating our position in the company. It therefore does not warrant a negative voting outcome at this time.
The Estee Lauder Companies Inc.	Annual	17-Nov-23	Management	1d	Elect Director Gary M. Lauder	Against	For	ISS recommended we withhold our votes on directors due to the multi-class structure. Whilst certainly not our ideal, the capital structure was considered as part of our governance review prior to initiating our position in the company. It therefore does not warrant a negative voting outcome at this time.
The Estee Lauder Companies Inc.	Annual	17-Nov-23	Management	1e	Elect Director Jane Lauder	Against	For	ISS recommended we withhold our votes on directors due to the multi-class structure. Whilst certainly not our ideal, the capital structure was considered as part of our governance review prior to initiating our position in the company. It therefore does not warrant a negative voting

Company	Type	Date	Proponent	Prop No.	Proposal Text	Policy Rec.	Vote Instruction	Rationale
								outcome at this time.
Bluefield Solar Income Fund Limited	Annual	28-Nov-23	Management	13	Authorise Issue of Equity	Against	For	Investment Team reviewed and requested a vote FOR - the authorisation will allow the board to pursue an all-share acquisition if appropriate.

Section 5b: All votes against management proposals: CCLA did not support management recommendations on occasions during the period (both management and shareholder proposals). We consider votes against the position recommended by management to be significant. The table below set out an overview of our rationale for withholding our support.

Company	Type	Date	Prop No.	Proponent	Proposal Text	Vote Instruction	Rationale
The Procter & Gamble Company	Annual	10-Oct-23	1d	Management	Elect Director Angela F. Braly	Against	Recent engagement with P&G followed by their response to the proxy solicitation around deforestation has not satisfied us that their updated policy on forest degradation aligns with good practice. Given potential risks around this a vote against the re-elections of Angela Braly, Joseph Jimenez, Jon Moeller and Patricia Woertz is warranted.
The Procter & Gamble Company	Annual	10-Oct-23	1f	Management	Elect Director Joseph Jimenez	Against	Recent engagement with P&G followed by their response to the proxy solicitation around deforestation has not satisfied us that their updated policy on forest degradation aligns with good practice. Given potential risks around this a vote against the re-elections of Angela Braly, Joseph Jimenez, Jon Moeller and Patricia Woertz is warranted.
The Procter & Gamble Company	Annual	10-Oct-23	1i	Management	Elect Director Terry J. Lundgren	Against	Responsible for oversight of remuneration which does not comply with CIG Global approach.
The Procter & Gamble Company	Annual	10-Oct-23	1k	Management	Elect Director Jon R. Moeller	Against	Recent engagement with P&G followed by their response to the proxy solicitation around deforestation has not satisfied us that their updated policy on forest degradation aligns with good practice. Given potential risks around this a vote against the re-elections of Angela Braly, Joseph Jimenez, Jon Moeller and Patricia Woertz is warranted.
The Procter & Gamble Company	Annual	10-Oct-23	1n	Management	Elect Director Patricia A. Woertz	Against	Recent engagement with P&G followed by their response to the proxy solicitation around deforestation has not satisfied us that their updated policy on forest degradation aligns with good practice. Given potential risks around this a vote against the re-elections of Angela Braly, Joseph Jimenez, Jon Moeller and Patricia Woertz is warranted.
The Procter & Gamble Company	Annual	10-Oct-23	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Multiple Remuneration Concerns: Annual bonus scheme does not comply with CCLA Global approach and multiples of salary.

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Company	Type	Date	Prop No.	Proponent	Proposal Text	Vote Instruction	Rationale
The Procter & Gamble Company	Annual	10-Oct-23	7	Shareholder	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	For	We appreciate the ability to nominate directors. So whilst we are not planning on exercising this right in the near future the provisions proposed facilitate our ability to do so meaningfully should we choose.
Medtronic plc	Annual	19-Oct-23	1a	Management	Elect Director Craig Arnold	Against	Board does not contain 40% gender diversity.
Medtronic plc	Annual	19-Oct-23	1h	Management	Elect Director Geoffrey S. Martha	Against	Chair/CEO: no intention to separate.
Medtronic plc	Annual	19-Oct-23	1i	Management	Elect Director Elizabeth G. Nabel	Against	Responsible for oversight of remuneration which does not comply with CIG Global approach.
Medtronic plc	Annual	19-Oct-23	1j	Management	Elect Director Denise M. O'Leary	Against	Concerns - audit independence.
Medtronic plc	Annual	19-Oct-23	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Multiple Remuneration Concerns: Annual bonus scheme does not comply with CCLA approach and multiples of salary.
Hipgnosis Songs Fund Limited	Annual	26-Oct-23	12	Management	Approve Continuation of Company as Closed-Ended Investment Company	Against	The investment team believe that shareholders would be best served by voting against the continuation of the company with the current investment management agreement in place.
Hipgnosis Songs Fund Limited	Annual	26-Oct-23	5	Management	Re-elect Andrew Sutch as Director	Against	Directors should be held accountable for their actions which have been unsatisfactory.
Hipgnosis Songs Fund Limited	Annual	26-Oct-23	8	Management	Re-elect Paul Burger as Director	Against	Directors should be held accountable for their actions which have been unsatisfactory.
Hipgnosis Songs Fund Limited	Special	26-Oct-23	1	Management	Approve Sale by the Company of the First Disposal Assets to Hipgnosis SC IV (Delaware) L.P.	Against	The investment team believe the terms of the disposal are not in the interest of shareholders.
Carsales.Com Limited	Annual	27-Oct-23	2	Management	Approve Remuneration Report	Against	Variable remuneration schemes should prioritise long-term over short-term performance.
Carsales.Com	Annual	27-Oct-23	3a	Management	Elect Patrick O'Sullivan as	Against	Concerns over director independence.

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Company	Type	Date	Prop No.	Proponent	Proposal Text	Vote Instruction	Rationale
Limited					Director		
Carsales.Com Limited	Annual	27-Oct-23	3b	Management	Elect Walter Pisciotta as Director	Against	The board has insufficient independent directors.
Carsales.Com Limited	Annual	27-Oct-23	4a	Management	Approve Grant of Rights to Cameron McIntyre	Against	Award does not comply with CCLA's approach to remuneration policy.
Carsales.Com Limited	Annual	27-Oct-23	4b	Management	Approve Grant of Performance Rights to Cameron McIntyre	Against	Award does not comply with CCLA's approach to remuneration policy.
Automatic Data Processing, Inc.	Annual	8-Nov-23	1h	Management	Elect Director Thomas J. Lynch	Against	Responsible for oversight of remuneration which does not comply with CIG Global approach.
Automatic Data Processing, Inc.	Annual	8-Nov-23	1k	Management	Elect Director Carlos A. Rodriguez	Against	Executive chairman and no indication of temporary position.
Automatic Data Processing, Inc.	Annual	8-Nov-23	1l	Management	Elect Director Sandra S. Wijnberg	Against	Concerns - audit independence.
Automatic Data Processing, Inc.	Annual	8-Nov-23	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Multiple Remuneration Concerns: Annual bonus scheme does not comply with CCLA approach and multiples of salary.
Pernod Ricard SA	Annual/Special	10-Nov-23	10	Management	Approve Remuneration Policy of Alexandre Ricard, Chairman and CEO	Against	Multiple remuneration concerns: Annual bonus scheme does not comply with CIG Global approach and variable remuneration schemes should prioritise long-term over short-term performance.
Pernod Ricard SA	Annual/Special	10-Nov-23	4	Management	Reelect Kory Sorenson as Director	Against	Responsible for oversight of remuneration which does not comply with CIG Global approach.
Pernod Ricard SA	Annual/Special	10-Nov-23	5	Management	Reelect Philippe Petitcolin as Director	Against	Concerns - audit independence.
Pernod Ricard SA	Annual/Special	10-Nov-23	9	Management	Approve Compensation of Alexandre Ricard, Chairman and CEO	Against	Multiple remuneration concerns: Annual bonus scheme does not comply with CIG Global approach and variable remuneration schemes should prioritise long-term over short-term performance.
ResMed Inc.	Annual	16-Nov-23	1a	Management	Elect Director Carol Burt	Against	Concerns - audit independence.
ResMed Inc.	Annual	16-Nov-23	1d	Management	Elect Director Michael "Mick" Farrell	Against	CEO being elevated to Chair.
ResMed Inc.	Annual	16-Nov-23	1h	Management	Elect Director Richard "Rich" Sulpizio	Against	Responsible for oversight of remuneration which does not comply with CIG Global approach.
ResMed Inc.	Annual	16-Nov-23	1j	Management	Elect Director Ronald "Ron" Taylor	Against	Board does not contain 40% gender diversity.
ResMed Inc.	Annual	16-Nov-23	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Multiple Remuneration concerns: Annual bonus scheme does not comply with CIG Global approach; non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes; and multiples of salary.

Company	Type	Date	Prop No.	Proponent	Proposal Text	Vote Instruction	Rationale
The Estee Lauder Companies Inc.	Annual	17-Nov-23	1a	Management	Elect Director Charlene Barshefsky	Withhold	Responsible for oversight of remuneration which does not comply with CIG Global approach.
The Estee Lauder Companies Inc.	Annual	17-Nov-23	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Multiple Remuneration Concerns: schemes should not breach local good practice; Annual bonus culture; Non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes; and multiples of salary.
Genus Plc	Annual	22-Nov-23	2	Management	Approve Remuneration Report	Against	Not Living Wage accredited.
Ferguson Plc	Annual	28-Nov-23	5	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Annual bonus scheme does not comply with CCLA Global approach.
Cisco Systems, Inc.	Annual	6-Dec-23	1b	Management	Elect Director Michael D. Capellas	Against	Board does not contain 40% gender diversity. Concerns over lack of gender diversity in senior board roles.
Cisco Systems, Inc.	Annual	6-Dec-23	1c	Management	Elect Director Mark Garrett	Against	Concerns - audit independence.
Cisco Systems, Inc.	Annual	6-Dec-23	1g	Management	Elect Director Charles H. Robbins	Against	Chair/CEO: no intention to separate.
Cisco Systems, Inc.	Annual	6-Dec-23	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Multiple Remuneration Concerns: Annual bonus scheme does not comply with CCLA approach and multiples of salary.
Cisco Systems, Inc.	Annual	6-Dec-23	6	Shareholder	Report on Tax Transparency Set Forth in the Global Reporting Initiative's Tax Standard	For	Greater transparency on tax is a priority for many clients. Increased disclosure is beneficial to shareholders.
Microsoft Corporation	Annual	7-Dec-23	1.02	Management	Elect Director Hugh F. Johnston	Against	Concerns - audit independence.
Microsoft Corporation	Annual	7-Dec-23	1.06	Management	Elect Director Satya Nadella	Against	Chair/CEO: no intention to separate.
Microsoft Corporation	Annual	7-Dec-23	10	Shareholder	Publish a Tax Transparency Report	For	Greater transparency in line with the GRI Tax Standard would be welcome.

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Microsoft Corporation	Annual	7-Dec-23	11	Shareholder	Report on Risks of Operating in Countries with Significant Human Rights Concerns	For	A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure regarding how the company is managing human rights-related risks in high-risk countries.
Microsoft Corporation	Annual	7-Dec-23	12	Shareholder	Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures	For	Shareholders would benefit from the provision of further detail on how trade associations are lobbying and whether it is aligned with the company's stated goals.
Microsoft Corporation	Annual	7-Dec-23	13	Shareholder	Report on Risks Related to AI Generated Misinformation and Disinformation	For	Additional information focused on risks to the company and society from the company's work on AI would benefit shareholders.
Microsoft Corporation	Annual	7-Dec-23	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Multiple Remuneration Concerns: Annual bonus scheme does not comply with CCLA approach and multiples of salary.
Microsoft Corporation	Annual	7-Dec-23	8	Shareholder	Report on Risks of Weapons Development	For	More detailed information on the technologies being developed and how they might increase the lethality and efficiency of weaponry would be beneficial for our clients who may have concerns.
Microsoft Corporation	Annual	7-Dec-23	9	Shareholder	Report on Climate Risk in Retirement Plan Options	For	Whilst the availability of self-directed options for retirement planning is welcome, there is more that the company can do in this area. A vote in favour is in line with our own stewardship efforts.

Section 5c: Shareholder Resolutions: Shareholder resolutions are considered a legitimate way for shareholders to raise concerns with investee companies, especially if the company has failed to respond to engagement. Rather than adopting a set of guidelines for approaching such resolutions CCLA reviews each on a case-by-case basis.

Company	Type	Date	Prop No.	Proposal Text	Vote Instruction	Rationale
The Procter & Gamble Company	10-Oct-23	Annual	5	Report on Third-Party Civil Rights Audit of Reverse Discrimination	Against	We support the board's statement that it "strongly disagrees" with the proponents characterisation of P&G's DEI efforts.
The Procter & Gamble Company	10-Oct-23	Annual	6	Report on Risks Related to Operations in China	Against	Having reviewed the company's documentation we are satisfied that there is sufficient information on this matter.
The Procter & Gamble Company	10-Oct-23	Annual	7	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	For	We appreciate the ability to nominate directors. So whilst we are not planning on exercising this right in the near future the provisions proposed facilitate our ability to do so meaningfully should we choose.
Cisco Systems, Inc.	6-Dec-23	Annual	6	Report on Tax Transparency Set Forth in the Global Reporting Initiative's Tax Standard	For	Greater transparency on tax is a priority for many clients. Increased disclosure is beneficial to shareholders.
Microsoft Corporation	7-Dec-23	Annual	5	Report on Gender-Based Compensation and Benefits Inequities	Against	Overall, the company appears to provide sufficient information for investors to be able to gauge how the company is managing pay equity and health and wellness benefits related risks.

Company	Type	Date	Prop No.	Proposal Text	Vote Instruction	Rationale
Microsoft Corporation	7-Dec-23	Annual	6	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	Against	A vote AGAINST this proposal is warranted, as the company appears to be taking appropriate steps to protect itself against risks related to discrimination based on political ideology or viewpoint.
Microsoft Corporation	7-Dec-23	Annual	7	Report on Government Take Down Requests	Against	A vote AGAINST this proposal is warranted, as the company provides sufficient information regarding its policies and processes for removing content.
Microsoft Corporation	7-Dec-23	Annual	8	Report on Risks of Weapons Development	For	More detailed information on the technologies being developed and how they might increase the lethality and efficiency of weaponry would be beneficial for our clients who may have concerns.
Microsoft Corporation	7-Dec-23	Annual	9	Report on Climate Risk in Retirement Plan Options	For	Whilst the availability of self-directed options for retirement planning is welcome, there is more that the company can do in this area. A vote in favour is in line with our own stewardship efforts.
Microsoft Corporation	7-Dec-23	Annual	10	Publish a Tax Transparency Report	For	Greater transparency in line with the GRI Tax Standard would be welcome.
Microsoft Corporation	7-Dec-23	Annual	11	Report on Risks of Operating in Countries with Significant Human Rights Concerns	For	A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure regarding how the company is managing human rights-related risks in high-risk countries.
Microsoft Corporation	7-Dec-23	Annual	12	Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures	For	Shareholders would benefit from the provision of further detail on how trade associations are lobbying and whether it is aligned with the company's stated goals.
Microsoft Corporation	7-Dec-23	Annual	13	Report on Risks Related to AI Generated Misinformation and Disinformation	For	Additional information focused on risks to the company and society from the company's work on AI would benefit shareholders.

Section 5d: All vote instructions

Company Name	Meeting Type	Meeting Date	Proponent	Proposal Number	Proposal Text	Vote Instruction
Singapore Exchange Limited	Annual	05-Oct-23	Management	1	Adopt Financial Statements and Directors' and Auditors' Reports	For
Singapore Exchange Limited	Annual	05-Oct-23	Management	2	Approve Final Dividend	For
Singapore Exchange Limited	Annual	05-Oct-23	Management	3a	Elect Lim Chin Hu as Director	For
Singapore Exchange Limited	Annual	05-Oct-23	Management	3b	Elect Loh Boon Chye as Director	For
Singapore Exchange Limited	Annual	05-Oct-23	Management	3c	Elect Mark Makepeace as Director	For
Singapore Exchange Limited	Annual	05-Oct-23	Management	3d	Elect Yeoh Oon Jin as Director	For
Singapore Exchange Limited	Annual	05-Oct-23	Management	4a	Elect Julie Gao as Director	For
Singapore Exchange Limited	Annual	05-Oct-23	Management	4b	Elect Lin Huey Ru as Director	For
Singapore Exchange Limited	Annual	05-Oct-23	Management	5	Approve Directors' Fees to be Paid to the Chairman	For

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Company Name	Meeting Type	Meeting Date	Proponent	Proposal Number	Proposal Text	Vote Instruction
Singapore Exchange Limited	Annual	05-Oct-23	Management	6	Approve Directors' Fees to be Paid to All Directors (Other than the Chief Executive Officer)	For
Singapore Exchange Limited	Annual	05-Oct-23	Management	7	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For
Singapore Exchange Limited	Annual	05-Oct-23	Management	8	Elect Claire Perry O'Neill as Director	For
Singapore Exchange Limited	Annual	05-Oct-23	Management	9	Approve Issuance of Shares Pursuant to the Singapore Exchange Limited Scrip Dividend Scheme	For
Singapore Exchange Limited	Annual	05-Oct-23	Management	10	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	For
Singapore Exchange Limited	Annual	05-Oct-23	Management	11	Authorize Share Repurchase Program	For
The Procter & Gamble Company	Annual	10-Oct-23	Management	1a	Elect Director B. Marc Allen	For
The Procter & Gamble Company	Annual	10-Oct-23	Management	1b	Elect Director Brett Biggs	For
The Procter & Gamble Company	Annual	10-Oct-23	Management	1c	Elect Director Sheila Bonini	For
The Procter & Gamble Company	Annual	10-Oct-23	Management	1d	Elect Director Angela F. Braly	Against
The Procter & Gamble Company	Annual	10-Oct-23	Management	1e	Elect Director Amy L. Chang	For
The Procter & Gamble Company	Annual	10-Oct-23	Management	1f	Elect Director Joseph Jimenez	Against
The Procter & Gamble Company	Annual	10-Oct-23	Management	1g	Elect Director Christopher Kempczinski	For
The Procter & Gamble Company	Annual	10-Oct-23	Management	1h	Elect Director Debra L. Lee	For
The Procter & Gamble Company	Annual	10-Oct-23	Management	1i	Elect Director Terry J. Lundgren	Against
The Procter & Gamble Company	Annual	10-Oct-23	Management	1j	Elect Director Christine M. McCarthy	For
The Procter & Gamble Company	Annual	10-Oct-23	Management	1k	Elect Director Jon R. Moeller	Against
The Procter & Gamble Company	Annual	10-Oct-23	Management	1l	Elect Director Robert J. Portman	For
The Procter & Gamble Company	Annual	10-Oct-23	Management	1m	Elect Director Rajesh Subramaniam	For
The Procter & Gamble Company	Annual	10-Oct-23	Management	1n	Elect Director Patricia A. Woertz	Against
The Procter & Gamble Company	Annual	10-Oct-23	Management	2	Ratify Deloitte & Touche LLP as Auditors	For
The Procter & Gamble Company	Annual	10-Oct-23	Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Procter & Gamble Company	Annual	10-Oct-23	Management	4	Advisory Vote on Say on Pay Frequency	One Year
The Procter & Gamble Company	Annual	10-Oct-23	Shareholder	5	Report on Third-Party Civil Rights Audit of Reverse Discrimination	Against
The Procter & Gamble Company	Annual	10-Oct-23	Shareholder	6	Report on Risks Related to Operations in China	Against
The Procter & Gamble Company	Annual	10-Oct-23	Shareholder	7	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	For
ROUND HILL MUSIC ROYALTY FUND LIMITED	Court	18-Oct-23	Management	1	Approve Scheme of Arrangement	For
ROUND HILL MUSIC ROYALTY FUND LIMITED	Special	18-Oct-23	Management	1	Approve Matters Relating to the Recommended Cash Offer for Round Hill Music Royalty Fund Limited by Concord Cadence Limited	For
Medtronic plc	Annual	19-Oct-23	Management	1a	Elect Director Craig Arnold	Against
Medtronic plc	Annual	19-Oct-23	Management	1b	Elect Director Scott C. Donnelly	For
Medtronic plc	Annual	19-Oct-23	Management	1c	Elect Director Lidia L. Fonseca	For
Medtronic plc	Annual	19-Oct-23	Management	1d	Elect Director Andrea J. Goldsmith	For

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Medtronic plc	Annual	19-Oct-23	Management	1e	Elect Director Randall J. Hogan, III	For
Medtronic plc	Annual	19-Oct-23	Management	1f	Elect Director Gregory P. Lewis	For
Medtronic plc	Annual	19-Oct-23	Management	1g	Elect Director Kevin E. Lofton	For
Medtronic plc	Annual	19-Oct-23	Management	1h	Elect Director Geoffrey S. Martha	Against
Medtronic plc	Annual	19-Oct-23	Management	1i	Elect Director Elizabeth G. Nabel	Against
Medtronic plc	Annual	19-Oct-23	Management	1j	Elect Director Denise M. O'Leary	Against
Medtronic plc	Annual	19-Oct-23	Management	1k	Elect Director Kendall J. Powell	For
Medtronic plc	Annual	19-Oct-23	Management	2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For
Medtronic plc	Annual	19-Oct-23	Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Medtronic plc	Annual	19-Oct-23	Management	4	Approve Employee Stock Purchase Plan	For
Medtronic plc	Annual	19-Oct-23	Management	5	Renew the Board's Authority to Issue Shares Under Irish Law	For
Medtronic plc	Annual	19-Oct-23	Management	6	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	For
Medtronic plc	Annual	19-Oct-23	Management	7	Authorize Overseas Market Purchases of Ordinary Shares	For
Pantheon International PLC	Annual	19-Oct-23	Management	1	Accept Financial Statements and Statutory Reports	For
Pantheon International PLC	Annual	19-Oct-23	Management	2	Approve Remuneration Report	For
Pantheon International PLC	Annual	19-Oct-23	Management	3	Re-elect John Singer as Director	For
Pantheon International PLC	Annual	19-Oct-23	Management	4	Re-elect John Burgess as Director	For
Pantheon International PLC	Annual	19-Oct-23	Management	5	Re-elect David Melvin as Director	For
Pantheon International PLC	Annual	19-Oct-23	Management	6	Re-elect Dame Susan Owen as Director	For
Pantheon International PLC	Annual	19-Oct-23	Management	7	Re-elect Mary Ann Sieghart as Director	For
Pantheon International PLC	Annual	19-Oct-23	Management	8	Elect Zoe Clements as Director	For
Pantheon International PLC	Annual	19-Oct-23	Management	9	Elect Rahul Welde as Director	For
Pantheon International PLC	Annual	19-Oct-23	Management	10	Reappoint Ernst & Young LLP as Auditors	For
Pantheon International PLC	Annual	19-Oct-23	Management	11	Authorise the Audit Committee to Fix Remuneration of Auditors	For
Pantheon International PLC	Annual	19-Oct-23	Management	12	Authorise Issue of Equity	For
Pantheon International PLC	Annual	19-Oct-23	Management	13	Authorise Issue of Equity without Pre-emptive Rights	For
Pantheon International PLC	Annual	19-Oct-23	Management	14	Authorise Market Purchase of Ordinary Shares	For
Pantheon International PLC	Annual	19-Oct-23	Management	15	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Hipgnosis Songs Fund Limited	Annual	26-Oct-23	Management	1	Accept Financial Statements and Statutory Reports	For
Hipgnosis Songs Fund Limited	Annual	26-Oct-23	Management	2	Approve Remuneration Report	For
Hipgnosis Songs Fund Limited	Annual	26-Oct-23	Management	3	Ratify PricewaterhouseCoopers CI LLP as Auditors	For
Hipgnosis Songs Fund Limited	Annual	26-Oct-23	Management	4	Authorise Board to Fix Remuneration of Auditors	For
Hipgnosis Songs Fund Limited	Annual	26-Oct-23	Management	5	Re-elect Andrew Sutch as Director	Against
Hipgnosis Songs Fund Limited	Annual	26-Oct-23	Management	6	Re-elect Andrew Wilkinson as Director	For
Hipgnosis Songs Fund Limited	Annual	26-Oct-23	Management	7	Re-elect Simon Holden as Director	For

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Company Name	Meeting Type	Meeting Date	Proponent	Proposal Number	Proposal Text	Vote Instruction
Hipgnosis Songs Fund Limited	Annual	26-Oct-23	Management	8	Re-elect Paul Burger as Director	Against
Hipgnosis Songs Fund Limited	Annual	26-Oct-23	Management	9	Re-elect Sylvia Coleman as Director	For
Hipgnosis Songs Fund Limited	Annual	26-Oct-23	Management	10	Elect Cindy Rampersaud as Director	For
Hipgnosis Songs Fund Limited	Annual	26-Oct-23	Management	11	Approve Dividend Policy	For
Hipgnosis Songs Fund Limited	Annual	26-Oct-23	Management	12	Approve Continuation of Company as Closed-Ended Investment Company	Against
Hipgnosis Songs Fund Limited	Annual	26-Oct-23	Management	13	Authorise Issue of Equity without Pre-emptive Rights	For
Hipgnosis Songs Fund Limited	Annual	26-Oct-23	Management	14	Authorise Market Purchase of Ordinary Shares	For
Hipgnosis Songs Fund Limited	Special	26-Oct-23	Management	1	Approve Sale by the Company of the First Disposal Assets to Hipgnosis SC IV (Delaware) L.P.	Against
Carsales.Com Limited	Annual	27-Oct-23	Management	2	Approve Remuneration Report	Against
Carsales.Com Limited	Annual	27-Oct-23	Management	3a	Elect Patrick O'Sullivan as Director	Against
Carsales.Com Limited	Annual	27-Oct-23	Management	3b	Elect Walter Pisciotta as Director	Against
Carsales.Com Limited	Annual	27-Oct-23	Management	3c	Elect Susan Massasso as Director	For
Carsales.Com Limited	Annual	27-Oct-23	Management	4a	Approve Grant of Rights to Cameron McIntyre	Against
Carsales.Com Limited	Annual	27-Oct-23	Management	4b	Approve Grant of Performance Rights to Cameron McIntyre	Against
Carsales.Com Limited	Annual	27-Oct-23	Management	5	Approve the Change of Company Name to CAR Group Limited	For
Spark New Zealand Ltd.	Annual	03-Nov-23	Management	1	Authorize Board to Fix Remuneration of the Auditors	For
Automatic Data Processing, Inc.	Annual	08-Nov-23	Management	1a	Elect Director Peter Bisson	For
Automatic Data Processing, Inc.	Annual	08-Nov-23	Management	1b	Elect Director Maria Black	For
Automatic Data Processing, Inc.	Annual	08-Nov-23	Management	1c	Elect Director David V. Goeckeler	For
Automatic Data Processing, Inc.	Annual	08-Nov-23	Management	1d	Elect Director Linnie M. Haynesworth	For
Automatic Data Processing, Inc.	Annual	08-Nov-23	Management	1e	Elect Director John P. Jones	For
Automatic Data Processing, Inc.	Annual	08-Nov-23	Management	1f	Elect Director Francine S. Katsoudas	For
Automatic Data Processing, Inc.	Annual	08-Nov-23	Management	1g	Elect Director Nazzic S. Keene	For
Automatic Data Processing, Inc.	Annual	08-Nov-23	Management	1h	Elect Director Thomas J. Lynch	Against
Automatic Data Processing, Inc.	Annual	08-Nov-23	Management	1i	Elect Director Scott F. Powers	For
Automatic Data Processing, Inc.	Annual	08-Nov-23	Management	1j	Elect Director William J. Ready	For
Automatic Data Processing, Inc.	Annual	08-Nov-23	Management	1k	Elect Director Carlos A. Rodriguez	Against
Automatic Data Processing, Inc.	Annual	08-Nov-	Management	1l	Elect Director Sandra S. Wijnberg	Against

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Company Name	Meeting Type	Meeting Date	Proponent	Proposal Number	Proposal Text	Vote Instruction
		23				
Automatic Data Processing, Inc.	Annual	08-Nov-23	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Automatic Data Processing, Inc.	Annual	08-Nov-23	Management	3	Advisory Vote on Say on Pay Frequency	One Year
Automatic Data Processing, Inc.	Annual	08-Nov-23	Management	4	Ratify Deloitte & Touche LLP as Auditors	For
Pernod Ricard SA	Annual/Special	10-Nov-23	Management	1	Approve Financial Statements and Statutory Reports	For
Pernod Ricard SA	Annual/Special	10-Nov-23	Management	2	Approve Consolidated Financial Statements and Statutory Reports	For
Pernod Ricard SA	Annual/Special	10-Nov-23	Management	3	Approve Allocation of Income and Dividends of EUR 4.70 per Share	For
Pernod Ricard SA	Annual/Special	10-Nov-23	Management	4	Reelect Kory Sorenson as Director	Against
Pernod Ricard SA	Annual/Special	10-Nov-23	Management	5	Reelect Philippe Petitcolin as Director	Against
Pernod Ricard SA	Annual/Special	10-Nov-23	Management	6	Elect Max Koeune as Director	For
Pernod Ricard SA	Annual/Special	10-Nov-23	Management	7	Renew Appointment of Deloitte & Associes as Auditor	For
Pernod Ricard SA	Annual/Special	10-Nov-23	Management	8	Approve Remuneration of Directors in the Aggregate Amount of EUR 1,350,000	For
Pernod Ricard SA	Annual/Special	10-Nov-23	Management	9	Approve Compensation of Alexandre Ricard, Chairman and CEO	Against
Pernod Ricard SA	Annual/Special	10-Nov-23	Management	10	Approve Remuneration Policy of Alexandre Ricard, Chairman and CEO	Against
Pernod Ricard SA	Annual/Special	10-Nov-23	Management	11	Approve Compensation Report of Corporate Officers	For
Pernod Ricard SA	Annual/Special	10-Nov-23	Management	12	Approve Remuneration Policy of Directors	For
Pernod Ricard SA	Annual/Special	10-Nov-23	Management	13	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For
Pernod Ricard SA	Annual/Special	10-Nov-23	Management	14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For
Pernod Ricard SA	Annual/Special	10-Nov-23	Management	15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For
Pernod Ricard SA	Annual/Special	10-Nov-23	Management	16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 130 Million	For
Pernod Ricard SA	Annual/Special	10-Nov-23	Management	17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 39 Million	For
Pernod Ricard SA	Annual/Special	10-Nov-23	Management	18	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16, 17 and 19	For

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Company Name	Meeting Type	Meeting Date	Proponent	Proposal Number	Proposal Text	Vote Instruction
Pernod Ricard SA	Annual/Special	10-Nov-23	Management	19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 39 Million	For
Pernod Ricard SA	Annual/Special	10-Nov-23	Management	20	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For
Pernod Ricard SA	Annual/Special	10-Nov-23	Management	21	Authorize Capitalization of Reserves of Up to EUR 130 Million for Bonus Issue or Increase in Par Value	For
Pernod Ricard SA	Annual/Special	10-Nov-23	Management	22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For
Pernod Ricard SA	Annual/Special	10-Nov-23	Management	23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries	For
Pernod Ricard SA	Annual/Special	10-Nov-23	Management	24	Authorize Filing of Required Documents/Other Formalities	For
Sonic Healthcare Limited	Annual	16-Nov-23	Management	1	Elect Mark Compton as Director	For
Sonic Healthcare Limited	Annual	16-Nov-23	Management	2	Elect Neville Mitchell as Director	For
Sonic Healthcare Limited	Annual	16-Nov-23	Management	3	Elect Suzanne Crowe as Director	For
Sonic Healthcare Limited	Annual	16-Nov-23	Management	4	Elect Chris Wilks as Director	For
Sonic Healthcare Limited	Annual	16-Nov-23	Management	5	Approve Remuneration Report	For
Sonic Healthcare Limited	Annual	16-Nov-23	Management	6	Approve Issuance of Securities Under the Sonic Healthcare Limited Employee Option Plan	For
Sonic Healthcare Limited	Annual	16-Nov-23	Management	7	Approve Issuance of Securities Under the Sonic Healthcare Limited Performance Rights Plan	For
Sonic Healthcare Limited	Annual	16-Nov-23	Management	8	Approve LTI Options and Performance Rights to Colin Goldschmidt	For
Sonic Healthcare Limited	Annual	16-Nov-23	Management	9	Approve LTI Options and Performance Rights to Chris Wilks	For
Sonic Healthcare Limited	Annual	16-Nov-23	Management	10	Approve Renewal of Proportional Takeover Bid Approval Provisions	For
ResMed Inc.	Annual	16-Nov-23	Management	1a	Elect Director Carol Burt	Against
ResMed Inc.	Annual	16-Nov-23	Management	1b	Elect Director Jan De Witte	For
ResMed Inc.	Annual	16-Nov-23	Management	1c	Elect Director Karen Drexler	For
ResMed Inc.	Annual	16-Nov-23	Management	1d	Elect Director Michael "Mick" Farrell	Against
ResMed Inc.	Annual	16-Nov-23	Management	1e	Elect Director Peter Farrell	For
ResMed Inc.	Annual	16-Nov-23	Management	1f	Elect Director Harjit Gill	For

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Company Name	Meeting Type	Meeting Date	Proponent	Proposal Number	Proposal Text	Vote Instruction
ResMed Inc.	Annual	16-Nov-23	Management	1g	Elect Director John Hernandez	For
ResMed Inc.	Annual	16-Nov-23	Management	1h	Elect Director Richard "Rich" Sulpizio	Against
ResMed Inc.	Annual	16-Nov-23	Management	1i	Elect Director Desney Tan	For
ResMed Inc.	Annual	16-Nov-23	Management	1j	Elect Director Ronald "Ron" Taylor	Against
ResMed Inc.	Annual	16-Nov-23	Management	2	Ratify KPMG LLP as Auditors	For
ResMed Inc.	Annual	16-Nov-23	Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
ResMed Inc.	Annual	16-Nov-23	Management	4	Advisory Vote on Say on Pay Frequency	One Year
The Estee Lauder Companies Inc.	Annual	17-Nov-23	Management	1a	Elect Director Charlene Barshefsky	Withhold
The Estee Lauder Companies Inc.	Annual	17-Nov-23	Management	1b	Elect Director Angela Wei Dong	For
The Estee Lauder Companies Inc.	Annual	17-Nov-23	Management	1c	Elect Director Fabrizio Freda	For
The Estee Lauder Companies Inc.	Annual	17-Nov-23	Management	1d	Elect Director Gary M. Lauder	For
The Estee Lauder Companies Inc.	Annual	17-Nov-23	Management	1e	Elect Director Jane Lauder	For
The Estee Lauder Companies Inc.	Annual	17-Nov-23	Management	2	Ratify PricewaterhouseCoopers LLP as Auditors	For
The Estee Lauder Companies Inc.	Annual	17-Nov-23	Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Estee Lauder Companies Inc.	Annual	17-Nov-23	Management	4	Advisory Vote on Say on Pay Frequency	One Year
US SOLAR FUND PLC	Special	17-Nov-23	Management	1	Approve Amendment to the Investment Policy	For
Genus Plc	Annual	22-Nov-23	Management	1	Accept Financial Statements and Statutory Reports	For
Genus Plc	Annual	22-Nov-23	Management	2	Approve Remuneration Report	Against
Genus Plc	Annual	22-Nov-23	Management	3	Approve Final Dividend	For
Genus Plc	Annual	22-Nov-23	Management	4	Elect Jorgen Kokke as Director	For
Genus Plc	Annual	22-Nov-23	Management	5	Re-elect Iain Ferguson as Director	For
Genus Plc	Annual	22-Nov-23	Management	6	Re-elect Alison Henriksen as Director	For

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Company Name	Meeting Type	Meeting Date	Proponent	Proposal Number	Proposal Text	Vote Instruction
Genus Plc	Annual	22-Nov-23	Management	7	Re-elect Lysanne Gray as Director	For
Genus Plc	Annual	22-Nov-23	Management	8	Re-elect Lesley Knox as Director	For
Genus Plc	Annual	22-Nov-23	Management	9	Re-elect Jason Chin as Director	For
Genus Plc	Annual	22-Nov-23	Management	10	Reappoint Deloitte LLP as Auditors	For
Genus Plc	Annual	22-Nov-23	Management	11	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For
Genus Plc	Annual	22-Nov-23	Management	12	Approve Settlement of Buy-Out Awards Granted to Jorgen Kokke through Issuance of New Shares or Transfer of Treasury Shares	For
Genus Plc	Annual	22-Nov-23	Management	13	Amend Performance Share Plan	For
Genus Plc	Annual	22-Nov-23	Management	14	Approve Grant of Awards under the Performance Share Plan to Jorgen Kokke	For
Genus Plc	Annual	22-Nov-23	Management	15	Authorise Issue of Equity	For
Genus Plc	Annual	22-Nov-23	Management	16	Authorise Issue of Equity without Pre-emptive Rights	For
Genus Plc	Annual	22-Nov-23	Management	17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
Genus Plc	Annual	22-Nov-23	Management	18	Authorise Market Purchase of Ordinary Shares	For
Genus Plc	Annual	22-Nov-23	Management	19	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Bluefield Solar Income Fund Limited	Annual	28-Nov-23	Management	1	Accept Financial Statements and Statutory Reports	For
Bluefield Solar Income Fund Limited	Annual	28-Nov-23	Management	2	Approve Remuneration Report	For
Bluefield Solar Income Fund Limited	Annual	28-Nov-23	Management	3	Re-elect Elizabeth Burne as Director	For
Bluefield Solar Income Fund Limited	Annual	28-Nov-23	Management	4	Re-elect Meriel Lenfestey as Director	For
Bluefield Solar Income Fund Limited	Annual	28-Nov-23	Management	5	Re-elect John Scott as Director	For
Bluefield Solar Income Fund Limited	Annual	28-Nov-23	Management	6	Re-elect Michael Gibbons as Director	For
Bluefield Solar Income Fund Limited	Annual	28-Nov-23	Management	7	Ratify KPMG Channel Islands Limited as Auditors	For
Bluefield Solar Income Fund Limited	Annual	28-Nov-23	Management	8	Authorise Board to Fix Remuneration of Auditors	For
Bluefield Solar Income Fund Limited	Annual	28-Nov-23	Management	9	Approve Stock Dividend Program	For

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Company Name	Meeting Type	Meeting Date	Proponent	Proposal Number	Proposal Text	Vote Instruction
Bluefield Solar Income Fund Limited	Annual	28-Nov-23	Management	10	Approve Interim Dividends	For
Bluefield Solar Income Fund Limited	Annual	28-Nov-23	Management	11	Authorise Market Purchase of Ordinary Shares	For
Bluefield Solar Income Fund Limited	Annual	28-Nov-23	Management	12	Approve Continuation of Company as Presently Constituted	For
Bluefield Solar Income Fund Limited	Annual	28-Nov-23	Management	13	Authorise Issue of Equity	For
Bluefield Solar Income Fund Limited	Annual	28-Nov-23	Management	14	Authorise Issue of Equity without Pre-emptive Rights	For
Bluefield Solar Income Fund Limited	Annual	28-Nov-23	Management	15	Authorise Issue of Equity without Pre-emptive Rights (Additional Authority)	For
Ferguson Plc	Annual	28-Nov-23	Management	1a	Elect Director Kelly Baker	For
Ferguson Plc	Annual	28-Nov-23	Management	1b	Elect Director Bill Brundage	For
Ferguson Plc	Annual	28-Nov-23	Management	1c	Elect Director Geoff Drabble	For
Ferguson Plc	Annual	28-Nov-23	Management	1d	Elect Director Catherine Halligan	For
Ferguson Plc	Annual	28-Nov-23	Management	1e	Elect Director Brian May	For
Ferguson Plc	Annual	28-Nov-23	Management	1f	Elect Director James S. Metcalf	For
Ferguson Plc	Annual	28-Nov-23	Management	1g	Elect Director Kevin Murphy	For
Ferguson Plc	Annual	28-Nov-23	Management	1h	Elect Director Alan Murray	For
Ferguson Plc	Annual	28-Nov-23	Management	1i	Elect Director Thomas Schmitt	For
Ferguson Plc	Annual	28-Nov-23	Management	1j	Elect Director Nadia Shouraboura	For
Ferguson Plc	Annual	28-Nov-23	Management	1k	Elect Director Suzanne Wood	For
Ferguson Plc	Annual	28-Nov-23	Management	2	Reappoint Deloitte LLP as Statutory Auditor	For
Ferguson Plc	Annual	28-Nov-23	Management	3	Authorise Board to Fix Remuneration of Auditors	For
Ferguson Plc	Annual	28-Nov-23	Management	4	Accept Financial Statements and Statutory Reports	For
Ferguson Plc	Annual	28-Nov-23	Management	5	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Ferguson Plc	Annual	28-Nov-23	Management	6	Advisory Vote on Say on Pay Frequency	One Year

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Company Name	Meeting Type	Meeting Date	Proponent	Proposal Number	Proposal Text	Vote Instruction
Ferguson Plc	Annual	28-Nov-23	Management	7	Approve Omnibus Stock Plan	For
Ferguson Plc	Annual	28-Nov-23	Management	8	Authorise Issue of Equity	For
Ferguson Plc	Annual	28-Nov-23	Management	9	Authorise Issue of Equity without Pre-emptive Rights	For
Ferguson Plc	Annual	28-Nov-23	Management	10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition, Financing, or Specified Capital Investment	For
Ferguson Plc	Annual	28-Nov-23	Management	11	Authorise Market Purchase of Ordinary Shares	For
Ferguson Plc	Annual	28-Nov-23	Management	12	Adopt New Articles of Association	For
CVS Group Plc	Annual	29-Nov-23	Management	1	Accept Financial Statements and Statutory Reports	For
CVS Group Plc	Annual	29-Nov-23	Management	2	Approve Remuneration Report	For
CVS Group Plc	Annual	29-Nov-23	Management	3	Approve Final Dividend	For
CVS Group Plc	Annual	29-Nov-23	Management	4	Re-elect David Wilton as Director	For
CVS Group Plc	Annual	29-Nov-23	Management	5	Re-elect Deborah Kemp as Director	For
CVS Group Plc	Annual	29-Nov-23	Management	6	Re-elect Richard Gray as Director	For
CVS Group Plc	Annual	29-Nov-23	Management	7	Re-elect Richard Fairman as Director	For
CVS Group Plc	Annual	29-Nov-23	Management	8	Re-elect Ben Jacklin as Director	For
CVS Group Plc	Annual	29-Nov-23	Management	9	Re-elect Robin Alfonso as Director	For
CVS Group Plc	Annual	29-Nov-23	Management	10	Elect Joanne Shaw as Director	For
CVS Group Plc	Annual	29-Nov-23	Management	11	Reappoint Deloitte LLP as Auditors	For
CVS Group Plc	Annual	29-Nov-23	Management	12	Authorise the Audit Committee to Fix Remuneration of Auditors	For
CVS Group Plc	Annual	29-Nov-23	Management	13	Authorise Issue of Equity	For
CVS Group Plc	Annual	29-Nov-23	Management	14	Authorise Issue of Equity without Pre-emptive Rights	For
CVS Group Plc	Annual	29-Nov-23	Management	15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
CVS Group Plc	Annual	29-Nov-23	Management	16	Authorise Market Purchase of Ordinary Shares	For

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Company Name	Meeting Type	Meeting Date	Proponent	Proposal Number	Proposal Text	Vote Instruction
CVS Group Plc	Annual	29-Nov-23	Management	17	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Target Healthcare REIT Plc	Annual	29-Nov-23	Management	1	Accept Financial Statements and Statutory Reports	For
Target Healthcare REIT Plc	Annual	29-Nov-23	Management	2	Approve Remuneration Report	For
Target Healthcare REIT Plc	Annual	29-Nov-23	Management	3	Approve Company's Dividend Policy	For
Target Healthcare REIT Plc	Annual	29-Nov-23	Management	4	Reappoint Ernst & Young LLP as Auditors	For
Target Healthcare REIT Plc	Annual	29-Nov-23	Management	5	Authorise Board to Fix Remuneration of Auditors	For
Target Healthcare REIT Plc	Annual	29-Nov-23	Management	6	Elect Michael Brodtman as Director	For
Target Healthcare REIT Plc	Annual	29-Nov-23	Management	7	Re-elect Richard Cotton as Director	For
Target Healthcare REIT Plc	Annual	29-Nov-23	Management	8	Re-elect Alison Fyfe as Director	For
Target Healthcare REIT Plc	Annual	29-Nov-23	Management	9	Re-elect Vince Niblett as Director	For
Target Healthcare REIT Plc	Annual	29-Nov-23	Management	10	Re-elect Amanda Thompsell as Director	For
Target Healthcare REIT Plc	Annual	29-Nov-23	Management	11	Authorise Issue of Equity	For
Target Healthcare REIT Plc	Annual	29-Nov-23	Management	12	Authorise Issue of Equity without Pre-emptive Rights	For
Target Healthcare REIT Plc	Annual	29-Nov-23	Management	13	Authorise Market Purchase of Ordinary Shares	For
Target Healthcare REIT Plc	Annual	29-Nov-23	Management	14	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
THE PRS REIT PLC	Annual	04-Dec-23	Management	1	Accept Financial Statements and Statutory Reports	For
THE PRS REIT PLC	Annual	04-Dec-23	Management	2	Approve Remuneration Report	For
THE PRS REIT PLC	Annual	04-Dec-23	Management	3	Re-elect Stephen Smith as Director	For
THE PRS REIT PLC	Annual	04-Dec-23	Management	4	Re-elect Steffan Francis as Director	For
THE PRS REIT PLC	Annual	04-Dec-23	Management	5	Re-elect Roderick MacRae as Director	For
THE PRS REIT PLC	Annual	04-Dec-23	Management	6	Re-elect Geeta Nanda as Director	For
THE PRS REIT PLC	Annual	04-Dec-23	Management	7	Elect Karima Fahmy as Director	For
THE PRS REIT PLC	Annual	04-Dec-23	Management	8	Reappoint RSM UK Audit LLP as Auditors	For
THE PRS REIT PLC	Annual	04-Dec-23	Management	9	Authorise the Audit Committee to Fix Remuneration of Auditors	For
THE PRS REIT PLC	Annual	04-Dec-23	Management	10	Approve Dividend Policy	For
THE PRS REIT PLC	Annual	04-Dec-23	Management	11	Authorise Issue of Equity	For
THE PRS REIT PLC	Annual	04-Dec-23	Management	12	Authorise Issue of Equity without Pre-emptive Rights	For

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Company Name	Meeting Type	Meeting Date	Proponent	Proposal Number	Proposal Text	Vote Instruction
THE PRS REIT PLC	Annual	04-Dec-23	Management	13	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
THE PRS REIT PLC	Annual	04-Dec-23	Management	14	Authorise Market Purchase of Ordinary Shares	For
THE PRS REIT PLC	Annual	04-Dec-23	Management	15	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Cisco Systems, Inc.	Annual	06-Dec-23	Management	1a	Elect Director Wesley G. Bush	For
Cisco Systems, Inc.	Annual	06-Dec-23	Management	1b	Elect Director Michael D. Capellas	Against
Cisco Systems, Inc.	Annual	06-Dec-23	Management	1c	Elect Director Mark Garrett	Against
Cisco Systems, Inc.	Annual	06-Dec-23	Management	1d	Elect Director John D. Harris, II	For
Cisco Systems, Inc.	Annual	06-Dec-23	Management	1e	Elect Director Kristina M. Johnson	For
Cisco Systems, Inc.	Annual	06-Dec-23	Management	1f	Elect Director Sarah Rae Murphy	For
Cisco Systems, Inc.	Annual	06-Dec-23	Management	1g	Elect Director Charles H. Robbins	Against
Cisco Systems, Inc.	Annual	06-Dec-23	Management	1h	Elect Director Daniel H. Schulman	For
Cisco Systems, Inc.	Annual	06-Dec-23	Management	1i	Elect Director Marianna Tessel	For
Cisco Systems, Inc.	Annual	06-Dec-23	Management	2	Amend Omnibus Stock Plan	For
Cisco Systems, Inc.	Annual	06-Dec-23	Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Cisco Systems, Inc.	Annual	06-Dec-23	Management	4	Advisory Vote on Say on Pay Frequency	One Year
Cisco Systems, Inc.	Annual	06-Dec-23	Management	5	Ratify PricewaterhouseCoopers LLP as Auditors	For
Cisco Systems, Inc.	Annual	06-Dec-23	Shareholder	6	Report on Tax Transparency Set Forth in the Global Reporting Initiative's Tax Standard	For
Microsoft Corporation	Annual	07-Dec-23	Management	1.01	Elect Director Reid G. Hoffman	For
Microsoft Corporation	Annual	07-Dec-23	Management	1.02	Elect Director Hugh F. Johnston	Against
Microsoft Corporation	Annual	07-Dec-23	Management	1.03	Elect Director Teri L. List	For
Microsoft Corporation	Annual	07-Dec-23	Management	1.04	Elect Director Catherine MacGregor	For
Microsoft Corporation	Annual	07-Dec-23	Management	1.05	Elect Director Mark A. L. Mason	For
Microsoft Corporation	Annual	07-Dec-23	Management	1.06	Elect Director Satya Nadella	Against
Microsoft Corporation	Annual	07-Dec-23	Management	1.07	Elect Director Sandra E. Peterson	For
Microsoft Corporation	Annual	07-Dec-23	Management	1.08	Elect Director Penny S. Pritzker	For
Microsoft Corporation	Annual	07-Dec-23	Management	1.09	Elect Director Carlos A. Rodriguez	For
Microsoft Corporation	Annual	07-Dec-23	Management	1.10	Elect Director Charles W. Scharf	For
Microsoft Corporation	Annual	07-Dec-23	Management	1.11	Elect Director John W. Stanton	For
Microsoft Corporation	Annual	07-Dec-23	Management	1.12	Elect Director Emma N. Walmsley	For
Microsoft Corporation	Annual	07-Dec-23	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Microsoft Corporation	Annual	07-Dec-23	Management	3	Advisory Vote on Say on Pay Frequency	One Year
Microsoft Corporation	Annual	07-Dec-23	Management	4	Ratify Deloitte and & Touche as Auditors	For
Microsoft Corporation	Annual	07-Dec-23	Shareholder	5	Report on Gender-Based Compensation and Benefits Inequities	Against
Microsoft Corporation	Annual	07-Dec-23	Shareholder	6	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	Against
Microsoft Corporation	Annual	07-Dec-23	Shareholder	7	Report on Government Take Down Requests	Against

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Company Name	Meeting Type	Meeting Date	Proponent	Proposal Number	Proposal Text	Vote Instruction
Microsoft Corporation	Annual	07-Dec-23	Shareholder	8	Report on Risks of Weapons Development	For
Microsoft Corporation	Annual	07-Dec-23	Shareholder	9	Report on Climate Risk in Retirement Plan Options	For
Microsoft Corporation	Annual	07-Dec-23	Shareholder	10	Publish a Tax Transparency Report	For
Microsoft Corporation	Annual	07-Dec-23	Shareholder	11	Report on Risks of Operating in Countries with Significant Human Rights Concerns	For
Microsoft Corporation	Annual	07-Dec-23	Shareholder	12	Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures	For
Microsoft Corporation	Annual	07-Dec-23	Shareholder	13	Report on Risks Related to AI Generated Misinformation and Disinformation	For
RM Infrastructure Income PLC	Special	20-Dec-23	Management	1	Adopt the New Investment Objective and Policy	For