

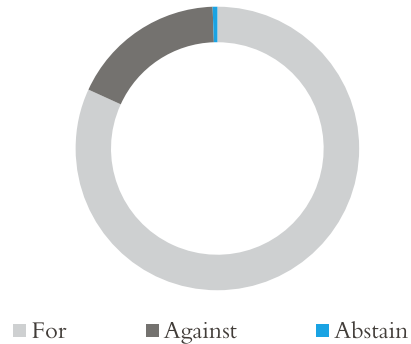
CCLA Vote Report

April to June 2024



Section 1: Overview

Chart 1: All Votes



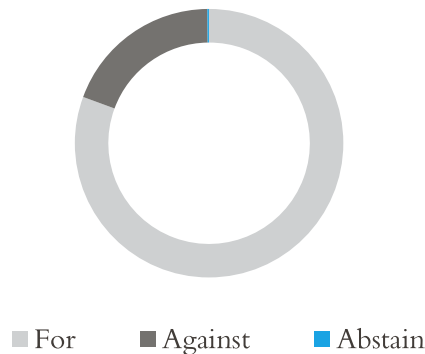
Headlines: CCLA aims to vote at all UK and overseas company meetings where we have portfolio holdings, and it is practical to do so. During the quarter we voted on 1806 resolutions across 112 company meetings. We did not support management proposals on 315 occasions, 18.2% of all such resolutions. In addition, we supported 54 shareholder resolutions on a variety of sustainability themes.

In Q2, we joined a group of investors in filing a shareholder proposal at Amazon's 2024 annual general meeting (AGM). Amazon's reported conduct towards employees seeking to unionise contradicts its stated commitment to respect its employees' fundamental rights to freedom of association and collective bargaining. The proposal called for Amazon to appoint a reputable third-party to produce a gap analysis of its practice versus its labour standards policy. The proposal achieved 32% of the shareholder vote. In June, we subsequently led a group of 50 investors, with \$1.2 trillion in assets under management, in writing to the company to reiterate our concerns.

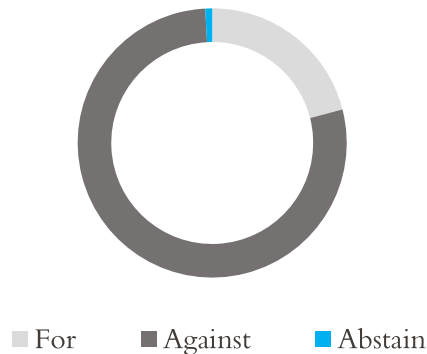
We also led the filing of a climate-related shareholder proposal at NextEra. NextEra has a target to reach net zero carbon emissions by 2045 although some of the trade associations to which it belongs can present forceful obstacles to addressing climate change. Our proposal asked the Board to report to shareholders on its approach to identifying and addressing misalignments between NextEra's lobbying and policy influence activities, and its 'Real Zero' goal. The proposal received an encouraging 33% support at the AGM in May.

Chart 2. CCLA Vote by theme

Director Elections



Executive Remuneration



Factors affecting remuneration votes

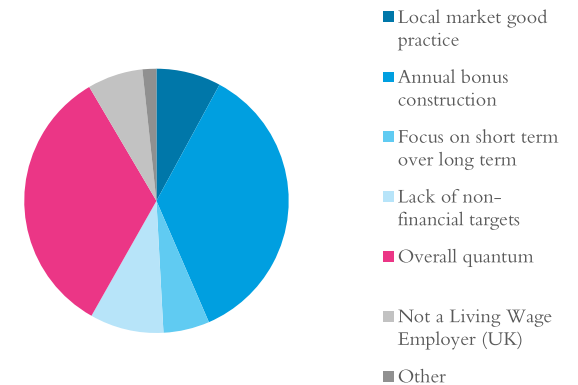


Table 1: Meeting Overview

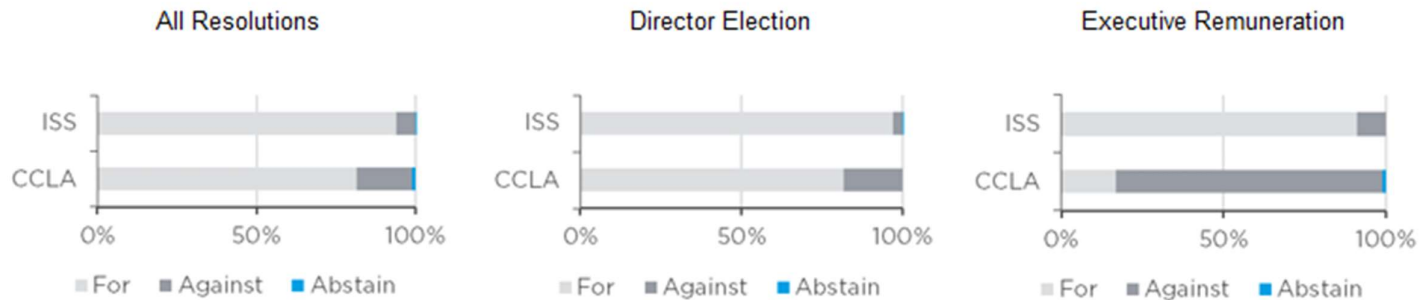
Meeting Overview					
Region	Asia	Europe	North America	Oceania	United Kingdom
Number of Meetings	3	23	46	0	40
Number of Resolutions	38	442	662	0	664
Vote Instruction (all resolutions)					
For	37	360	478	0	596
Against/Withhold	0	79	178	0	63
Abstain	1	3	5	0	5
One Year	0	0	1	0	0

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.

Chart 3: Impact of CCLA Vote Template – 12 months to June 2024

To increase the impact of our votes we write to all companies prior to the meeting about our plans. We place particular focus on any resolution where we do not propose to support management and provide an overview of our concerns. To air our dissenting voice, we use our votes when relevant directors are due to be re-elected. For instance, we vote against the chair of the remuneration committee where we have concerns about executive pay plans, the chair of the nomination committee if the company has a poor approach to gender diversity, and the chair if the business is not adequately addressing climate-related risk. Our voting activity is managed by Institutional Shareholder Services. However, we ask ISS to adhere to our bespoke voting guidelines which led us to oppose five times as many management proposals as the standard ISS voting guidelines. The records in the chart below illustrate the impact of our voting guidelines (data for the year to 30th June 2024).



Section 3a: CCLA Vote History Summary

Percentage vote	2024 (to end of June)	2023	2022	2021
All Management Resolutions				
For	81.8	82.4	86.4	86.5
Abstain	0.6	1.3	0.5	0.9
Against	17.6	16.3	13.1	12.6
Executive Remuneration				
For	19.1	17.8	20.5	19.9
Abstain	0.7	8.0	2.9	4.4
Against	80.1	74.1	76.6	75.7
Director Election				
For	80.4	79.8	86.9	85.8
Abstain	0.5	1.0	0.2	0.7
Against	19.1	19.3	12.9	13.5

Notes: AGAINST Votes include withhold votes.

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

Data for full calendar years unless labelled otherwise.

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 twenty-five 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 Name	Type	Meeting Date	Proponent	Prop No.	Proposal Text	Policy rec.	Vote Instruction	Rationale
Ares Capital Corporation	Annual	10-May-24	Management	1a	Elect Director Mary Beth Henson	Against	For	As with other companies where this occurs the governance issues are: has the company used the power during the year to the detriment of shareholders (no) and will the company allow a shareholder resolution to amend the articles (previously informed yes).
Ares Capital Corporation	Annual	10-May-24	Management	1b	Elect Director Michael K. Parks	Against	For	As with other companies where this occurs the governance issues are: has the company used the power during the year to the detriment of shareholders (no) and will the company allow a shareholder resolution to amend the articles (previously informed yes).
Ares Capital Corporation	Annual	10-May-24	Management	1c	Elect Director Michael L. Smith	Against	For	As with other companies where this occurs the governance issues are: has the company used the power during the year to the detriment of shareholders (no) and will the company allow a shareholder resolution to amend the articles (previously informed yes).
Danaher Corporation	Annual	7-May-24	Management	1d	Elect Director Teri List	Against	For	ISS recommended a vote against this director due to concerns regarding historically pledged shares. Given the company has a pledging policy in place, no new shares have been pledged after this policy was implemented, and we were aware of this prior to investment we have decided to override this recommendation and vote for the audit committee members.
Danaher Corporation	Annual	7-May-24	Management	1i	Elect Director A. Shane Sanders	Against	For	ISS recommended a vote against this director due to concerns regarding historically pledged shares. Given the company has a pledging policy in place, no new shares have been pledged after this policy was implemented, and we were aware of this prior to investment we have decided to override this recommendation and vote for the audit committee members.
Danaher Corporation	Annual	7-May-24	Management	1l	Elect Director Raymond C. Stevens	Against	For	ISS recommended a vote against this director due to concerns regarding historically pledged shares. Given the company has a pledging policy in place, no new shares have been pledged after this policy was implemented, and we were aware of this

Voting Record: CCLA Investment Management Limited (registered in England No. 2183088) and CCLA Fund Managers Limited (registered in England No. 8735639) are authorised and regulated by the Financial Conduct Authority. Registered address: One Angel Lane, London EC4R 3AB. Data sourced from our proxy voting provider, ISS, and CCLA.

Company Name	Type	Meeting Date	Proponent	Prop No.	Proposal Text	Policy rec.	Vote Instruction	Rationale
								prior to investment we have decided to override this recommendation and vote for the audit committee members.
London Stock Exchange Group plc	Annual	25-Apr-24	Management	1	Accept Financial Statements and Statutory Reports	Against	For	Company has responded positively to engagement.
Tradeweb Markets Inc.	Annual	10-May-24	Management	1.1	Elect Director Jacques Aigrain	Withhold	For	The concerns ISS raise in their analysis were known to us at the point of investing and, whilst not good governance practice, have been taken into consideration. We will speak to the company about our governance concerns and review at the next AGM.
Tradeweb Markets Inc.	Annual	10-May-24	Management	1.3	Elect Director Paula Madoff	Withhold	For	The concerns ISS raise in their analysis were known to us at the point of investing and, whilst not good governance practice, have been taken into consideration. We will speak to the company about our governance concerns and review at the next AGM.
Alexandria Real Estate Equities, Inc.	Annual	14-May-24	Management	1e	Elect Director Maria C. Freire	Against	For	ISS recommended a vote against members of the Governance committee as shareholders' lack the right to amend the byelaws of the company. Whilst we are supportive of this right due to the ability for oversight it provides we are aware that the state of incorporation does not require this. As in previous years we will continue to engage with the company – should there be no change ahead of the 2025 AGM we will escalate our concerns accordingly.
Alexandria Real Estate Equities, Inc.	Annual	14-May-24	Management	1h	Elect Director Michael A. Woronoff	Against	For	ISS recommended a vote against members of the Governance committee as shareholders' lack the right to amend the byelaws of the company. Whilst we are supportive of this right due to the ability for oversight it provides we are aware that the state of incorporation does not require this. As in previous years we will continue to engage with the company – should there be no change ahead of the 2025 AGM we will escalate our concerns accordingly.
ANSYS, Inc.	Special	22-May-24	Management	2	Advisory Vote on Golden Parachutes	For	Against	The Golden Parachute for the CEO is based on his base salary and target bonus. We did not support the compensation at the 2023 AGM and as such will not do so here.
CT Private Equity Trust PLC	Annual	29-May-24	Management	13	Authorise Market Purchase of Ordinary Shares	Against	For	Given who the large shareholder is we don't have concerns about creeping control in this instance.
Empiric Student Property PLC	Annual	22-May-24	Management	7	Re-elect Mark Pain as Director	Against	Abstain	ISS has correctly recommended a vote against the Nomination Committee Chair according to our policy. We have chosen to abstain from this vote and engage with the company. This will be reviewed at the next meeting.

Section 5b: All votes against management proposals: CCLA did not support management recommendations on three hundred and seventy one 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 for management’s recommendation.

Company Name	Type	Date	Proposal	Proponent	Proposal Text	Vote Instruction	Vote Rationale
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	18-Apr-24	4	Management	Approve Auditors' Special Report on Related-Party Transactions	Against	A vote AGAINST is warranted as the Company failed to provide enough information with respect to the transaction with Apache, important shareholder, making it therefore impossible to ascertain that the continuation of this agreement is in shareholders' interests.
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	18-Apr-24	5	Management	Reelect Antoine Arnault as Director	Against	Concerns over director independence. Votes AGAINST these (re)election are warranted since the directors (or shareholder's representatives) benefit from the company's distortive voting structure.
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	18-Apr-24	7	Management	Elect Alexandre Arnault as Director	Against	Concerns over director independence. Votes AGAINST these (re)election are warranted since the directors (or shareholder's representatives) benefit from the company's distortive voting structure.
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	18-Apr-24	8	Management	Elect Frederic Arnault as Director	Against	Concerns over director independence. Votes AGAINST these (re)election are warranted since the directors (or shareholder's representatives) benefit from the company's distortive voting structure.
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	18-Apr-24	10	Management	Approve Compensation Report of Corporate Officers	Against	Remuneration schemes should not breach local good practice.
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	18-Apr-24	11	Management	Approve Compensation of Bernard Arnault, Chairman and CEO	Against	Multiple Concerns: Remuneration schemes should not breach local good practice. . Annual bonus scheme does not comply with CCLA's global approach to remuneration. Concerns over multiples of salary.

Company Name	Type	Date	Proposal	Proponent	Proposal Text	Vote Instruction	Vote Rationale
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	18-Apr-24	12	Management	Approve Compensation of Antonio Belloni, Vice-CEO	Against	Multiple Concerns: Remuneration schemes should not breach local good practice. Variable remuneration schemes should prioritise long-term over short-term performance. Balance of short and long-term remuneration does not comply with CCLA's global approach to remuneration.
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	18-Apr-24	14	Management	Approve Remuneration Policy of Chairman and CEO	Against	Multiple Concerns: Remuneration schemes should not breach local good practice. Annual bonus scheme does not comply with CCLA's global approach to remuneration.
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	18-Apr-24	15	Management	Approve Remuneration Policy of Vice-CEO	Against	Remuneration schemes should not breach local good practice.
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	18-Apr-24	16	Management	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against	Concerns - creeping control.
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	18-Apr-24	18	Management	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Against	Scheme does not comply with CCLA's approach to remuneration policy.
Taiwan Semiconductor Manufacturing Co., Ltd.	Annual	4-Jun-24	4.3	Management	Elect Ming Hsin Kung, a REPRESENTATIVE of National Development Fund, Executive Yuan, with SHAREHOLDER NO.1, as Non-Independent Director	Abstain	Concerns over director time commitments.
The Coca-Cola Company	Annual	1-May-24	8	Shareholder	Report on Risks Caused by the Decline in the Quality of Accessible Medical Care	Abstain	Whilst the proponent makes some positive arguments, were the company to complete such a report there are potential risks of being accused of contravening local laws. With this being the case we cannot support the proposal and are thus abstaining.
Hexagon AB	Annual	29-Apr-24	12.2	Management	Reelect Marta Schorling Andreen as Director	Against	A vote against Marta Schorling Andreen (Item 12.2) and Sofia Schorling Hogberg (Item 12.4) is warranted due to them representing a shareholder that benefits from the company's unequal voting rights structure.

Company Name	Type	Date	Proposal	Proponent	Proposal Text	Vote Instruction	Vote Rationale
Hexagon AB	Annual	29-Apr-24	12.4	Management	Reelect Sofia Schorling Hogberg as Director	Against	A vote against Marta Schorling Andreen (Item 12.2) and Sofia Schorling Hogberg (Item 12.4) is warranted due to them representing a shareholder that benefits from the company's unequal voting rights structure.
Hexagon AB	Annual	29-Apr-24	14	Management	Approve Remuneration Report	Against	Multiple Concerns: Variable remuneration schemes should prioritise long-term over short-term performance. Balance of short and long-term remuneration does not comply with CCLA's approach. Non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes. Failure to disclose use of non-financials as a determinant of remuneration does not comply with CCLA's global approach to remuneration.
Hexagon AB	Annual	29-Apr-24	15	Management	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against	Variable remuneration schemes should prioritise long-term over short-term performance. Balance of short and long-term remuneration does not comply with CCLA's approach.
Hexagon AB	Annual	29-Apr-24	17	Management	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against	Concerns - creeping control.
Adobe Inc.	Annual	17-Apr-24	1b	Management	Elect Director Amy Banse	Against	Responsible for oversight of remuneration which does not comply with CCLA guidelines
Adobe Inc.	Annual	17-Apr-24	1e	Management	Elect Director Frank Calderoni	Against	Board does not contain 40% gender diversity.
Adobe Inc.	Annual	17-Apr-24	1g	Management	Elect Director Shantanu Narayen	Against	Chair/CEO: no intention to separate.
Adobe Inc.	Annual	17-Apr-24	1i	Management	Elect Director Kathleen Oberg	Against	Concerns - audit independence.
Adobe Inc.	Annual	17-Apr-24	4	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Multiple concerns: Annual bonus scheme does not comply with CCLAs approach. Concerns over multiples of salary.

Company Name	Type	Date	Proposal	Proponent	Proposal Text	Vote Instruction	Vote Rationale
Adobe Inc.	Annual	17-Apr-24	5	Shareholder	Require a Majority Vote Standard for the Election of Directors with Mandatory Resignation Policy	For	Our voting guidelines aim to hold directors responsible for their actions. This proposal asks the company to adopt good practice corporate governance measures that facilitate much of the rest of our voting practice.
Adobe Inc.	Annual	17-Apr-24	6	Shareholder	Report on Hiring of Persons with Arrest or Incarceration Records	For	This type of report helps the company address any imbalance in their workforce diversity and allow investors to understand the effectiveness of the diversity policy adopted by the company.
Amazon.com, Inc.	Annual	22-May-24	1a	Management	Elect Director Jeffrey P. Bezos	Against	Executive chairman and no indication of temporary position.
Amazon.com, Inc.	Annual	22-May-24	1d	Management	Elect Director Edith W. Cooper	Against	Responsible for oversight of remuneration which does not comply with CCLA guidelines
Amazon.com, Inc.	Annual	22-May-24	1h	Management	Elect Director Indra K. Nooyi	Against	Concerns - audit independence.
Amazon.com, Inc.	Annual	22-May-24	1i	Management	Elect Director Jonathan J. Rubinstein	Against	Board does not contain 40% gender diversity.
Amazon.com, Inc.	Annual	22-May-24	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Multiple Concerns: Remuneration schemes should not breach local good practice. . Annual bonus scheme does not comply with CCLA's global approach to remuneration.
Amazon.com, Inc.	Annual	22-May-24	4	Shareholder	Establish a Public Policy Committee	For	The provision of a report on these matters is seen as an enhancement to shareholders understanding of the company's role in these matters.
Amazon.com, Inc.	Annual	22-May-24	6	Shareholder	Report on Customer Due Diligence	For	Given the potential human rights risks that surveillance technologies pose and the lack of clear government regulations in this area, shareholders would be served well by the proposed increase in public reporting on customer due diligence.
Amazon.com, Inc.	Annual	22-May-24	7	Shareholder	Report on Lobbying Payments and Policy	For	The provision of a report on these matters is seen as an enhancement to shareholders understanding of the company's role in these matters.

Company Name	Type	Date	Proposal	Proponent	Proposal Text	Vote Instruction	Vote Rationale
Amazon.com, Inc.	Annual	22-May-24	8	Shareholder	Report on Median and Adjusted Gender/Racial Pay Gaps	For	Given CCLA's effort's to bring pay fairness into their voting, we are normally supportive of this type of proposals.
Amazon.com, Inc.	Annual	22-May-24	10	Shareholder	Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	For	A vote FOR this proposal is warranted, as shareholders would benefit from more disclosure on whether and how the company considers human capital management and community relations issues related to the transition to a low-carbon economy as part of its climate strategy.
Amazon.com, Inc.	Annual	22-May-24	11	Shareholder	Report on Efforts to Reduce Plastic Use	For	The provision of a report on these matters is seen as an enhancement to shareholders understanding of the company's role in these matters.
Amazon.com, Inc.	Annual	22-May-24	12	Shareholder	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining	For	The provision of a report on these matters is seen as an enhancement to shareholders understanding of the company's role in these matters.
Amazon.com, Inc.	Annual	22-May-24	13	Shareholder	Disclose All Material Scope 3 GHG Emissions	For	We support the setting of science based targets which requires measurement and disclosure across all scopes of GHG emissions.
Amazon.com, Inc.	Annual	22-May-24	14	Shareholder	Commission Third Party Study and Report on Risks Associated with Use of Rekognition	For	The provision of a report on these matters is seen as an enhancement to shareholders understanding of the company's role in these matters.
Amazon.com, Inc.	Annual	22-May-24	16	Shareholder	Establish a Board Committee on Artificial Intelligence	For	The provision of a report on these matters is seen as an enhancement to shareholders understanding of the company's role in these matters.
Amazon.com, Inc.	Annual	22-May-24	17	Shareholder	Commission a Third Party Audit on Working Conditions	For	The provision of a report on these matters is seen as an enhancement to shareholders understanding of the company's role in these matters.
American Tower Corporation	Annual	22-May-24	1g	Management	Elect Director Craig Macnab	Against	Responsible for oversight of remuneration which does not comply with CCLA guidelines
American Tower Corporation	Annual	22-May-24	1i	Management	Elect Director JoAnn A. Reed	Against	Concerns - audit independence.

Company Name	Type	Date	Proposal	Proponent	Proposal Text	Vote Instruction	Vote Rationale
American Tower Corporation	Annual	22-May-24	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Multiple concerns: Annual bonus scheme does not comply with CCLAs approach. Concerns over multiples of salary.
American Tower Corporation	Annual	22-May-24	4	Shareholder	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	The request made by the proponent is in line with good corporate governance practice and would be beneficial to us as shareholders.
American Tower Corporation	Annual	22-May-24	5	Shareholder	Report on Median and Adjusted Gender/Racial Pay Gaps	For	Given CCLA's effort's to bring pay fairness into their voting, we are normally supportive of this type of proposals.
ANSYS, Inc.	Annual	7-Jun-24	1A	Management	Elect Director Jim Frankola	Against	Concerns - audit independence.
ANSYS, Inc.	Annual	7-Jun-24	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Multiple Concerns: . Non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes. Failure to disclose use of non-financials as a determinant of remuneration does not comply with CCLA's global approach to remuneration. Concerns over multiples of salary.
ANSYS, Inc.	Annual	7-Jun-24	4	Shareholder	Provide Right to Call a Special Meeting	For	A vote FOR this proposal is warranted, as the ability to call special meetings would improve shareholder rights.
AstraZeneca PLC	Annual	11-Apr-24	5i	Management	Re-elect Sheri McCoy as Director	Against	Responsible for oversight of remuneration which does not comply with CCLA guidelines
AstraZeneca PLC	Annual	11-Apr-24	6	Management	Approve Remuneration Report	Against	Multiple concerns: Annual bonus scheme does not comply with CCLAs approach. Concerns over multiples of salary.
AstraZeneca PLC	Annual	11-Apr-24	7	Management	Approve Remuneration Policy	Against	Multiple Concerns: Remuneration schemes should not breach local good practice. Concerns over multiples of salary.
AstraZeneca PLC	Annual	11-Apr-24	8	Management	Amend Performance Share Plan 2020	Against	Scheme does not comply with CCLA's approach to remuneration policy.
AstraZeneca PLC	Annual	11-Apr-24	9	Management	Authorise UK Political Donations and Expenditure	Against	Concerns over level of political donations.

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Company Name	Type	Date	Proposal	Proponent	Proposal Text	Vote Instruction	Vote Rationale
Broadcom Inc.	Annual	22-Apr-24	1d	Management	Elect Director Eddy W. Hartenstein	Against	Board does not contain 40% gender diversity.
Broadcom Inc.	Annual	22-Apr-24	1i	Management	Elect Director Harry L. You	Against	Responsible for oversight of remuneration which does not comply with CCLA guidelines
Broadcom Inc.	Annual	22-Apr-24	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Multiple Concerns: Remuneration schemes should not breach local good practice. Concerns over multiples of salary.
Danaher Corporation	Annual	7-May-24	1c	Management	Elect Director Linda Filler	Against	Board does not contain 40% gender diversity.
Danaher Corporation	Annual	7-May-24	1g	Management	Elect Director Steven M. Rales	Against	Executive chairman and no indication of temporary position.
Danaher Corporation	Annual	7-May-24	1j	Management	Elect Director John T. Schwieters	Against	ISS recommended a vote against this director due to concerns regarding historically pledged shares. Given the company has a pledging policy in place, no new shares have been pledged after this policy was implemented, and we were aware of this prior to investment we have decided to override this recommendation and vote for the audit committee members. However a vote against is still warranted in the case of the Chair due to application of our voting policy regarding auditor tenure.
Danaher Corporation	Annual	7-May-24	1k	Management	Elect Director Alan G. Spoon	Against	Responsible for oversight of remuneration which does not comply with CCLA guidelines
Danaher Corporation	Annual	7-May-24	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Multiple Concerns: Annual bonus scheme does not comply with CCLA's global approach to remuneration. Non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes. Failure to disclose use of non-financials as a determinant of remuneration does not comply with CCLA's global approach to remuneration. Concerns over multiples of salary.

Company Name	Type	Date	Proposal	Proponent	Proposal Text	Vote Instruction	Vote Rationale
Danaher Corporation	Annual	7-May-24	4	Shareholder	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	A vote FOR this proposal is warranted. Lowering the ownership threshold from 25 percent to 10 percent would improve shareholders' ability to use the special meeting right and no single shareholder would be able to act unilaterally to call a special meeting at the proposed threshold.
Danaher Corporation	Annual	7-May-24	5	Shareholder	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For	Adopting this type of policy will help the company to attract and retain valuable employees form a wider talent pool. It also reduces any reputational risk and protect form potential liabilities.
Fortinet, Inc.	Annual	14-Jun-24	1.1	Management	Elect Director Ken Xie	Against	Chair/CEO: no intention to separate.
Fortinet, Inc.	Annual	14-Jun-24	1.3	Management	Elect Director Kenneth A. Goldman	Against	Concerns – audit independence.
Fortinet, Inc.	Annual	14-Jun-24	1.7	Management	Elect Director Judith Sim	Against	Responsible for oversight of remuneration which does not comply with CCLA guidelines
Fortinet, Inc.	Annual	14-Jun-24	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Multiple Concerns: Annual bonus scheme does not comply with CCLA's global approach to remuneration. Non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes. Failure to disclose use of non-financials as a determinant of remuneration does not comply with CCLA's global approach to remuneration. Concerns over multiples of salary.
Humana Inc.	Annual	18-Apr-24	1c	Management	Elect Director Frank A. D'Amelio	Against	Concerns – audit independence.
Humana Inc.	Annual	18-Apr-24	1e	Management	Elect Director Wayne A. I. Frederick	Against	Responsible for oversight of remuneration which does not comply with CCLA guidelines
Humana Inc.	Annual	18-Apr-24	1h	Management	Elect Director Karen W. Katz	Against	Board does not contain 40% gender diversity.
Humana Inc.	Annual	18-Apr-24	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Multiple concerns: Annual bonus scheme does not comply with CCLAs approach. Concerns over multiples of salary.

Company Name	Type	Date	Proposal	Proponent	Proposal Text	Vote Instruction	Vote Rationale
Humana Inc.	Annual	18-Apr-24	6	Shareholder	Adopt Simple Majority Vote	For	Support for this proposal is warranted in line with good practice corporate governance.
InterContinental Hotels Group Plc	Annual	3-May-24	2	Management	Approve Remuneration Report	Against	Multiple Concerns: Not Living Wage accredited. Annual bonus scheme does not comply with CCLA's global approach to remuneration.
London Stock Exchange Group plc	Annual	25-Apr-24	3	Management	Approve Remuneration Report	Against	Annual bonus scheme does not comply with CCLA's approach.
London Stock Exchange Group plc	Annual	25-Apr-24	4	Management	Approve Remuneration Policy	Against	Annual bonus scheme does not comply with CCLA's approach.
London Stock Exchange Group plc	Annual	25-Apr-24	12	Management	Re-elect Don Robert as Director	Against	Board does not contain 40% gender diversity.
London Stock Exchange Group plc	Annual	25-Apr-24	20	Management	Approve Equity Incentive Plan	Against	Concerns over potential maximum award under all incentive related remuneration.
Marsh & McLennan Companies, Inc.	Annual	16-May-24	1a	Management	Elect Director Anthony K. Anderson	Against	Concerns - audit independence.
Marsh & McLennan Companies, Inc.	Annual	16-May-24	1i	Management	Elect Director Steven A. Mills	Against	Responsible for oversight of remuneration which does not comply with CCLA guidelines
Marsh & McLennan Companies, Inc.	Annual	16-May-24	1j	Management	Elect Director Morton O. Schapiro	Against	Board does not contain 40% gender diversity. Concerns over lack of gender diversity in senior board roles.
Marsh & McLennan Companies, Inc.	Annual	16-May-24	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Multiple concerns: Annual bonus scheme does not comply with CCLAs approach. Concerns over multiples of salary.
Marsh & McLennan Companies, Inc.	Annual	16-May-24	4	Shareholder	Provide Right to Act by Written Consent	For	A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.
Mastercard Incorporated	Annual	18-Jun-24	1a	Management	Elect Director Merit E. Janow	Against	Board does not contain 40% gender diversity.
Mastercard Incorporated	Annual	18-Jun-24	1c	Management	Elect Director Richard K. Davis	Against	Responsible for oversight of remuneration which does not comply with CCLA guidelines
Mastercard Incorporated	Annual	18-Jun-24	1d	Management	Elect Director Julius Genachowski	Against	Concerns - audit independence.
Mastercard Incorporated	Annual	18-Jun-24	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Multiple concerns: Annual bonus scheme does not comply with CCLAs approach. Concerns over multiples of salary.

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Company Name	Type	Date	Proposal	Proponent	Proposal Text	Vote Instruction	Vote Rationale
Mastercard Incorporated	Annual	18-Jun-24	4	Shareholder	Report on Lobbying Payments and Policy	For	Shareholders would benefit from greater disclosure on the company's lobbying activities
Mastercard Incorporated	Annual	18-Jun-24	5	Shareholder	Amend Director Election Resignation Bylaw	Abstain	We support the intent of the proponents and agree that removing discretion over how to respond to the removal of a director is beneficial. However, there are concerns that the text of the proposal could be out of compliance with State Law. As such we are abstaining from this proposal.
Mastercard Incorporated	Annual	18-Jun-24	6	Shareholder	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	Abstain	We are supportive of elements of the proposal and supporting statement which focus on the impacts and implementation of the company's human rights policies. However, we note that the proponent filed similar proposals at other companies during 2023 that focused on China which we did not support. This proposal shares many of the same arguments and as such we are hesitant to fully support it. We are abstaining and will communicate our vote instruction and views on human rights to the company directly.
McDonald's Corporation	Annual	22-May-24	1c	Management	Elect Director Lloyd Dean	Against	Responsible for oversight of remuneration which does not comply with CCLA guidelines
McDonald's Corporation	Annual	22-May-24	1d	Management	Elect Director Catherine Engelbert	Against	Concerns - audit independence.
McDonald's Corporation	Annual	22-May-24	1g	Management	Elect Director Christopher Kempczinski	Against	Chair/CEO: no intention to separate.
McDonald's Corporation	Annual	22-May-24	1h	Management	Elect Director John Mulligan	Against	McDonald's has not implemented the result of a majority shareholder vote from its 2023 AGM which we voted in favour of. As such we cannot support the election of the director given responsibility for this resolution: the Chair of the Public Policy & Strategy Committee.
McDonald's Corporation	Annual	22-May-24	1l	Management	Elect Director Miles White	Against	Board does not contain 40% gender diversity.

Company Name	Type	Date	Proposal	Proponent	Proposal Text	Vote Instruction	Vote Rationale
McDonald's Corporation	Annual	22-May-24	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Multiple concerns: Annual bonus scheme does not comply with CCLAs approach. Concerns over multiples of salary.
McDonald's Corporation	Annual	22-May-24	6	Shareholder	Adopt Antibiotics Policy	For	The provision of a report on these matters is seen as an enhancement to shareholders understanding of the company's role in these matters.
McDonald's Corporation	Annual	22-May-24	7	Shareholder	Approve Request on Cage Free Egg Progress Disclosure	Abstain	Whilst there are some merits in the proponent's arguments around extending targets worldwide there are several external difficulties in achieving the requested change in sourcing in practice. As such an abstain vote is warranted.
McDonald's Corporation	Annual	22-May-24	8	Shareholder	Disclose Poultry Welfare Indicators	For	A vote FOR this resolution is warranted. Additional disclosure on how the company is measuring animal welfare would allow shareholders to better be able to assess the effectiveness of the company's animal welfare efforts and management of related risks.
McDonald's Corporation	Annual	22-May-24	9	Shareholder	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	Abstain	We are supportive of elements of the proposal and supporting statement that focus on the impacts and implementation of the company's human rights policies. However, we note that the proponent filed a proposal at the 2023 AGM focused on China which we did not support. This year's proposal shares many of the same arguments and as such we are hesitant to fully support it. We are abstaining and will communicate our vote instruction and views on human rights to the company directly.
McDonald's Corporation	Annual	22-May-24	11	Shareholder	Issue Transparency Report on Global Public Policy and Political Influence	For	The provision of a report on these matters is seen as an enhancement to shareholders understanding of the company's role in these matters.
NextEra Energy, Inc.	Annual	23-May-24	1c	Management	Elect Director Naren K. Gursahaney	Against	Concerns - audit independence.

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NextEra Energy, Inc.	Annual	23-May-24	1d	Management	Elect Director Kirk S. Hachigian	Against	Responsible for oversight of remuneration which does not comply with CCLA guidelines
NextEra Energy, Inc.	Annual	23-May-24	1f	Management	Elect Director John W. Ketchum	Against	Chair/CEO: no intention to separate.
NextEra Energy, Inc.	Annual	23-May-24	1g	Management	Elect Director Amy B. Lane	Against	Board does not contain 40% gender diversity.
NextEra Energy, Inc.	Annual	23-May-24	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Multiple concerns: Annual bonus scheme does not comply with CCLAs approach. Concerns over multiples of salary.
NextEra Energy, Inc.	Annual	23-May-24	4	Shareholder	Disclose Board Skills and Diversity Matrix	For	The provision of a report on these matters is seen as an enhancement to shareholders understanding of the company's role in these matters.
NextEra Energy, Inc.	Annual	23-May-24	5	Shareholder	Report on Climate Lobbying	For	We filed the resolution.
NVIDIA Corporation	Annual	26-Jun-24	1f	Management	Elect Director Dawn Hudson	Against	Responsible for oversight of remuneration which does not comply with CCLA guidelines
NVIDIA Corporation	Annual	26-Jun-24	1i	Management	Elect Director Stephen C. Neal	Against	Board does not contain 40% gender diversity.
NVIDIA Corporation	Annual	26-Jun-24	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Multiple Concerns: Annual bonus scheme does not comply with CCLA's global approach to remuneration. Non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes. Failure to disclose use of non-financials as a determinant of remuneration does not comply with CCLA's global approach to remuneration. Concerns over multiples of salary.
PepsiCo, Inc.	Annual	1-May-24	1c	Management	Elect Director Cesar Conde	Against	Responsible for oversight of remuneration which does not comply with CCLA guidelines
PepsiCo, Inc.	Annual	1-May-24	1i	Management	Elect Director Ramon L. Laguarta	Against	Chair/CEO: no intention to separate.
PepsiCo, Inc.	Annual	1-May-24	1l	Management	Elect Director Robert C. Pohlad	Against	Board does not contain 40% gender diversity. Concerns over lack of gender diversity in senior board roles.
PepsiCo, Inc.	Annual	1-May-24	1o	Management	Elect Director Alberto Weisser	Against	Concerns – audit independence.

Company Name	Type	Date	Proposal	Proponent	Proposal Text	Vote Instruction	Vote Rationale
PepsiCo, Inc.	Annual	1-May-24	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Multiple concerns: Annual bonus scheme does not comply with CCLAs approach. Concerns over multiples of salary.
PepsiCo, Inc.	Annual	1-May-24	5	Shareholder	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	Shareholder approval of executive remuneration is considered best practice.
PepsiCo, Inc.	Annual	1-May-24	7	Shareholder	Amend Bylaws to Adopt a Director Election Resignation	For	Our voting guidelines aim to hold directors responsible for their actions through our voting on their re-election. This proposal asks the company to adopt good practice corporate governance measures that facilitate much of the rest of our voting practice.
PepsiCo, Inc.	Annual	1-May-24	8	Shareholder	Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	For	The provision of a report on these matters is seen as an enhancement to shareholders understanding of the company's role in these matters.
PepsiCo, Inc.	Annual	1-May-24	9	Shareholder	Report on Risks Related to Biodiversity and Nature Loss	For	Shareholders would be well served by a more comprehensive assessment of the risks related to biodiversity and natural capital.
PepsiCo, Inc.	Annual	1-May-24	10	Shareholder	Report on Third-Party Racial Equity Audit	For	Shareholders would be well served by a third-party assessment of the implementation of the company's existing policies on racial equity.
PepsiCo, Inc.	Annual	1-May-24	12	Shareholder	Issue Transparency Report on Global Public Policy and Political Influence	For	The provision of a report on these matters is seen as an enhancement to shareholders understanding of the company's role in these matters.
Prudential Plc	Annual	23-May-24	2	Management	Approve Remuneration Report	Against	Multiple concerns: Concerns over multiples of salary. Not Living Wage accredited.
Prudential Plc	Annual	23-May-24	8	Management	Re-elect Chua Sock Koong as Director	Against	Responsible for oversight of remuneration which does not comply with CCLA guidelines
RELX Plc	Annual	25-Apr-24	2	Management	Approve Remuneration Report	Against	Multiple concerns: Annual bonus scheme does not comply with CCLAs approach. Concerns over multiples of salary.
RELX Plc	Annual	25-Apr-24	13	Management	Re-elect Robert MacLeod as Director	Against	Responsible for oversight of remuneration which does not comply with CCLA guidelines

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Roper Technologies, Inc.	Annual	12-Jun-24	1.8	Management	Elect Director Laura G. Thatcher	Against	Responsible for oversight of remuneration which does not comply with CCLA guidelines
Roper Technologies, Inc.	Annual	12-Jun-24	1.9	Management	Elect Director Richard F. Wallman	Against	Concerns - audit independence.
Roper Technologies, Inc.	Annual	12-Jun-24	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Multiple Concerns: Annual bonus scheme does not comply with CCLA's global approach to remuneration. Non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes. Failure to disclose use of non-financials as a determinant of remuneration does not comply with CCLA's global approach to remuneration. Concerns over multiples of salary.
SEGRO PLC	Annual	18-Apr-24	4	Management	Re-elect Andy Harrison as Director	Against	Concerns over sub-board level gender diversity.
ServiceNow, Inc.	Annual	23-May-24	1b	Management	Elect Director Susan L. Bostrom	Against	Responsible for oversight of remuneration which does not comply with CCLA guidelines
ServiceNow, Inc.	Annual	23-May-24	1h	Management	Elect Director William R. "Bill" McDermott	Against	Chair/CEO: no intention to separate.
ServiceNow, Inc.	Annual	23-May-24	1k	Management	Elect Director Anita M. Sands	Against	Board does not contain 40% gender diversity.
ServiceNow, Inc.	Annual	23-May-24	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Multiple concerns: Annual bonus scheme does not comply with CCLAs approach. Concerns over multiples of salary.
Texas Instruments Incorporated	Annual	25-Apr-24	1b	Management	Elect Director Todd M. Bluedorn	Against	Board does not contain 40% gender diversity.
Texas Instruments Incorporated	Annual	25-Apr-24	1c	Management	Elect Director Janet F. Clark	Against	Concerns - audit independence.
Texas Instruments Incorporated	Annual	25-Apr-24	1e	Management	Elect Director Martin S. Craighead	Against	Responsible for oversight of remuneration which does not comply with CCLA guidelines

Company Name	Type	Date	Proposal	Proponent	Proposal Text	Vote Instruction	Vote Rationale
Texas Instruments Incorporated	Annual	25-Apr-24	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Multiple Concerns: Annual bonus scheme does not comply with CCLA's global approach to remuneration. Non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes. Failure to disclose use of non-financials as a determinant of remuneration does not comply with CCLA's global approach to remuneration. Concerns over multiples of salary.
Texas Instruments Incorporated	Annual	25-Apr-24	5	Shareholder	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	A vote FOR this proposal is warranted as the proposed 15 percent ownership threshold for shareholders to call a special meeting would enhance shareholders ability to make use of the right, and the likelihood of abuse is small.
Texas Instruments Incorporated	Annual	25-Apr-24	6	Shareholder	Report on Due Diligence Efforts to Trace End-User Misuse of Company Products	For	The company does not dispute reports of its products being found in Russian Weapons. While the distribution chain in the area is complicated, as reported in media outlets, many of the company's products were shipped to Russia from countries other than the U.S., such as Hong Kong and Turkey, our engagement with Nvidia on the same point indicates companies are willing to address the issue and that there is work that can be done to address the human rights impacts of products in the distribution chain.
The Coca-Cola Company	Annual	1-May-24	1.7	Management	Elect Director Helene D. Gayle	Against	Responsible for oversight of remuneration which does not comply with CCLA guidelines
The Coca-Cola Company	Annual	1-May-24	1.12	Management	Elect Director James Quincey	Against	Chair/CEO: no intention to separate.
The Coca-Cola Company	Annual	1-May-24	1.14	Management	Elect Director David B. Weinberg	Against	Concerns - audit independence.
The Coca-Cola Company	Annual	1-May-24	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Multiple concerns: Annual bonus scheme does not comply with CCLAs approach. Concerns over multiples of salary.

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The Coca-Cola Company	Annual	1-May-24	7	Shareholder	Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	For	The provision of a report on these matters is seen as an enhancement to shareholders understanding of the company's role in these matters.
Thermo Fisher Scientific Inc.	Annual	22-May-24	1a	Management	Elect Director Marc N. Casper	Against	Chair/CEO: no intention to separate.
Thermo Fisher Scientific Inc.	Annual	22-May-24	1b	Management	Elect Director Nelson J. Chai	Against	Concerns - audit independence.
Thermo Fisher Scientific Inc.	Annual	22-May-24	1d	Management	Elect Director C. Martin Harris	Against	Board does not contain 40% gender diversity. Concerns over lack of gender diversity in senior board roles
Thermo Fisher Scientific Inc.	Annual	22-May-24	1k	Management	Elect Director Dion J. Weisler	Against	Responsible for oversight of remuneration which does not comply with CCLA guidelines
Thermo Fisher Scientific Inc.	Annual	22-May-24	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Multiple concerns: Annual bonus scheme does not comply with CCLAs approach. Concerns over multiples of salary.
Thermo Fisher Scientific Inc.	Annual	22-May-24	4	Shareholder	Adopt Simple Majority Vote Requirement	For	The request made by the proponent is in line with good corporate governance practice and would be beneficial to us as shareholders.
Tradeweb Markets Inc.	Annual	10-May-24	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Multiple Concerns: Annual bonus scheme does not comply with CCLA's global approach to remuneration. Non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes. Failure to disclose use of non-financials as a determinant of remuneration does not comply with CCLA's global approach to remuneration. Concerns over multiples of salary.
Union Pacific Corporation	Annual	9-May-24	1a	Management	Elect Director William J. DeLaney	Against	Responsible for oversight of remuneration which does not comply with CCLA guidelines
Union Pacific Corporation	Annual	9-May-24	1b	Management	Elect Director David B. Dillon	Against	Concerns - audit independence.
Union Pacific Corporation	Annual	9-May-24	1c	Management	Elect Director Sheri H. Edison	Against	Board does not contain 40% gender diversity.
Union Pacific Corporation	Annual	9-May-24	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Annual bonus scheme does not comply with CCLA's approach.

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Union Pacific Corporation	Annual	9-May-24	4	Shareholder	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	Shareholder approval of executive remuneration is considered best practice.
Union Pacific Corporation	Annual	9-May-24	5	Shareholder	Amend Board's Safety and Service Quality Committee to Review Staffing Levels and Confer on Safety Issues with Stakeholders	For	Shareholders would be served by the Safety and Service Quality Committee charter having the specific duties as laid out in the proposal given the large potential impacts of any accidents.
UnitedHealth Group Incorporated	Annual	3-Jun-24	1b	Management	Elect Director Timothy Flynn	Against	Responsible for oversight of remuneration which does not comply with CCLA guidelines
UnitedHealth Group Incorporated	Annual	3-Jun-24	1g	Management	Elect Director F. William McNabb, III	Against	Concerns – audit independence.
UnitedHealth Group Incorporated	Annual	3-Jun-24	1i	Management	Elect Director John Noseworthy	Against	Board does not contain 40% gender diversity.
UnitedHealth Group Incorporated	Annual	3-Jun-24	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Multiple concerns: Annual bonus scheme does not comply with CCLAs approach. Concerns over multiples of salary.
UnitedHealth Group Incorporated	Annual	3-Jun-24	4	Shareholder	Report on Congruency of Political Spending with Company Values and Priorities	For	A report on the company's value alignment with political expenditures would enable shareholders to have a greater understanding of how the company oversees and manages risks related to its political affiliations. As such, support for this proposal is warranted currently.
Zoetis Inc.	Annual	22-May-24	1i	Management	Elect Director Louise M. Parent	Against	Board does not contain 40% gender diversity.
Zoetis Inc.	Annual	22-May-24	1l	Management	Elect Director Robert W. Scully	Against	Responsible for oversight of remuneration which does not comply with CCLA guidelines
Zoetis Inc.	Annual	22-May-24	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Multiple Concerns: Annual bonus scheme does not comply with CCLA's global approach to remuneration. Non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes. Failure to disclose use of non-financials as a determinant of remuneration does not comply with CCLA's global approach to remuneration. Concerns over multiples of salary.

Company Name	Type	Date	Proposal	Proponent	Proposal Text	Vote Instruction	Vote Rationale
Zoetis Inc.	Annual	22-May-24	5	Shareholder	Adopt Policy on Improved Majority Voting for Election of Directors	For	Our voting guidelines aim to hold directors responsible for their actions through our voting on their re-election. This proposal asks the company to adopt good practice corporate governance measures that facilitate much of the rest of our voting practice.
Abbott Laboratories	Annual	26-Apr-24	1.4	Management	Elect Director Robert B. Ford	Against	Chair/CEO: no intention to separate.
Abbott Laboratories	Annual	26-Apr-24	1.11	Management	Elect Director Daniel J. Starks	Against	Responsible for oversight of remuneration which does not comply with CCLA guidelines
Abbott Laboratories	Annual	26-Apr-24	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Multiple concerns: Annual bonus scheme does not comply with CCLAs approach. Concerns over multiples of salary.
Alexandria Real Estate Equities, Inc.	Annual	14-May-24	1a	Management	Elect Director Joel S. Marcus	Against	Executive chairman and no indication of temporary position.
Alexandria Real Estate Equities, Inc.	Annual	14-May-24	1b	Management	Elect Director Steven R. Hash	Against	Responsible for oversight of remuneration which does not comply with CCLA guidelines
Alexandria Real Estate Equities, Inc.	Annual	14-May-24	1c	Management	Elect Director James P. Cain	Against	Board does not contain 40% gender diversity. Concerns over lack of gender diversity in senior board roles.
Alexandria Real Estate Equities, Inc.	Annual	14-May-24	1f	Management	Elect Director Richard H. Klein	Against	Concerns - audit independence.
Alexandria Real Estate Equities, Inc.	Annual	14-May-24	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Multiple concerns: Annual bonus scheme does not comply with CCLAs approach. Concerns over multiples of salary.
AMETEK, Inc.	Annual	7-May-24	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Multiple concerns: Annual bonus scheme does not comply with CCLAs approach. Concerns over multiples of salary.
ANSYS, Inc.	Special	22-May-24	2	Management	Advisory Vote on Golden Parachutes	Against	The Golden Parachute for the CEO is based on his base salary and target bonus. We did not support the compensation at the 2023 AGM and as such will not do so here.
ASML Holding NV	Annual	24-Apr-24	3a	Management	Approve Remuneration Report	Against	Multiple concerns: Annual bonus scheme does not comply with CCLAs approach. Concerns over multiples of salary.

Company Name	Type	Date	Proposal	Proponent	Proposal Text	Vote Instruction	Vote Rationale
Avantor, Inc.	Annual	9-May-24	4	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Multiple concerns: Annual bonus scheme does not comply with CCLAs approach. Concerns over multiples of salary.
CME Group Inc.	Annual	9-May-24	1a	Management	Elect Director Terrence A. Duffy	Against	Chair/CEO: no intention to separate.
CME Group Inc.	Annual	9-May-24	1d	Management	Elect Director Charles P. Carey	Against	Responsible for oversight of remuneration which does not comply with CCLA guidelines
CME Group Inc.	Annual	9-May-24	1j	Management	Elect Director Daniel G. Kaye	Against	Concerns - audit independence.
CME Group Inc.	Annual	9-May-24	1k	Management	Elect Director Phyllis M. Lockett	Against	A vote against the governance committee chair Phyllis Lockett is warranted given the problematic capital structure that negatively impacts shareholder rights. Board does not contain 40% gender diversity.
CME Group Inc.	Annual	9-May-24	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Multiple Concerns: Annual bonus scheme does not comply with CCLA's global approach to remuneration. Non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes. Failure to disclose use of non-financials as a determinant of remuneration does not comply with CCLA's global approach to remuneration. Concerns over multiples of salary.
Deutsche Boerse AG	Annual	14-May-24	8.2	Management	Elect Martin Jetter to the Supervisory Board	Against	Responsible for oversight of remuneration which does not comply with CCLA guidelines
Deutsche Boerse AG	Annual	14-May-24	10	Management	Approve Remuneration Report	Against	Concerns over multiples of salary.
Edwards Lifesciences Corporation	Annual	7-May-24	1.3	Management	Elect Director Leslie S. Heisz	Against	Concerns - audit independence.
Edwards Lifesciences Corporation	Annual	7-May-24	1.4	Management	Elect Director Paul A. LaViolette	Against	Responsible for oversight of remuneration which does not comply with CCLA's global approach to remuneration. Board does not contain 40% gender diversity.

Company Name	Type	Date	Proposal	Proponent	Proposal Text	Vote Instruction	Vote Rationale
Edwards Lifesciences Corporation	Annual	7-May-24	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Multiple Concerns: Annual bonus scheme does not comply with CCLA's global approach to remuneration. Non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes. Failure to disclose use of non-financials as a determinant of remuneration does not comply with CCLA's global approach to remuneration. Concerns over multiples of salary.
Empiric Student Property PLC	Annual	22-May-24	7	Management	Re-elect Mark Pain as Director	Abstain	ISS has correctly recommended a vote against the Nomination Committee Chair according to our policy. We have chosen to abstain from this vote and engage with the company. This will be reviewed at the next meeting.
EssilorLuxottica SA	Annual/Special	30-Apr-24	5	Management	Approve Compensation Report of Corporate Officers	Against	Remuneration schemes should not breach local good practice.
EssilorLuxottica SA	Annual/Special	30-Apr-24	6	Management	Approve Compensation of Francesco Milleri, Chairman and CEO	Against	Annual bonus scheme does not comply with CCLA's approach.
EssilorLuxottica SA	Annual/Special	30-Apr-24	9	Management	Approve Remuneration Policy of Chairman and CEO	Against	Multiple Concerns: Remuneration schemes should not breach local good practice.. Annual bonus scheme does not comply with CCLA's global approach to remuneration.
EssilorLuxottica SA	Annual/Special	30-Apr-24	10	Management	Approve Remuneration Policy of Vice-CEO	Against	Multiple Concerns: Remuneration schemes should not breach local good practice.. Annual bonus scheme does not comply with CCLA's global approach to remuneration.
EssilorLuxottica SA	Annual/Special	30-Apr-24	11	Management	Elect Francesco Milleri as Director	Against	Chair/CEO: no intention to separate.
EssilorLuxottica SA	Annual/Special	30-Apr-24	22	Management	Elect Andrea Zappia as Director	Against	Responsible for oversight of remuneration which does not comply with CCLA guidelines
EssilorLuxottica SA	Annual/Special	30-Apr-24	24	Management	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against	Concerns - creeping control.

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Foresight Solar Fund Limited	Annual	12-Jun-24	16	Management	Approve Discontinuation of the Company	For	Investment team decision
Honeywell International Inc.	Annual	14-May-24	1c	Management	Elect Director William S. Ayer	Against	Board does not contain 40% gender diversity.
Honeywell International Inc.	Annual	14-May-24	1g	Management	Elect Director Vimal Kapur	Against	CEO being elevated to Chair.
Honeywell International Inc.	Annual	14-May-24	1j	Management	Elect Director Grace Lieblein	Against	Responsible for oversight of remuneration which does not comply with CCLA guidelines
Honeywell International Inc.	Annual	14-May-24	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Multiple concerns: Annual bonus scheme does not comply with CCLAs approach. Concerns over multiples of salary.
Honeywell International Inc.	Annual	14-May-24	4	Shareholder	Require Independent Board Chair	For	Separation of roles is considerers best practice and supported
IDEX Corporation	Annual	7-May-24	1a	Management	Elect Director Mark A. Buthman	Against	Concerns - audit independence.
IDEX Corporation	Annual	7-May-24	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Multiple concerns: Annual bonus scheme does not comply with CCLAs approach. Concerns over multiples of salary.
IDEX Corporation	Annual	7-May-24	5	Shareholder	Report on Company's Hiring Practices with Respect to Formerly Incarcerated People	For	This type of report helps the company address any imbalance in their workforce diversity and allow investors to understand the effectiveness of the diversity policy adopted by the company.
Illumina, Inc.	Annual	16-May-24	1B	Management	Elect Director Caroline D. Dorsa	Against	Concerns - audit independence.
Illumina, Inc.	Annual	16-May-24	1D	Management	Elect Director Scott Gottlieb	Against	Board does not contain 40% gender diversity.
Illumina, Inc.	Annual	16-May-24	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Multiple Concerns: Annual bonus scheme does not comply with CCLA's global approach to remuneration. Non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes. Failure to disclose use of non-financials as a determinant of remuneration does not comply with CCLA's global approach to remuneration.
Ingersoll Rand Inc.	Annual	13-Jun-24	1a	Management	Elect Director Vicente Reynal	Against	Chair/CEO: no intention to separate.
Ingersoll Rand Inc.	Annual	13-Jun-24	1c	Management	Elect Director Kirk E. Arnold	Against	Responsible for oversight of remuneration which does not comply with CCLA guidelines

Company Name	Type	Date	Proposal	Proponent	Proposal Text	Vote Instruction	Vote Rationale
Ingersoll Rand Inc.	Annual	13-Jun-24	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Multiple Concerns: Annual bonus scheme does not comply with CCLA's global approach to remuneration. Non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes. Failure to disclose use of non-financials as a determinant of remuneration does not comply with CCLA's global approach to remuneration. Concerns over multiples of salary.
Intercontinental Exchange, Inc.	Annual	17-May-24	1e	Management	Elect Director Mark F. Mulhern	Against	Responsible for oversight of remuneration which does not comply with CCLA guidelines
Intercontinental Exchange, Inc.	Annual	17-May-24	1h	Management	Elect Director Jeffrey C. Sprecher	Against	Chair/CEO: no intention to separate.
Intercontinental Exchange, Inc.	Annual	17-May-24	1i	Management	Elect Director Judith A. Sprieser	Against	Concerns - audit independence.
Intercontinental Exchange, Inc.	Annual	17-May-24	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Multiple concerns: Annual bonus scheme does not comply with CCLAs approach. Concerns over multiples of salary.
Intercontinental Exchange, Inc.	Annual	17-May-24	4	Shareholder	Require Independent Board Chair	For	Separation of roles is considerers best practice and supported
Kerry Group Plc	Annual	2-May-24	7	Management	Approve Remuneration Policy	Against	The new remuneration policy sees awards rise to levels at or just below the thresholds where our remuneration policy would see a vote against. In addition, the significant increases do not treat all employees equally. This being the case a vote against is warranted.
Kerry Group Plc	Annual	2-May-24	8	Management	Amend 2021 Long-Term Incentive Plan	Against	The new remuneration policy sees awards rise to levels at or just below the thresholds where our remuneration policy would see a vote against. In addition, the significant increases do not treat all employees equally. This being the case a vote against is warranted.

Company Name	Type	Date	Proposal	Proponent	Proposal Text	Vote Instruction	Vote Rationale
L'Oreal SA	Annual/Special	23-Apr-24	11	Management	Approve Compensation Report of Corporate Officers	Against	Not VAP. [R03] Variable remuneration schemes should prioritise long-term over short-term performance. Balance of short and long-term remuneration does not comply with CCLA's global approach to remuneration.
L'Oreal SA	Annual/Special	23-Apr-24	12	Management	Approve Compensation of Jean-Paul Agon, Chairman of the Board	Against	Non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes. Failure to disclose use of non-financials as a determinant of remuneration does not comply with CCLA's approach.
L'Oreal SA	Annual/Special	23-Apr-24	13	Management	Approve Compensation of Nicolas Hieronimus, CEO	Against	Not VAP. [R03] Variable remuneration schemes should prioritise long-term over short-term performance. Balance of short and long-term remuneration does not comply with CCLA's global approach to remuneration.
L'Oreal SA	Annual/Special	23-Apr-24	16	Management	Approve Remuneration Policy of CEO	Against	Not VAP. [R03] Variable remuneration schemes should prioritise long-term over short-term performance. Balance of short and long-term remuneration does not comply with CCLA's global approach to remuneration.
L'Oreal SA	Annual/Special	23-Apr-24	17	Management	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against	Concerns - creeping control.
L'Oreal SA	Annual/Special	23-Apr-24	19	Management	Authorize up to 0.6 Percent of Issued Capital for Use in Restricted Stock Plans	Against	Not VAP. [R03] Variable remuneration schemes should prioritise long-term over short-term performance. Balance of short and long-term remuneration does not comply with CCLA's global approach to remuneration.
Nestle SA	Annual	18-Apr-24	1.2	Management	Approve Remuneration Report	Against	Annual bonus scheme does not comply with CCLA's approach.
Nestle SA	Annual	18-Apr-24	4.1.f	Management	Reelect Dick Boer as Director	Against	Responsible for oversight of remuneration which does not comply with CCLA guidelines
Nestle SA	Annual	18-Apr-24	4.3.1	Management	Reappoint Dick Boer as Member of the Compensation Committee	Against	Responsible for oversight of remuneration which does not comply with CCLA guidelines

Company Name	Type	Date	Proposal	Proponent	Proposal Text	Vote Instruction	Vote Rationale
Nestle SA	Annual	18-Apr-24	5.2	Management	Approve Remuneration of Executive Committee in the Amount of CHF 80 Million	Against	Annual bonus scheme does not comply with CCLA's approach.
Nestle SA	Annual	18-Apr-24	7	Shareholder	Report on Non-Financial Matters Regarding Sales of Healthier and Less Healthy Foods	For	Over the last few years of engagement, we recognise the progress that Nestlé has made, particularly having agreed to set a sales-based target to increase sales of healthy products despite initially stating it was too early to do so. However, while this is a step in the right direction, we are disappointed that the target is absolute and not proportional. Furthermore, some products that Nestlé classes as 'nutritious' for the purpose of the target (such as coffee) are typically not included in internationally accepted nutrition standards such as the Health Star Rating. Item 7 at the Nestlé AGM addresses these concerns.
NXP Semiconductors N.V.	Annual	29-May-24	10	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Multiple concerns: Annual bonus scheme does not comply with CCLAs approach. Concerns over multiples of salary.
Partners Group Holding AG	Annual	22-May-24	6.4	Management	Approve Remuneration Budget of Executive Committee in the Amount of CHF 13 Million	Abstain	ISS have raised concerns over disclosure for multiple years. Whilst the broad strokes of the remuneration approach are in line with our voting policy and local guidance an abstain is warranted regarding the disclosure issues.
Partners Group Holding AG	Annual	22-May-24	6.6	Management	Approve Performance-Based Remuneration for Former Executive Committee Members in the Amount of CHF 3 Million	Abstain	ISS have raised concerns over disclosure for multiple years. Whilst the broad strokes of the remuneration approach are in line with our voting policy and local guidance an abstain is warranted regarding the disclosure issues.
Partners Group Holding AG	Annual	22-May-24	7.1.1	Management	Reelect Steffen Meister as Director and Board Chair	Against	Executive chairman and no indication of temporary position.

Company Name	Type	Date	Proposal	Proponent	Proposal Text	Vote Instruction	Vote Rationale
Partners Group Holding AG	Annual	22-May-24	8	Management	Transact Other Business (Voting)	Against	A vote AGAINST is warranted because: - This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and - The content of these new items or counterproposals is not known currently. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.
S&P Global Inc.	Annual	1-May-24	1.4	Management	Elect Director William D. Green	Against	Board does not contain 40% gender diversity.
S&P Global Inc.	Annual	1-May-24	1.7	Management	Elect Director Robert P. Kelly	Against	Responsible for oversight of remuneration which does not comply with CCLA guidelines
S&P Global Inc.	Annual	1-May-24	1.9	Management	Elect Director Maria R. Morris	Against	Concerns - audit independence.
S&P Global Inc.	Annual	1-May-24	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Multiple concerns: Annual bonus scheme does not comply with CCLAs approach. Concerns over multiples of salary.
Schneider Electric SE	Annual/Special	23-May-24	8	Management	Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO from January 1, 2023 until May 3, 2023	Against	Annual bonus scheme does not comply with CCLA's approach.
Stryker Corporation	Annual	9-May-24	1c	Management	Elect Director Allan C. Golston	Against	Responsible for oversight of remuneration which does not comply with CCLA guidelines
Stryker Corporation	Annual	9-May-24	1d	Management	Elect Director Kevin A. Lobo	Against	Chair/CEO: no intention to separate.
Stryker Corporation	Annual	9-May-24	1g	Management	Elect Director Andrew K. Silvernail	Against	Concerns - audit independence.
Stryker Corporation	Annual	9-May-24	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Multiple concerns: Annual bonus scheme does not comply with CCLAs approach. Concerns over multiples of salary.
Stryker Corporation	Annual	9-May-24	4	Shareholder	Report on Political Contributions and Expenditures	For	The provision of a report on these matters is seen as an enhancement to shareholders understanding of the company's role in these matters.

Company Name	Type	Date	Proposal	Proponent	Proposal Text	Vote Instruction	Vote Rationale
Synopsys, Inc.	Annual	10-Apr-24	1a	Management	Elect Director Aart J. de Geus	Against	Executive chairman and no indication of temporary position.
Synopsys, Inc.	Annual	10-Apr-24	1f	Management	Elect Director Janice D. Chaffin	Against	Board does not contain 40% gender diversity.
Synopsys, Inc.	Annual	10-Apr-24	1h	Management	Elect Director Mercedes Johnson	Against	Concerns - audit independence.
Synopsys, Inc.	Annual	10-Apr-24	1k	Management	Elect Director John G. Schwarz	Against	Responsible for oversight of remuneration which does not comply with CCLA guidelines
Synopsys, Inc.	Annual	10-Apr-24	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Multiple concerns: Annual bonus scheme does not comply with CCLAs approach. Concerns over multiples of salary.
Synopsys, Inc.	Annual	10-Apr-24	5	Shareholder	Require Independent Board Chair	For	Separation of roles is considered best practice and supported
The UNITE Group Plc	Annual	16-May-24	6	Management	Re-elect Richard Huntingford as Director	Against	Concerns over sub-board level gender diversity.
Trane Technologies Plc	Annual	6-Jun-24	1a	Management	Elect Director Kirk E. Arnold	Against	Responsible for oversight of remuneration which does not comply with CCLA guidelines
Trane Technologies Plc	Annual	6-Jun-24	1j	Management	Elect Director David S. Regnery	Against	Chair/CEO: no intention to separate. Concern: perceived failure to act on material risk. Concerns over the company's approach to tackling climate change.
Trane Technologies Plc	Annual	6-Jun-24	1l	Management	Elect Director John P. Surma	Against	Concerns - audit independence.
Trane Technologies Plc	Annual	6-Jun-24	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Multiple concerns: Annual bonus scheme does not comply with CCLAs approach. Concerns over multiples of salary.
Trane Technologies Plc	Annual	6-Jun-24	3	Management	Ratify PricewaterhouseCoopers LLP as Auditors and Authorise Their Remuneration	Against	Concern: perceived failure to identify material risk.
TransUnion	Annual	2-May-24	1f	Management	Elect Director Russell P. Fradin	Against	Responsible for oversight of remuneration which does not comply with CCLA guidelines
TransUnion	Annual	2-May-24	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Multiple concerns: Annual bonus scheme does not comply with CCLAs approach. Concerns over multiples of salary.

Company Name	Type	Date	Proposal	Proponent	Proposal Text	Vote Instruction	Vote Rationale
Universal Music Group NV	Annual	16-May-24	4	Management	Approve Remuneration Report	Against	Multiple Concerns: Remuneration schemes should not breach local good practice.. Annual bonus scheme does not comply with CCLA's global approach to remuneration. Non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes. Failure to disclose use of non-financials as a determinant of remuneration does not comply with CCLA's global approach to remuneration. Concerns over multiples of salary.
Universal Music Group NV	Annual	16-May-24	9.c	Management	Reelect Cyrille Bollere as Non-Executive Director	Against	Responsible for oversight of remuneration which does not comply with at least three assessment principles under CCLA guidelines
Universal Music Group NV	Annual	16-May-24	9.d	Management	Reelect James Mitchell as Non-Executive Director	Against	Responsible for oversight of remuneration which does not comply with at least three assessment principles under CCLA guidelines
Universal Music Group NV	Annual	16-May-24	9.f	Management	Reelect Margaret Frerejean-Taittinger as Non-Executive Director	Against	Board does not contain 40% gender diversity.
Universal Music Group NV	Annual	16-May-24	11.a	Management	Authorize Repurchase of Shares	Against	Concerns - creeping control.
Wolters Kluwer NV	Annual	8-May-24	2.d	Management	Approve Remuneration Report	Against	Multiple concerns: Annual bonus scheme does not comply with CCLAs approach. Concerns over multiples of salary.
Admiral Group Plc	Annual	25-Apr-24	3	Management	Approve Remuneration Policy	Against	Concerns over potential level of overall remuneration.
BCE Inc.	Annual	2-May-24	1.4	Management	Elect Director Monique F. Leroux	Against	Board does not contain 40% gender diversity.
BCE Inc.	Annual	2-May-24	1.5	Management	Elect Director Sheila A. Murray	Against	Responsible for oversight of remuneration which does not comply with CCLA guidelines

Company Name	Type	Date	Proposal	Proponent	Proposal Text	Vote Instruction	Vote Rationale
BCE Inc.	Annual	2-May-24	3	Management	Advisory Vote on Executive Compensation Approach	Against	Multiple Concerns: Annual bonus scheme does not comply with CCLA's global approach to remuneration. Variable remuneration schemes should prioritise long-term over short-term performance. Balance of short and long-term remuneration does not comply with CCLA's global approach to remuneration. Concerns over multiples of salary.
Bunzl Plc	Annual	24-Apr-24	3	Management	Re-elect Peter Ventress as Director	Against	Board does not contain 40% gender diversity Concerns over sub-board level gender diversity.
Bunzl Plc	Annual	24-Apr-24	6	Management	Re-elect Lloyd Pitchford as Director	Against	Concerns over sub-board level gender diversity.
Bunzl Plc	Annual	24-Apr-24	7	Management	Re-elect Stephan Nanninga as Director	Against	Concerns over sub-board level gender diversity.
Bunzl Plc	Annual	24-Apr-24	8	Management	Re-elect Vin Murria as Director	Against	Concerns over sub-board level gender diversity.
Bunzl Plc	Annual	24-Apr-24	9	Management	Re-elect Pam Kirby as Director	Against	Concerns over sub-board level gender diversity.
Bunzl Plc	Annual	24-Apr-24	10	Management	Re-elect Jacky Simmonds as Director	Against	Responsible for oversight of remuneration which does not comply with CCLA's global approach to remuneration. Concerns over sub-board level gender diversity.
Bunzl Plc	Annual	24-Apr-24	13	Management	Approve Remuneration Policy	Against	Multiple Concerns: Not Living Wage accredited. Variable remuneration schemes should prioritise long-term over short-term performance. Balance of short and long-term remuneration does not comply with CCLA's global approach to remuneration.
Bunzl Plc	Annual	24-Apr-24	14	Management	Approve Remuneration Report	Against	Multiple Concerns: Not Living Wage accredited. Variable remuneration schemes should prioritise long-term over short-term performance. Balance of short and long-term remuneration does not comply with CCLA's global approach to remuneration.
Bunzl Plc	Annual	24-Apr-24	15	Management	Approve Long Term Incentive Plan	Against	Overall balance of short and long term remuneration under the policy does not meet CCLA requirements.

Company Name	Type	Date	Proposal	Proponent	Proposal Text	Vote Instruction	Vote Rationale
Cembra Money Bank AG	Annual	24-Apr-24	5.1.5	Management	Reelect Monica Maechler as Director	Against	Concerns – audit independence.
Cembra Money Bank AG	Annual	24-Apr-24	8	Management	Transact Other Business (Voting)	Against	A vote AGAINST is warranted because: - This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and - The content of these new items or counterproposals is not known currently. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.
DiaSorin SpA	Annual	24-Apr-24	1.1	Management	Accept Financial Statements and Statutory Reports	Abstain	The company has made use of emergency COVID legislation to heavily reduce investor participation in the meeting and thus an abstain vote it warranted
DiaSorin SpA	Annual	24-Apr-24	2.1	Management	Approve Remuneration Policy	Against	Remuneration schemes should not breach local good practice.
DiaSorin SpA	Annual	24-Apr-24	2.2	Management	Approve Second Section of the Remuneration Report	Against	Not VAP: [R03] Variable remuneration schemes should prioritise long-term over short-term performance. Balance of short and long-term remuneration does not comply with CCLA's global approach to remuneration.
Eaton Corporation plc	Annual	24-Apr-24	1a	Management	Elect Director Craig Arnold	Against	Chair/CEO: no intention to separate.
Eaton Corporation plc	Annual	24-Apr-24	1f	Management	Elect Director Lori J. Ryerkerk	Against	Responsible for oversight of remuneration which does not comply with CCLA guidelines
Eaton Corporation plc	Annual	24-Apr-24	1g	Management	Elect Director Gerald B. Smith	Against	Concerns – audit independence.
Eaton Corporation plc	Annual	24-Apr-24	1h	Management	Elect Director Dorothy C. Thompson	Against	Board does not contain 40% gender diversity.
Eaton Corporation plc	Annual	24-Apr-24	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Multiple concerns: Annual bonus scheme does not comply with CCLAs approach. Concerns over multiples of salary.
Ferguson Plc	Special	30-May-24	2.D	Management	Provide Right to Call a Special Meeting	Against	A vote AGAINST this proposal is warranted as it is unclear how a higher ownership threshold to call a special meeting would be beneficial for shareholders.

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Company Name	Type	Date	Proposal	Proponent	Proposal Text	Vote Instruction	Vote Rationale
Ferguson Plc	Special	30-May-24	2.G	Management	Authorize New Class of Preferred Stock	Against	A vote AGAINST this proposal is warranted because the board has not specifically stated that the shares may not be used for antitakeover purposes in the future.
Genuit Group Plc	Annual	28-May-24	2	Management	Approve Remuneration Policy	Against	Not Living Wage accredited.
Genuit Group Plc	Annual	28-May-24	3	Management	Approve Remuneration Report	Against	Not Living Wage accredited.
Genuit Group Plc	Annual	28-May-24	9	Management	Re-elect Shatish Dasani as Director	Against	Concerns - audit independence.
Genuit Group Plc	Annual	28-May-24	10	Management	Re-elect Lisa Scenna as Director	Against	Responsible for oversight of remuneration which does not comply with CCLA guidelines
Genuit Group Plc	Annual	28-May-24	15	Management	Approve Long-Term Incentive Plan	Abstain	Our vote against the remuneration policy/report is due to concerns over inequality between executives and the lowest paid in the company (not being an accredited Living Wage employer). Whilst the LTIP in isolation is not outside of our policy it has the potential to increase this inequality and thus we have decided to abstain on this resolution.
Greggs Plc	Annual	15-May-24	12	Management	Approve Remuneration Report	Against	Not Living Wage accredited.
Hermes International SCA	Annual/Special	30-Apr-24	5	Management	Approve Auditors' Special Report on Related-Party Transactions	Against	A vote AGAINST this proposal is warranted because: - The company failed to provide sufficient information concerning a consulting agreement entered with Studio des Fleurs. It is therefore impossible to ascertain that the continuation of this agreement is in shareholders' interests; and - The company fails to provide comprehensive information regarding the transactions with RDAI. In this context, it is impossible to ascertain that the continuation of transactions with RDAI is in the interest of all shareholders.
Hermes International SCA	Annual/Special	30-Apr-24	6	Management	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against	Concerns - creeping control.
Hermes International SCA	Annual/Special	30-Apr-24	7	Management	Approve Compensation Report of Corporate Officers	Against	Remuneration schemes should not breach local good practice.

Company Name	Type	Date	Proposal	Proponent	Proposal Text	Vote Instruction	Vote Rationale
Hermes International SCA	Annual/Special	30-Apr-24	8	Management	Approve Compensation of Axel Dumas, General Manager	Against	Remuneration schemes should not breach local good practice.
Hermes International SCA	Annual/Special	30-Apr-24	9	Management	Approve Compensation of Emile Hermes SAS, General Manager	Against	Remuneration schemes should not breach local good practice.
Hermes International SCA	Annual/Special	30-Apr-24	11	Management	Approve Remuneration Policy of General Managers	Against	Remuneration schemes should not breach local good practice.
Hermes International SCA	Annual/Special	30-Apr-24	13	Management	Reelect Matthieu Dumas as Supervisory Board Member	Against	Votes AGAINST the reelections of Matthieu Dumas, Blaise Guerrand and Olympia Guerrand are warranted since they are affiliated with the Hermes family, indirectly benefiting from the company's distortive voting structure (Items 13 to 15).
Hermes International SCA	Annual/Special	30-Apr-24	14	Management	Reelect Blaise Guerrand as Supervisory Board Member	Against	Votes AGAINST the reelections of Matthieu Dumas, Blaise Guerrand and Olympia Guerrand are warranted since they are affiliated with the Hermes family, indirectly benefiting from the company's distortive voting structure (Items 13 to 15).
Hermes International SCA	Annual/Special	30-Apr-24	15	Management	Reelect Olympia Guerrand as Supervisory Board Member	Against	Votes AGAINST the reelections of Matthieu Dumas, Blaise Guerrand and Olympia Guerrand are warranted since they are affiliated with the Hermes family, indirectly benefiting from the company's distortive voting structure (Items 13 to 15).
Hermes International SCA	Annual/Special	30-Apr-24	19	Management	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Against	Scheme does not comply with CCLA's approach to remuneration policy.
Informa Plc	Annual	21-Jun-24	1	Management	Re-elect John Rishton as Director	Against	Concerns over sub-board level gender diversity. Concerns over sub-board level gender diversity.
Informa Plc	Annual	21-Jun-24	3	Management	Re-elect Mary McDowell as Director	Against	Concerns over sub-board level gender diversity.
Informa Plc	Annual	21-Jun-24	5	Management	Re-elect Gill Whitehead as Director	Against	Concerns over sub-board level gender diversity.
Informa Plc	Annual	21-Jun-24	6	Management	Re-elect Louise Smalley as Director	Against	Concerns over sub-board level gender diversity.
Informa Plc	Annual	21-Jun-24	8	Management	Re-elect Joanne Wilson as Director	Against	Concerns over sub-board level gender diversity.

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Company Name	Type	Date	Proposal	Proponent	Proposal Text	Vote Instruction	Vote Rationale
Informa Plc	Annual	21-Jun-24	9	Management	Re-elect Zheng Yin as Director	Against	Concerns over sub-board level gender diversity.
Informa Plc	Annual	21-Jun-24	10	Management	Re-elect Andrew Ransom as Director	Against	Concerns over sub-board level gender diversity.
Informa Plc	Annual	21-Jun-24	13	Management	Approve Remuneration Policy	Abstain	Whilst the structure of the policy is in line with our guidelines, the company has raised maximum LTIP opportunity for executives and does not similarly suggest how the wider workforce will benefit for company outperformance.
Intertek Group Plc	Annual	24-May-24	6	Management	Re-elect Andrew Martin as Director	Against	Board does not contain 40% gender diversity Concerns over sub-board level gender diversity. Concerns over lack of gender diversity in senior board roles.
Intertek Group Plc	Annual	24-May-24	9	Management	Re-elect Graham Allan as Director	Against	Concerns over sub-board level gender diversity.
Intertek Group Plc	Annual	24-May-24	10	Management	Re-elect Gurnek Bains as Director	Against	Concerns over sub-board level gender diversity.
Intertek Group Plc	Annual	24-May-24	12	Management	Re-elect Tamara Ingram as Director	Against	Concerns over sub-board level gender diversity.
Johnson & Johnson	Annual	25-Apr-24	1c	Management	Elect Director D. Scott Davis	Against	Concerns – audit independence.
Johnson & Johnson	Annual	25-Apr-24	1e	Management	Elect Director Joaquin Duato	Against	Chair/CEO: no intention to separate.
Johnson & Johnson	Annual	25-Apr-24	1f	Management	Elect Director Marillyn A. Hewson	Against	Responsible for oversight of remuneration which does not comply with CCLA guidelines
Johnson & Johnson	Annual	25-Apr-24	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Multiple concerns: Annual bonus scheme does not comply with CCLAs approach. Concerns over multiples of salary.
Judges Scientific Plc	Annual	21-May-24	2	Management	Approve Remuneration Policy and Remuneration Report	Against	Multiple Concerns: Variable remuneration schemes should prioritise long-term over short-term performance. Balance of short and long-term remuneration does not comply with CCLA's approach. Not Living Wage accredited.
Judges Scientific Plc	Special	21-May-24	6	Management	Re-elect Ralph Elman as Director	Against	Concerns over director independence.
Lloyds Banking Group Plc	Annual	16-May-24	16	Management	Authorise UK Political Donations and Expenditure	Against	Concerns over level of political donations.
Pfizer Inc.	Annual	25-Apr-24	1.2	Management	Elect Director Albert Bourla	Against	Chair/CEO: no intention to separate.

Company Name	Type	Date	Proposal	Proponent	Proposal Text	Vote Instruction	Vote Rationale
Pfizer Inc.	Annual	25-Apr-24	1.4	Management	Elect Director Joseph J. Echevarria	Against	Board does not contain 40% gender diversity.
Pfizer Inc.	Annual	25-Apr-24	1.10	Management	Elect Director Suzanne Nora Johnson	Against	Concerns - audit independence.
Pfizer Inc.	Annual	25-Apr-24	1.12	Management	Elect Director James C. Smith	Against	Responsible for oversight of remuneration which does not comply with CCLA guidelines
Pfizer Inc.	Annual	25-Apr-24	4	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Multiple concerns: Annual bonus scheme does not comply with CCLAs approach. Concerns over multiples of salary.
Pfizer Inc.	Annual	25-Apr-24	5	Shareholder	Require Independent Board Chair	For	Separation of roles is considerers best practice and supported
Pfizer Inc.	Annual	25-Apr-24	6	Shareholder	Report on Congruency of Political Spending with Company Stated Values and Priorities	For	CCLA support greater transparency around company's lobbying and political expenditure including where this is through membership to trade associations and other groups. This is particularly the case where such lobbying may be deemed in conflict with the company's stated policy which the proponent suggests here convincingly enough to warrant support for the proposal.
Reckitt Benckiser Group Plc	Annual	2-May-24	2	Management	Approve Remuneration Report	Against	Multiple concerns: Annual bonus scheme does not comply with CCLAs approach. Concerns over multiples of salary.
Rio Tinto Plc	Annual	4-Apr-24	2	Management	Approve Remuneration Policy	Against	In addition, in line with our engagement with the company, we would like to see greater alignment between pay and climate targets in the remuneration approach.
Rio Tinto Plc	Annual	4-Apr-24	3	Management	Approve Remuneration Report for UK Law Purposes	Against	In addition, in line with our engagement with the company, we would like to see greater alignment between pay and climate targets in the remuneration approach.

Company Name	Type	Date	Proposal	Proponent	Proposal Text	Vote Instruction	Vote Rationale
Rio Tinto Plc	Annual	4-Apr-24	4	Management	Approve Remuneration Report for Australian Law Purposes	Against	In addition, in line with our engagement with the company, we would like to see greater alignment between pay and climate targets in the remuneration approach.
Rio Tinto Plc	Annual	4-Apr-24	5	Management	Approve Increase in the Maximum Aggregate Fees Payable to Non-Executive Directors	Abstain	There is some argument for increasing fees, however given the existing headroom available the amount requested is excessive. Therefore, we abstain from this vote.
Rio Tinto Plc	Annual	4-Apr-24	10	Management	Re-elect Dominic Barton as Director	Against	Board does not contain 40% gender diversity Concerns over lack of gender diversity in senior board roles. Concerns over sub-board level gender diversity.
Rio Tinto Plc	Annual	4-Apr-24	14	Management	Re-elect Sam Laidlaw as Director	Against	Responsible for oversight of remuneration which does not comply with CCLA guidelines
Rio Tinto Plc	Annual	4-Apr-24	16	Management	Re-elect Jakob Stausholm as Director	Abstain	We have continued to have constructive engagement with Rio Tinto on climate change. However, whilst there is progress there is still more to do. In recognition of the progress, we have amended this vote to an abstain.
Spirax-Sarco Engineering Plc	Annual	15-May-24	2	Management	Approve Remuneration Report	Against	Not Living Wage accredited.
Spirax-Sarco Engineering Plc	Annual	15-May-24	6	Management	Re-elect Jamie Pike as Director	Against	Concerns over sub-board level gender diversity.
Spirax-Sarco Engineering Plc	Annual	15-May-24	13	Management	Re-elect Jane Kingston as Director	Against	Responsible for oversight of remuneration which does not comply with CCLA guidelines
TELUS Corporation	Annual	9-May-24	1.8	Management	Elect Director Mary Jo Haddad	Withhold	Responsible for oversight of remuneration which does not comply with CCLA guidelines
TELUS Corporation	Annual	9-May-24	3	Management	Advisory Vote on Executive Compensation Approach	Against	Concerns over multiples of salary.
The Home Depot, Inc.	Annual	16-May-24	1c	Management	Elect Director Jeffery H. Boyd	Against	Board does not contain 40% gender diversity. Concerns over lack of gender diversity in senior board roles.
The Home Depot, Inc.	Annual	16-May-24	1e	Management	Elect Director J. Frank Brown	Against	Concerns - audit independence.
The Home Depot, Inc.	Annual	16-May-24	1f	Management	Elect Director Edward P. Decker	Against	Chair/CEO: no intention to separate.

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Company Name	Type	Date	Proposal	Proponent	Proposal Text	Vote Instruction	Vote Rationale
The Home Depot, Inc.	Annual	16-May-24	1g	Management	Elect Director Wayne M. Hewett	Against	Responsible for oversight of remuneration which does not comply with CCLA guidelines
The Home Depot, Inc.	Annual	16-May-24	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Multiple Concerns: Annual bonus scheme does not comply with CCLA's global approach to remuneration. Non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes. Failure to disclose use of non-financials as a determinant of remuneration does not comply with CCLA's global approach to remuneration. Concerns over multiples of salary.
The Home Depot, Inc.	Annual	16-May-24	5	Shareholder	Report on Political Spending Congruency	For	A vote FOR this proposal is warranted, as a report on the company's congruence of political expenditures with stated values would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political partnerships.
The Home Depot, Inc.	Annual	16-May-24	8	Shareholder	Disclose a Biodiversity Impact and Dependency Assessment	For	Shareholders would benefit from the greater disclosure on biodiversity risk from the company.
The Home Depot, Inc.	Annual	16-May-24	9	Shareholder	Clawback of Incentive Payments	For	The introduction of clawback into remuneration practice is seen as best practice.
U.S. Bancorp	Annual	16-Apr-24	1a	Management	Elect Director Warner L. Baxter	Against	Concerns - audit independence.
U.S. Bancorp	Annual	16-Apr-24	1d	Management	Elect Director Andrew Cecere	Against	Chair/CEO: no intention to separate.
U.S. Bancorp	Annual	16-Apr-24	1g	Management	Elect Director Kimberly J. Harris	Against	Board does not contain 40% gender diversity.
U.S. Bancorp	Annual	16-Apr-24	1m	Management	Elect Director Scott W. Wine	Against	Responsible for oversight of remuneration which does not comply with CCLA guidelines
U.S. Bancorp	Annual	16-Apr-24	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Multiple concerns: Annual bonus scheme does not comply with CCLAs approach. Concerns over multiples of salary.
Unilever Plc	Annual	1-May-24	1	Management	Accept Financial Statements and Statutory Reports	Against	Concerns over the company's approach to tackling climate change.

Company Name	Type	Date	Proposal	Proponent	Proposal Text	Vote Instruction	Vote Rationale
Unilever Plc	Annual	1-May-24	2	Management	Approve Remuneration Report	Against	Annual bonus scheme does not comply with CCLA's approach.
Unilever Plc	Annual	1-May-24	3	Management	Approve Remuneration Policy	Against	Annual bonus scheme does not comply with CCLA's approach.
Unilever Plc	Annual	1-May-24	7	Management	Re-elect Andrea Jung as Director	Against	Responsible for oversight of remuneration which does not comply with CCLA guidelines
US SOLAR FUND PLC	Annual	21-May-24	5	Management	Re-elect Gillian Nott as Director	Against	We remain unsatisfied about the performance of the fund and the oversight from the board.
US SOLAR FUND PLC	Annual	21-May-24	6	Management	Re-elect Jamie Richards as Director	Against	We remain unsatisfied about the performance of the fund and the oversight from the board.
US SOLAR FUND PLC	Annual	21-May-24	13	Management	Approve Discontinuation of Company as an Investment Trust	For	Investment team decision
Zurich Insurance Group AG	Annual	10-Apr-24	1.2	Management	Approve Remuneration Report	Against	Concerns over multiples of salary.
Zurich Insurance Group AG	Annual	10-Apr-24	1.3	Management	Approve Sustainability Report	Against	Zurich Insurance have not committed to a policy which prevents the underwriting of all new oil and gas projects and as such are a laggard compared to some European peers. Given CCLA's policy not to invest in Oil and Gas and vote against the sustainability report is warranted and consistent with our position.
Zurich Insurance Group AG	Annual	10-Apr-24	4.1.d	Management	Reelect Christoph Franz as Director	Against	Responsible for oversight of remuneration which does not comply with CCLA guidelines
Zurich Insurance Group AG	Annual	10-Apr-24	4.2.3	Management	Reappoint Christoph Franz as Member of the Compensation Committee	Against	Responsible for oversight of remuneration which does not comply with CCLA guidelines
Zurich Insurance Group AG	Annual	10-Apr-24	5.2	Management	Approve Remuneration of Executive Committee in the Amount of CHF 83 Million	Against	Concerns over multiples of salary.

Company Name	Type	Date	Proposal	Proponent	Proposal Text	Vote Instruction	Vote Rationale
Zurich Insurance Group AG	Annual	10-Apr-24	6	Management	Transact Other Business (Voting)	Against	A vote AGAINST is warranted because: - This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and - The content of these new items or counterproposals is not known currently. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.

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 Name	Type	Meeting Date	Proposal	Proposal Text	Vote Instruction	Blended Rationale
Synopsys, Inc.	Annual	10-Apr-24	5	Require Independent Board Chair	For	Separation of roles is considered best practice and supported by CCLA's guidelines.
Adobe Inc.	Annual	17-Apr-24	5	Require a Majority Vote Standard for the Election of Directors with Mandatory Resignation Policy	For	Our voting guidelines aim to hold directors responsible for their actions. This proposal asks the company to adopt good practice corporate governance measures that facilitate much of the rest of our voting practice.
Adobe Inc.	Annual	17-Apr-24	6	Report on Hiring of Persons with Arrest or Incarceration Records	For	This type of report helps the company address any imbalance in their workforce diversity and allow investors to understand the effectiveness of the diversity policy adopted by the company.
Humana Inc.	Annual	18-Apr-24	6	Adopt Simple Majority Vote	For	Support for this proposal is warranted in line with good practice corporate governance.

Company Name	Type	Meeting Date	Proposal	Proposal Text	Vote Instruction	Blended Rationale
Nestle SA	Annual	18-Apr-24	7	Report on Non-Financial Matters Regarding Sales of Healthier and Less Healthy Foods	For	Over the last few years of engagement, we recognise the progress that Nestlé has made, particularly having agreed to set a sales-based target to increase sales of healthy products despite initially stating it was too early to do so. However, while this is a step in the right direction, we are disappointed that the target is absolute and not proportional. Furthermore, some products that Nestlé classes as 'nutritious' for the purpose of the target (such as coffee) are typically not included in internationally accepted nutrition standards such as the Health Star Rating. Item 7 at the Nestlé AGM addresses these concerns.
Texas Instruments Incorporated	Annual	25-Apr-24	5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	[RF007] A vote FOR this proposal is warranted as the proposed 15 percent ownership threshold for shareholders to call a special meeting would enhance shareholders ability to make use of the right, and the likelihood of abuse is small.
Texas Instruments Incorporated	Annual	25-Apr-24	6	Report on Due Diligence Efforts to Trace End-User Misuse of Company Products	For	The company does not dispute reports of its products being found in Russian Weapons. While the distribution chain in the area is complicated, as reported in media outlets, many of the company's products were shipped to Russia from countries other than the U.S., such as Hong Kong and Turkey, our engagement with Nvidia on the same point indicates companies are willing to address the issue and that there is work that can be done to address the human rights impacts of products in the distribution chain.
Pfizer Inc.	Annual	25-Apr-24	5	Require Independent Board Chair	For	Separation of roles is considered best practice and supported by CCLA's guidelines.
Pfizer Inc.	Annual	25-Apr-24	6	Report on Congruency of Political Spending with Company Stated Values and Priorities	For	CCLA support greater transparency around company's lobbying and political expenditure including where this is through membership to trade associations and other groups. This is particularly the case where such lobbying may be deemed in conflict with the company's stated policy which the proponent suggests here convincingly enough to warrant support for the proposal.

Company Name	Type	Meeting Date	Proposal	Proposal Text	Vote Instruction	Blended Rationale
Pfizer Inc.	Annual	25-Apr-24	8	Report on Corporate Contributions	Against	Whilst we often support proposals asking for greater transparency around company's lobbying and political expenditure, in this instance the board already discloses a large amount of the requested information. The additional report is as such it is unnecessary.
Johnson & Johnson	Annual	25-Apr-24	4	Report on Gender-Based Compensation and Benefits Inequities	Against	We are supportive of efforts to end discrimination within the workplace. However, the board's response notes that the J&J benefits programs "do not draw distinctions on the basis of gender or other protected characteristics and do not exclude de-transitioning care." The proponent has failed to provide evidence of a case to answer and so a vote against this proposal is warranted.
The Coca-Cola Company	Annual	1-May-24	6	Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	Against	A vote against the proposal is warranted as the company provides adequate disclosure on its diversity, equity and inclusion efforts and the management of related risks.
The Coca-Cola Company	Annual	1-May-24	7	Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	For	The provision of a report on these matters is seen as an enhancement to shareholders understanding of the company's role in these matters.
The Coca-Cola Company	Annual	1-May-24	8	Report on Risks Caused by the Decline in the Quality of Accessible Medical Care	Abstain	Whilst the proponent makes some positive arguments, were the company to complete such a report there are potential risks of being accused of contravening local laws. With this being the case, we cannot support the proposal and are thus abstaining.
PepsiCo, Inc.	Annual	1-May-24	5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	Shareholder approval of executive remuneration is considered best practice.
PepsiCo, Inc.	Annual	1-May-24	6	Report on Gender-Based Compensation and Benefits Inequities	Against	We are supportive of efforts to end discrimination within the workplace. However, the proponent has not provided convincing evidence of a deficiency in PepsiCo's current policies and practices that warrant the requested report.
PepsiCo, Inc.	Annual	1-May-24	7	Amend Bylaws to Adopt a Director Election Resignation	For	Our voting guidelines aim to hold directors responsible for their actions through our voting on their re-election. This proposal asks the company to adopt good practice corporate governance measures that facilitate much of the rest of our voting practice.

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Company Name	Type	Meeting Date	Proposal	Proposal Text	Vote Instruction	Blended Rationale
PepsiCo, Inc.	Annual	1-May-24	8	Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	For	The provision of a report on these matters is seen as an enhancement to shareholders understanding of the company's role in these matters.
PepsiCo, Inc.	Annual	1-May-24	9	Report on Risks Related to Biodiversity and Nature Loss	For	Shareholders would be well served by a more comprehensive assessment of the risks related to biodiversity and natural capital.
PepsiCo, Inc.	Annual	1-May-24	10	Report on Third-Party Racial Equity Audit	For	Shareholders would be well served by a third-party assessment of the implementation of the company's existing policies on racial equity.
PepsiCo, Inc.	Annual	1-May-24	11	Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	Against	A vote against the proposal is warranted. We are supportive of the company's existing efforts on DEI and, indeed, in resolution 10 encourage an efficacy assessment of these.
PepsiCo, Inc.	Annual	1-May-24	12	Issue Transparency Report on Global Public Policy and Political Influence	For	The provision of a report on these matters is seen as an enhancement to shareholders understanding of the company's role in these matters.
IDEX Corporation	Annual	7-May-24	5	Report on Company's Hiring Practices with Respect to Formerly Incarcerated People	For	This type of report helps the company address any imbalance in their workforce diversity and allow investors to understand the effectiveness of the diversity policy adopted by the company.
Danaher Corporation	Annual	7-May-24	4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	A vote FOR this proposal is warranted. Lowering the ownership threshold from 25 percent to 10 percent would improve shareholders' ability to use the special meeting right and no single shareholder would be able to act unilaterally to call a special meeting at the proposed threshold.
Danaher Corporation	Annual	7-May-24	5	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For	Adopting this type of policy will help the company to attract and retain valuable employees form a wider talent pool. It also reduces any reputational risk and protect form potential liabilities.
Union Pacific Corporation	Annual	9-May-24	4	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	Shareholder approval of executive remuneration is considered best practice.

Company Name	Type	Meeting Date	Proposal	Proposal Text	Vote Instruction	Blended Rationale
Union Pacific Corporation	Annual	9-May-24	5	Amend Board's Safety and Service Quality Committee to Review Staffing Levels and Confer on Safety Issues with Stakeholders	For	Shareholders would be served by the Safety and Service Quality Committee charter having the specific duties as laid out in the proposal given the large potential impacts of any accidents.
Stryker Corporation	Annual	9-May-24	4	Report on Political Contributions and Expenditures	For	The provision of a report on these matters is seen as an enhancement to shareholders understanding of the company's role in these matters.
Honeywell International Inc.	Annual	14-May-24	4	Require Independent Board Chair	For	Separation of roles is considered best practice and supported by CCLA's guidelines.
The Home Depot, Inc.	Annual	16-May-24	4	Adopt Policy to Require Board of Directors Members to Disclose their Political Donations	Against	The personal donation decision made by director nominees are not relevant to their responsibility to exercise their fiduciary duty to the company, and the company discloses sufficient policies, procedures, and oversight to avoid directors making contributions on behalf of the company without approval.
The Home Depot, Inc.	Annual	16-May-24	5	Report on Political Spending Congruency	For	A vote FOR this proposal is warranted, as a report on the company's congruence of political expenditures with stated values would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political partnerships.
The Home Depot, Inc.	Annual	16-May-24	6	Report on Corporate Contributions	Against	A vote AGAINST this proposal is warranted because the company provides sufficient information regarding its corporate contributions, and absent self-dealing or gross negligence, management should be afforded discretion in determining the company's charitable giving strategy.
The Home Depot, Inc.	Annual	16-May-24	7	Report on Civil Rights and Non-Discrimination Audit	Against	A vote AGAINST this resolution is warranted as the company provides adequate disclosures related to its anti-discrimination policies.
The Home Depot, Inc.	Annual	16-May-24	8	Disclose a Biodiversity Impact and Dependency Assessment	For	Shareholders would benefit from the greater disclosure on biodiversity risk from the company.
The Home Depot, Inc.	Annual	16-May-24	9	Clawback of Incentive Payments	For	The introduction of clawback into remuneration practice is seen as best practice.

Company Name	Type	Meeting Date	Proposal	Proposal Text	Vote Instruction	Blended Rationale
Marsh & McLennan Companies, Inc.	Annual	16-May-24	4	Provide Right to Act by Written Consent	For	A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.
Intercontinental Exchange, Inc.	Annual	17-May-24	4	Require Independent Board Chair	For	Separation of roles is considered best practice and supported by CCLA's guidelines.
Zoetis Inc.	Annual	22-May-24	5	Adopt Policy on Improved Majority Voting for Election of Directors	For	Our voting guidelines aim to hold directors responsible for their actions through our voting on their re-election. This proposal asks the company to adopt good practice corporate governance measures that facilitate much of the rest of our voting practice.
Amazon.com, Inc.	Annual	22-May-24	4	Establish a Public Policy Committee	For	The provision of a report on these matters is seen as an enhancement to shareholders understanding of the company's role in these matters.
Amazon.com, Inc.	Annual	22-May-24	5	Establish a Board Committee on Corporate Financial Sustainability	Against	Having reviewed this proposal alongside agenda item 4 the latter is more aligned with our Better World strategy. As such we have supported that proposal and not item 5 to send a consistent message to the board.
Amazon.com, Inc.	Annual	22-May-24	6	Report on Customer Due Diligence	For	Given the potential human rights risks that surveillance technologies pose and the lack of clear government regulations in this area, shareholders would be served well by the proposed increase in public reporting on customer due diligence.
Amazon.com, Inc.	Annual	22-May-24	7	Report on Lobbying Payments and Policy	For	The provision of a report on these matters is seen as an enhancement to shareholders understanding of the company's role in these matters.
Amazon.com, Inc.	Annual	22-May-24	8	Report on Median and Adjusted Gender/Racial Pay Gaps	For	Given the CCLA's effort to bring pay fairness into their voting, we are normally supportive of this type of proposals.
Amazon.com, Inc.	Annual	22-May-24	9	Report on Viewpoint Discrimination	Against	We agree with the board's viewpoint that content guidelines promote respect for all people and help comply with the law.

Company Name	Type	Meeting Date	Proposal	Proposal Text	Vote Instruction	Blended Rationale
Amazon.com, Inc.	Annual	22-May-24	10	Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	For	A vote FOR this proposal is warranted, as shareholders would benefit from more disclosure on whether and how the company considers human capital management, and community relations issues related to the transition to a low-carbon economy as part of its climate strategy.
Amazon.com, Inc.	Annual	22-May-24	11	Report on Efforts to Reduce Plastic Use	For	The provision of a report on these matters is seen as an enhancement to shareholders understanding of the company's role in these matters.
Amazon.com, Inc.	Annual	22-May-24	12	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining	For	The provision of a report on these matters is seen as an enhancement to shareholders understanding of the company's role in these matters.
Amazon.com, Inc.	Annual	22-May-24	13	Disclose All Material Scope 3 GHG Emissions	For	We support the setting of science-based targets which requires measurement and disclosure across all scopes of GHG emissions.
Amazon.com, Inc.	Annual	22-May-24	14	Commission Third Party Study and Report on Risks Associated with Use of Rekognition	For	The provision of a report on these matters is seen as an enhancement to shareholders understanding of the company's role in these matters.
Amazon.com, Inc.	Annual	22-May-24	15	Adopt Policy to Require Board Members to Disclose their Political and Charitable Donations	Against	The personal donation decision made by director nominees are not relevant to their responsibility to exercise their fiduciary duty to the company, and the company discloses sufficient policies, procedures, and oversight to avoid directors making contributions on behalf of the company without approval.
Amazon.com, Inc.	Annual	22-May-24	16	Establish a Board Committee on Artificial Intelligence	For	The provision of a report on these matters is seen as an enhancement to shareholders understanding of the company's role in these matters.
Amazon.com, Inc.	Annual	22-May-24	17	Commission a Third-Party Audit on Working Conditions	For	The provision of a report on these matters is seen as an enhancement to shareholders understanding of the company's role in these matters.
McDonald's Corporation	Annual	22-May-24	6	Adopt Antibiotics Policy	For	The provision of a report on these matters is seen as an enhancement to shareholders understanding of the company's role in these matters.

Company Name	Type	Meeting Date	Proposal	Proposal Text	Vote Instruction	Blended Rationale
McDonald's Corporation	Annual	22-May-24	7	Approve Request on Cage Free Egg Progress Disclosure	Abstain	Whilst there are some merits in the proponent's arguments around extending targets worldwide there are several external difficulties in achieving the requested change in sourcing in practice. As such an abstain vote is warranted.
McDonald's Corporation	Annual	22-May-24	8	Disclose Poultry Welfare Indicators	For	A vote FOR this resolution is warranted. Additional disclosure on how the company is measuring animal welfare would allow shareholders to better be able to assess the effectiveness of the company's animal welfare efforts and management of related risks.
McDonald's Corporation	Annual	22-May-24	9	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	Abstain	We are supportive of elements of the proposal and supporting statement that focus on the impacts and implementation of the company's human rights policies. However, we note that the proponent filed a proposal at the 2023 AGM focused on China which we did not support. This year's proposal shares many of the same arguments and as such we are hesitant to fully support it. We are abstaining and will communicate our vote instruction and views on human rights to the company directly.
McDonald's Corporation	Annual	22-May-24	10	Report on Corporate Contributions	Against	The boards approach to the disclosure of charitable donations is sufficient.
McDonald's Corporation	Annual	22-May-24	11	Issue Transparency Report on Global Public Policy and Political Influence	For	The provision of a report on these matters is seen as an enhancement to shareholders understanding of the company's role in these matters.
Thermo Fisher Scientific Inc.	Annual	22-May-24	4	Adopt Simple Majority Vote Requirement	For	The request made by the proponent is in line with good corporate governance practice and would be beneficial to us as shareholders.
American Tower Corporation	Annual	22-May-24	4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	The request made by the proponent is in line with good corporate governance practice and would be beneficial to us as shareholders.
American Tower Corporation	Annual	22-May-24	5	Report on Median and Adjusted Gender/Racial Pay Gaps	For	Given the CCLA's effort to bring pay fairness into their voting, we are normally supportive of this type of proposals.

Company Name	Type	Meeting Date	Proposal	Proposal Text	Vote Instruction	Blended Rationale
NextEra Energy, Inc.	Annual	23-May-24	4	Disclose Board Skills and Diversity Matrix	For	The provision of a report on these matters is seen as an enhancement to shareholders understanding of the company's role in these matters.
NextEra Energy, Inc.	Annual	23-May-24	5	Report on Climate Lobbying	For	We filed the resolution.
ServiceNow, Inc.	Annual	23-May-24	4	Adopt Simple Majority Vote	For	The request made by the proponent is in line with good corporate governance practice and would be beneficial to us as shareholders.
UnitedHealth Group Incorporated	Annual	3-Jun-24	4	Report on Congruency of Political Spending with Company Values and Priorities	For	A report on the company's value alignment with political expenditures would enable shareholders to have a greater understanding of how the company oversees and manages risks related to its political affiliations. As such, support for this proposal is warranted currently.
ANSYS, Inc.	Annual	7-Jun-24	4	Provide Right to Call a Special Meeting	For	A vote FOR this proposal is warranted, as the ability to call special meetings would improve shareholder rights.
Roper Technologies, Inc.	Annual	12-Jun-24	4	Adopt Simple Majority Vote	For	A vote FOR this proposal is warranted as removing the supermajority vote requirement would improve shareholder rights.
Mastercard Incorporated	Annual	18-Jun-24	4	Report on Lobbying Payments and Policy	For	Shareholders would benefit from greater disclosure on the company's lobbying activities
Mastercard Incorporated	Annual	18-Jun-24	5	Amend Director Election Resignation Bylaw	Abstain	We support the intent of the proponents and agree that removing discretion over how to respond to the removal of a director is beneficial. However, there are concerns that the text of the proposal could be out of compliance with State Law. As such we are abstaining from this proposal.

Company Name	Type	Meeting Date	Proposal	Proposal Text	Vote Instruction	Blended Rationale
Mastercard Incorporated	Annual	18-Jun-24	6	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	Abstain	We are supportive of elements of the proposal and supporting statement which focus on the impacts and implementation of the company's human rights policies. However, we note that the proponent filed similar proposals at other companies during 2023 that focused on China which we did not support. This proposal shares many of the same arguments and as such we are hesitant to fully support it. We are abstaining and will communicate our vote instruction and views on human rights to the company directly.
Mastercard Incorporated	Annual	18-Jun-24	7	Report on Congruency of Company's Human Rights Statement with Charitable Contributions and Voluntary Partnerships	Against	The board's approach to the disclosure of charitable donations is sufficient.
Mastercard Incorporated	Annual	18-Jun-24	8	Report on Gender-Based Compensation and Benefits Inequities	Against	We are supportive of efforts to end discrimination within the workplace. However, the proponent has not provided convincing evidence of a deficiency in Mastercard's current policies and practices that warrant the requested report.
NVIDIA Corporation	Annual	26-Jun-24	4	Adopt Simple Majority Vote	For	Support for this proposal is warranted in line with good practice corporate governance.

Section 5d: All vote instructions

Company Name	Type	Date	Proposal	Proponent	Proposal Text	Vote Instruction
Rio Tinto Plc	Annual	4-Apr-24	1	Management	Accept Financial Statements and Statutory Reports	For
Rio Tinto Plc	Annual	4-Apr-24	2	Management	Approve Remuneration Policy	Against
Rio Tinto Plc	Annual	4-Apr-24	3	Management	Approve Remuneration Report for UK Law Purposes	Against
Rio Tinto Plc	Annual	4-Apr-24	4	Management	Approve Remuneration Report for Australian Law Purposes	Against

Rio Tinto Plc	Annual	4-Apr-24	5	Management	Approve Increase in the Maximum Aggregate Fees Payable to Non-Executive Directors	Abstain
Rio Tinto Plc	Annual	4-Apr-24	6	Management	Elect Dean Valle as Director	For
Rio Tinto Plc	Annual	4-Apr-24	7	Management	Elect Susan Lloyd-Hurwitz as Director	For
Rio Tinto Plc	Annual	4-Apr-24	8	Management	Elect Martina Merz as Director	For
Rio Tinto Plc	Annual	4-Apr-24	9	Management	Elect Joc O'Rourke as Director	For
Rio Tinto Plc	Annual	4-Apr-24	10	Management	Re-elect Dominic Barton as Director	Against
Rio Tinto Plc	Annual	4-Apr-24	11	Management	Re-elect Peter Cunningham as Director	For
Rio Tinto Plc	Annual	4-Apr-24	12	Management	Re-elect Simon Henry as Director	For
Rio Tinto Plc	Annual	4-Apr-24	13	Management	Re-elect Kaisa Hietala as Director	For
Rio Tinto Plc	Annual	4-Apr-24	14	Management	Re-elect Sam Laidlaw as Director	Against
Rio Tinto Plc	Annual	4-Apr-24	15	Management	Re-elect Jennifer Nason as Director	For
Rio Tinto Plc	Annual	4-Apr-24	16	Management	Re-elect Jakob Stausholm as Director	Abstain
Rio Tinto Plc	Annual	4-Apr-24	17	Management	Re-elect Ngaire Woods as Director	For
Rio Tinto Plc	Annual	4-Apr-24	18	Management	Re-elect Ben Wyatt as Director	For
Rio Tinto Plc	Annual	4-Apr-24	19	Management	Reappoint KPMG LLP as Auditors	For
Rio Tinto Plc	Annual	4-Apr-24	20	Management	Authorise Audit & Risk Committee to Fix Remuneration of Auditors	For
Rio Tinto Plc	Annual	4-Apr-24	21	Management	Authorise UK Political Donations and Expenditure	For
Rio Tinto Plc	Annual	4-Apr-24	22	Management	Approve Amendments to Rio Tinto Limited's Constitution	For
Rio Tinto Plc	Annual	4-Apr-24	23	Management	Authorise Issue of Equity	For
Rio Tinto Plc	Annual	4-Apr-24	24	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Rio Tinto Plc	Annual	4-Apr-24	25	Management	Authorise Market Purchase of Ordinary Shares	For

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Rio Tinto Plc	Annual	4-Apr-24	26	Management	Authorise the Company to Call General Meetings with Two Weeks' Notice	For
Synopsys, Inc.	Annual	10-Apr-24	1a	Management	Elect Director Aart J. de Geus	Against
Synopsys, Inc.	Annual	10-Apr-24	1b	Management	Elect Director Roy Vallee	For
Synopsys, Inc.	Annual	10-Apr-24	1c	Management	Elect Director Sassine Ghazi	For
Synopsys, Inc.	Annual	10-Apr-24	1d	Management	Elect Director Luis Borgen	For
Synopsys, Inc.	Annual	10-Apr-24	1e	Management	Elect Director Marc N. Casper	For
Synopsys, Inc.	Annual	10-Apr-24	1f	Management	Elect Director Janice D. Chaffin	Against
Synopsys, Inc.	Annual	10-Apr-24	1g	Management	Elect Director Bruce R. Chizen	For
Synopsys, Inc.	Annual	10-Apr-24	1h	Management	Elect Director Mercedes Johnson	Against
Synopsys, Inc.	Annual	10-Apr-24	1i	Management	Elect Director Robert G. Painter	For
Synopsys, Inc.	Annual	10-Apr-24	1j	Management	Elect Director Jeannine P. Sargent	For
Synopsys, Inc.	Annual	10-Apr-24	1k	Management	Elect Director John G. Schwarz	Against
Synopsys, Inc.	Annual	10-Apr-24	2	Management	Amend Omnibus Stock Plan	For
Synopsys, Inc.	Annual	10-Apr-24	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Synopsys, Inc.	Annual	10-Apr-24	4	Management	Ratify KPMG LLP as Auditors	For
Synopsys, Inc.	Annual	10-Apr-24	5	Shareholder	Require Independent Board Chair	For
Zurich Insurance Group AG	Annual	10-Apr-24	1.1	Management	Accept Financial Statements and Statutory Reports	For
Zurich Insurance Group AG	Annual	10-Apr-24	1.2	Management	Approve Remuneration Report	Against
Zurich Insurance Group AG	Annual	10-Apr-24	1.3	Management	Approve Sustainability Report	Against
Zurich Insurance Group AG	Annual	10-Apr-24	2	Management	Approve Allocation of Income and Dividends of CHF 26.00 per Share	For
Zurich Insurance Group AG	Annual	10-Apr-24	3	Management	Approve Discharge of Board and Senior Management	For

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Zurich Insurance Group AG	Annual	10-Apr-24	4.1.a	Management	Reelect Michel Lies as Director and Board Chair	For
Zurich Insurance Group AG	Annual	10-Apr-24	4.1.b	Management	Reelect Joan Amble as Director	For
Zurich Insurance Group AG	Annual	10-Apr-24	4.1.c	Management	Reelect Catherine Bessant as Director	For
Zurich Insurance Group AG	Annual	10-Apr-24	4.1.d	Management	Reelect Christoph Franz as Director	Against
Zurich Insurance Group AG	Annual	10-Apr-24	4.1.e	Management	Reelect Michael Halbherr as Director	For
Zurich Insurance Group AG	Annual	10-Apr-24	4.1.h	Management	Reelect Sabine Keller-Busse as Director	For
Zurich Insurance Group AG	Annual	10-Apr-24	4.1.i	Management	Reelect Monica Maechler as Director	For
Zurich Insurance Group AG	Annual	10-Apr-24	4.1.j	Management	Reelect Kishore Mahbubani as Director	For
Zurich Insurance Group AG	Annual	10-Apr-24	4.1.k	Management	Reelect Peter Maurer as Director	For
Zurich Insurance Group AG	Annual	10-Apr-24	4.1.l	Management	Reelect Jasmin Staiblin as Director	For
Zurich Insurance Group AG	Annual	10-Apr-24	4.1.m	Management	Reelect Barry Stowe as Director	For
Zurich Insurance Group AG	Annual	10-Apr-24	4.1.n	Management	Elect John Rafter as Director	For
Zurich Insurance Group AG	Annual	10-Apr-24	4.2.1	Management	Reappoint Michel Lies as Member of the Compensation Committee	For
Zurich Insurance Group AG	Annual	10-Apr-24	4.2.2	Management	Reappoint Catherine Bessant as Member of the Compensation Committee	For
Zurich Insurance Group AG	Annual	10-Apr-24	4.2.3	Management	Reappoint Christoph Franz as Member of the Compensation Committee	Against
Zurich Insurance Group AG	Annual	10-Apr-24	4.2.4	Management	Reappoint Sabine Keller-Busse as Member of the Compensation Committee	For
Zurich Insurance Group AG	Annual	10-Apr-24	4.2.5	Management	Reappoint Kishore Mahbubani as Member of the Compensation Committee	For
Zurich Insurance Group AG	Annual	10-Apr-24	4.2.6	Management	Reappoint Jasmin Staiblin as Member of the Compensation Committee	For
Zurich Insurance Group AG	Annual	10-Apr-24	4.3	Management	Designate Keller AG as Independent Proxy	For
Zurich Insurance Group AG	Annual	10-Apr-24	4.4	Management	Ratify Ernst & Young AG as Auditors	For

Zurich Insurance Group AG	Annual	10-Apr-24	5.1	Management	Approve Remuneration of Directors in the Amount of CHF 6 Million	For
Zurich Insurance Group AG	Annual	10-Apr-24	5.2	Management	Approve Remuneration of Executive Committee in the Amount of CHF 83 Million	Against
Zurich Insurance Group AG	Annual	10-Apr-24	6	Management	Transact Other Business (Voting)	Against
AstraZeneca PLC	Annual	11-Apr-24	1	Management	Accept Financial Statements and Statutory Reports	For
AstraZeneca PLC	Annual	11-Apr-24	2	Management	Approve Dividends	For
AstraZeneca PLC	Annual	11-Apr-24	3	Management	Reappoint PricewaterhouseCoopers LLP as Auditors	For
AstraZeneca PLC	Annual	11-Apr-24	4	Management	Authorise Board to Fix Remuneration of Auditors	For
AstraZeneca PLC	Annual	11-Apr-24	5a	Management	Re-elect Michel Demare as Director	For
AstraZeneca PLC	Annual	11-Apr-24	5b	Management	Re-elect Pascal Soriot as Director	For
AstraZeneca PLC	Annual	11-Apr-24	5c	Management	Re-elect Aradhana Sarin as Director	For
AstraZeneca PLC	Annual	11-Apr-24	5d	Management	Re-elect Philip Broadley as Director	For
AstraZeneca PLC	Annual	11-Apr-24	5e	Management	Re-elect Euan Ashley as Director	For
AstraZeneca PLC	Annual	11-Apr-24	5f	Management	Re-elect Deborah DiSanzo as Director	For
AstraZeneca PLC	Annual	11-Apr-24	5g	Management	Re-elect Diana Layfield as Director	For
AstraZeneca PLC	Annual	11-Apr-24	5h	Management	Elect Anna Manz as Director	For
AstraZeneca PLC	Annual	11-Apr-24	5i	Management	Re-elect Sheri McCoy as Director	Against
AstraZeneca PLC	Annual	11-Apr-24	5j	Management	Re-elect Tony Mok as Director	For
AstraZeneca PLC	Annual	11-Apr-24	5k	Management	Re-elect Nazneen Rahman as Director	For
AstraZeneca PLC	Annual	11-Apr-24	5l	Management	Re-elect Andreas Rummelt as Director	For
AstraZeneca PLC	Annual	11-Apr-24	5m	Management	Re-elect Marcus Wallenberg as Director	For
AstraZeneca PLC	Annual	11-Apr-24	6	Management	Approve Remuneration Report	Against

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AstraZeneca PLC	Annual	11-Apr-24	7	Management	Approve Remuneration Policy	Against
AstraZeneca PLC	Annual	11-Apr-24	8	Management	Amend Performance Share Plan 2020	Against
AstraZeneca PLC	Annual	11-Apr-24	9	Management	Authorise UK Political Donations and Expenditure	Against
AstraZeneca PLC	Annual	11-Apr-24	10	Management	Authorise Issue of Equity	For
AstraZeneca PLC	Annual	11-Apr-24	11	Management	Authorise Issue of Equity without Pre-emptive Rights	For
AstraZeneca PLC	Annual	11-Apr-24	12	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
AstraZeneca PLC	Annual	11-Apr-24	13	Management	Authorise Market Purchase of Ordinary Shares	For
AstraZeneca PLC	Annual	11-Apr-24	14	Management	Authorise the Company to Call General Meetings with Two Weeks' Notice	For
U.S. Bancorp	Annual	16-Apr-24	1a	Management	Elect Director Warner L. Baxter	Against
U.S. Bancorp	Annual	16-Apr-24	1b	Management	Elect Director Dorothy J. Bridges	For
U.S. Bancorp	Annual	16-Apr-24	1c	Management	Elect Director Elizabeth L. Buse	For
U.S. Bancorp	Annual	16-Apr-24	1d	Management	Elect Director Andrew Cecere	Against
U.S. Bancorp	Annual	16-Apr-24	1e	Management	Elect Director Alan B. Colberg	For
U.S. Bancorp	Annual	16-Apr-24	1f	Management	Elect Director Kimberly N. Ellison-Taylor	For
U.S. Bancorp	Annual	16-Apr-24	1g	Management	Elect Director Kimberly J. Harris	Against
U.S. Bancorp	Annual	16-Apr-24	1h	Management	Elect Director Roland A. Hernandez	For
U.S. Bancorp	Annual	16-Apr-24	1i	Management	Elect Director Richard P. McKenney	For
U.S. Bancorp	Annual	16-Apr-24	1j	Management	Elect Director Yusuf I. Mehdi	For
U.S. Bancorp	Annual	16-Apr-24	1k	Management	Elect Director Loretta E. Reynolds	For
U.S. Bancorp	Annual	16-Apr-24	1l	Management	Elect Director John P. Wichoff	For
U.S. Bancorp	Annual	16-Apr-24	1m	Management	Elect Director Scott W. Wine	Against

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U.S. Bancorp	Annual	16-Apr-24	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
U.S. Bancorp	Annual	16-Apr-24	3	Management	Ratify Ernst & Young LLP as Auditors	For
U.S. Bancorp	Annual	16-Apr-24	4	Management	Approve Omnibus Stock Plan	For
Adobe Inc.	Annual	17-Apr-24	1a	Management	Elect Director Cristiano Amon	For
Adobe Inc.	Annual	17-Apr-24	1b	Management	Elect Director Amy Banse	Against
Adobe Inc.	Annual	17-Apr-24	1c	Management	Elect Director Brett Biggs	For
Adobe Inc.	Annual	17-Apr-24	1d	Management	Elect Director Melanie Boulden	For
Adobe Inc.	Annual	17-Apr-24	1e	Management	Elect Director Frank Calderoni	Against
Adobe Inc.	Annual	17-Apr-24	1f	Management	Elect Director Laura Desmond	For
Adobe Inc.	Annual	17-Apr-24	1g	Management	Elect Director Shantanu Narayen	Against
Adobe Inc.	Annual	17-Apr-24	1h	Management	Elect Director Spencer Neumann	For
Adobe Inc.	Annual	17-Apr-24	1i	Management	Elect Director Kathleen Oberg	Against
Adobe Inc.	Annual	17-Apr-24	1j	Management	Elect Director Dheeraj Pandey	For
Adobe Inc.	Annual	17-Apr-24	1k	Management	Elect Director David Ricks	For
Adobe Inc.	Annual	17-Apr-24	1l	Management	Elect Director Daniel Rosensweig	For
Adobe Inc.	Annual	17-Apr-24	2	Management	Amend Omnibus Stock Plan	For
Adobe Inc.	Annual	17-Apr-24	3	Management	Ratify KPMG LLP as Auditors	For
Adobe Inc.	Annual	17-Apr-24	4	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Adobe Inc.	Annual	17-Apr-24	5	Shareholder	Require a Majority Vote Standard for the Election of Directors with Mandatory Resignation Policy	For
Adobe Inc.	Annual	17-Apr-24	6	Shareholder	Report on Hiring of Persons with Arrest or Incarceration Records	For
Humana Inc.	Annual	18-Apr-24	1a	Management	Elect Director Raquel C. Bono	For

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Humana Inc.	Annual	18-Apr-24	1b	Management	Elect Director Bruce D. Broussard	For
Humana Inc.	Annual	18-Apr-24	1c	Management	Elect Director Frank A. D'Amelio	Against
Humana Inc.	Annual	18-Apr-24	1d	Management	Elect Director David T. Feinberg	For
Humana Inc.	Annual	18-Apr-24	1e	Management	Elect Director Wayne A. I. Frederick	Against
Humana Inc.	Annual	18-Apr-24	1f	Management	Elect Director John W. Garratt	For
Humana Inc.	Annual	18-Apr-24	1g	Management	Elect Director Kurt J. Hilzinger	For
Humana Inc.	Annual	18-Apr-24	1h	Management	Elect Director Karen W. Katz	Against
Humana Inc.	Annual	18-Apr-24	1i	Management	Elect Director Marcy S. Klevorn	For
Humana Inc.	Annual	18-Apr-24	1j	Management	Elect Director Jorge S. Mesquita	For
Humana Inc.	Annual	18-Apr-24	1k	Management	Elect Director Brad D. Smith	For
Humana Inc.	Annual	18-Apr-24	2	Management	Ratify PricewaterhouseCoopers LLP as Auditors	For
Humana Inc.	Annual	18-Apr-24	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Humana Inc.	Annual	18-Apr-24	4	Management	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	For
Humana Inc.	Annual	18-Apr-24	5	Management	Eliminate Supermajority Vote Requirement	For
Humana Inc.	Annual	18-Apr-24	6	Shareholder	Adopt Simple Majority Vote	For
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	18-Apr-24	1	Management	Approve Financial Statements and Statutory Reports	For
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	18-Apr-24	2	Management	Approve Consolidated Financial Statements and Statutory Reports	For
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	18-Apr-24	3	Management	Approve Allocation of Income and Dividends of EUR 13 per Share	For
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	18-Apr-24	4	Management	Approve Auditors' Special Report on Related-Party Transactions	Against

LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	18-Apr-24	5	Management	Reelect Antoine Arnault as Director	Against
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	18-Apr-24	6	Management	Elect Henri de Castries as Director	For
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	18-Apr-24	7	Management	Elect Alexandre Arnault as Director	Against
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	18-Apr-24	8	Management	Elect Frederic Arnault as Director	Against
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	18-Apr-24	9	Management	Appoint Deloitte & Associes as Auditor Responsible for Certifying Sustainability Information	For
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	18-Apr-24	10	Management	Approve Compensation Report of Corporate Officers	Against
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	18-Apr-24	11	Management	Approve Compensation of Bernard Arnault, Chairman and CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	18-Apr-24	12	Management	Approve Compensation of Antonio Belloni, Vice-CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	18-Apr-24	13	Management	Approve Remuneration Policy of Directors	For
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	18-Apr-24	14	Management	Approve Remuneration Policy of Chairman and CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	18-Apr-24	15	Management	Approve Remuneration Policy of Vice-CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	18-Apr-24	16	Management	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	18-Apr-24	17	Management	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	18-Apr-24	18	Management	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Against
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	18-Apr-24	19	Management	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For

LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	18-Apr-24	20	Management	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	For
Nestle SA	Annual	18-Apr-24	1.1	Management	Accept Financial Statements and Statutory Reports	For
Nestle SA	Annual	18-Apr-24	1.2	Management	Approve Remuneration Report	Against
Nestle SA	Annual	18-Apr-24	1.3	Management	Approve Non-Financial Report	For
Nestle SA	Annual	18-Apr-24	2	Management	Approve Discharge of Board and Senior Management	For
Nestle SA	Annual	18-Apr-24	3	Management	Approve Allocation of Income and Dividends of CHF 3.00 per Share	For
Nestle SA	Annual	18-Apr-24	4.1.a	Management	Reelect Paul Bulcke as Director and Board Chair	For
Nestle SA	Annual	18-Apr-24	4.1.b	Management	Reelect Ulf Schneider as Director	For
Nestle SA	Annual	18-Apr-24	4.1.c	Management	Reelect Renato Fassbind as Director	For
Nestle SA	Annual	18-Apr-24	4.1.d	Management	Reelect Pablo Isla as Director	For
Nestle SA	Annual	18-Apr-24	4.1.e	Management	Reelect Patrick Aebischer as Director	For
Nestle SA	Annual	18-Apr-24	4.1.f	Management	Reelect Dick Boer as Director	Against
Nestle SA	Annual	18-Apr-24	4.1.g	Management	Reelect Dinesh Paliwal as Director	For
Nestle SA	Annual	18-Apr-24	4.1.h	Management	Reelect Hanne Jimenez de Mora as Director	For
Nestle SA	Annual	18-Apr-24	4.1.i	Management	Reelect Lindiwe Sibanda as Director	For
Nestle SA	Annual	18-Apr-24	4.1.j	Management	Reelect Chris Leong as Director	For
Nestle SA	Annual	18-Apr-24	4.1.k	Management	Reelect Luca Maestri as Director	For
Nestle SA	Annual	18-Apr-24	4.1.l	Management	Reelect Rainer Blair as Director	For
Nestle SA	Annual	18-Apr-24	4.1.m	Management	Reelect Marie-Gabrielle Ineichen-Fleisch as Director	For

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Nestle SA	Annual	18-Apr-24	4.2	Management	Elect Geraldine Matchett as Director	For
Nestle SA	Annual	18-Apr-24	4.3.1	Management	Reappoint Dick Boer as Member of the Compensation Committee	Against
Nestle SA	Annual	18-Apr-24	4.3.2	Management	Reappoint Patrick Aebischer as Member of the Compensation Committee	For
Nestle SA	Annual	18-Apr-24	4.3.3	Management	Reappoint Pablo Isla as Member of the Compensation Committee	For
Nestle SA	Annual	18-Apr-24	4.3.4	Management	Reappoint Dinesh Paliwal as Member of the Compensation Committee	For
Nestle SA	Annual	18-Apr-24	4.4	Management	Ratify Ernst & Young AG as Auditors	For
Nestle SA	Annual	18-Apr-24	4.5	Management	Designate Hartmann Dreyer as Independent Proxy	For
Nestle SA	Annual	18-Apr-24	5.1	Management	Approve Remuneration of Directors in the Amount of CHF 10 Million	For
Nestle SA	Annual	18-Apr-24	5.2	Management	Approve Remuneration of Executive Committee in the Amount of CHF 80 Million	Against
Nestle SA	Annual	18-Apr-24	6	Management	Approve CHF 5 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	For
Nestle SA	Annual	18-Apr-24	7	Shareholder	Report on Non-Financial Matters Regarding Sales of Healthier and Less Healthy Foods	For
Nestle SA	Annual	18-Apr-24	8	Management	Transact Other Business (Voting)	Against
SEGRO PLC	Annual	18-Apr-24	1	Management	Accept Financial Statements and Statutory Reports	For
SEGRO PLC	Annual	18-Apr-24	2	Management	Approve Final Dividend	For
SEGRO PLC	Annual	18-Apr-24	3	Management	Approve Remuneration Report	For
SEGRO PLC	Annual	18-Apr-24	4	Management	Re-elect Andy Harrison as Director	Against
SEGRO PLC	Annual	18-Apr-24	5	Management	Re-elect Mary Barnard as Director	For
SEGRO PLC	Annual	18-Apr-24	6	Management	Re-elect Sue Clayton as Director	For

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SEGRO PLC	Annual	18-Apr-24	7	Management	Re-elect Soumen Das as Director	For
SEGRO PLC	Annual	18-Apr-24	8	Management	Re-elect Carol Fairweather as Director	For
SEGRO PLC	Annual	18-Apr-24	9	Management	Re-elect Simon Fraser as Director	For
SEGRO PLC	Annual	18-Apr-24	10	Management	Re-elect David Sleath as Director	For
SEGRO PLC	Annual	18-Apr-24	11	Management	Re-elect Linda Yueh as Director	For
SEGRO PLC	Annual	18-Apr-24	12	Management	Reappoint PricewaterhouseCoopers LLP as Auditors	For
SEGRO PLC	Annual	18-Apr-24	13	Management	Authorise the Audit Committee to Fix Remuneration of Auditors	For
SEGRO PLC	Annual	18-Apr-24	14	Management	Authorise UK Political Donations and Expenditure	For
SEGRO PLC	Annual	18-Apr-24	15	Management	Authorise Issue of Equity	For
SEGRO PLC	Annual	18-Apr-24	16	Management	Authorise Board to Offer Scrip Dividend	For
SEGRO PLC	Annual	18-Apr-24	17	Management	Authorise Issue of Equity without Pre-emptive Rights	For
SEGRO PLC	Annual	18-Apr-24	18	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
SEGRO PLC	Annual	18-Apr-24	19	Management	Authorise Market Purchase of Ordinary Shares	For
SEGRO PLC	Annual	18-Apr-24	20	Management	Authorise the Company to Call General Meetings with Two Weeks' Notice	For
Broadcom Inc.	Annual	22-Apr-24	1a	Management	Elect Director Diane M. Bryant	For
Broadcom Inc.	Annual	22-Apr-24	1b	Management	Elect Director Gayla J. Delly	For
Broadcom Inc.	Annual	22-Apr-24	1c	Management	Elect Director Kenneth Y. Hao	For
Broadcom Inc.	Annual	22-Apr-24	1d	Management	Elect Director Eddy W. Hartenstein	Against
Broadcom Inc.	Annual	22-Apr-24	1e	Management	Elect Director Check Kian Low	For
Broadcom Inc.	Annual	22-Apr-24	1f	Management	Elect Director Justine F. Page	For

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Broadcom Inc.	Annual	22-Apr-24	1g	Management	Elect Director Henry Samueli	For
Broadcom Inc.	Annual	22-Apr-24	1h	Management	Elect Director Hock E. Tan	For
Broadcom Inc.	Annual	22-Apr-24	1i	Management	Elect Director Harry L. You	Against
Broadcom Inc.	Annual	22-Apr-24	2	Management	Ratify PricewaterhouseCoopers LLP as Auditors	For
Broadcom Inc.	Annual	22-Apr-24	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Candriam Sustainable Bond Emerging Markets Fund	Annual	22-Apr-24	1	Management	Receive Board's Report	
Candriam Sustainable Bond Emerging Markets Fund	Annual	22-Apr-24	2	Management	Receive Auditor's Report	
Candriam Sustainable Bond Emerging Markets Fund	Annual	22-Apr-24	3	Management	Approve Financial Statements	For
Candriam Sustainable Bond Emerging Markets Fund	Annual	22-Apr-24	4	Management	Approve Allocation of Income and Dividends	For
Candriam Sustainable Bond Emerging Markets Fund	Annual	22-Apr-24	5	Management	Approve Discharge of Director Isabelle Cabie	For
Candriam Sustainable Bond Emerging Markets Fund	Annual	22-Apr-24	6	Management	Approve Discharge of Director Renato Guerriero	For
Candriam Sustainable Bond Emerging Markets Fund	Annual	22-Apr-24	7	Management	Approve Discharge of Director Tanguy De Villenfagne	For
Candriam Sustainable Bond Emerging Markets Fund	Annual	22-Apr-24	8	Management	Approve Discharge of Director Koen Van De Maele	For

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Candriam Sustainable Bond Emerging Markets Fund	Annual	22-Apr-24	9	Management	Approve Discharge of Director Nadege Dufosse	For
Candriam Sustainable Bond Emerging Markets Fund	Annual	22-Apr-24	10	Management	Approve Discharge of Director Annemarie Arens	For
Candriam Sustainable Bond Emerging Markets Fund	Annual	22-Apr-24	11	Management	Approve Discharge of Director Thierry Blondeau	For
Candriam Sustainable Bond Emerging Markets Fund	Annual	22-Apr-24	12	Management	Re-elect Isabelle Cabie as Director	For
Candriam Sustainable Bond Emerging Markets Fund	Annual	22-Apr-24	13	Management	Re-elect Renato Guerriero as Director	For
Candriam Sustainable Bond Emerging Markets Fund	Annual	22-Apr-24	14	Management	Re-elect Tanguy De Villenfagne as Director	For
Candriam Sustainable Bond Emerging Markets Fund	Annual	22-Apr-24	15	Management	Re-elect Koen Van De Maele as Director	For
Candriam Sustainable Bond Emerging Markets Fund	Annual	22-Apr-24	16	Management	Re-elect Nadege Dufosse as Director	For
Candriam Sustainable Bond Emerging Markets Fund	Annual	22-Apr-24	17	Management	Re-elect Annemarie Arens as Independent Director and Determine Independent Director's Remuneration	For
Candriam Sustainable Bond Emerging Markets Fund	Annual	22-Apr-24	18	Management	Re-elect Thierry Blondeau as Independent Director and Determine Independent Director's Remuneration	For

Candriam Sustainable Bond Emerging Markets Fund	Annual	22-Apr-24	19	Management	Renew Appointment of PricewaterhouseCoopers as Auditor	For
L'Oreal SA	Annual/Special	23-Apr-24	1	Management	Approve Financial Statements and Statutory Reports	For
L'Oreal SA	Annual/Special	23-Apr-24	2	Management	Approve Consolidated Financial Statements and Statutory Reports	For
L'Oreal SA	Annual/Special	23-Apr-24	3	Management	Approve Allocation of Income and Dividends of EUR 6.60 per Share and an Extra of EUR 0.66 per Share to Long Term Registered Shares	For
L'Oreal SA	Annual/Special	23-Apr-24	4	Management	Elect Jacques Ripoll as Director	For
L'Oreal SA	Annual/Special	23-Apr-24	5	Management	Reelect Beatrice Guillaume-Grabisch as Director	For
L'Oreal SA	Annual/Special	23-Apr-24	6	Management	Reelect Ilham Kadri as Director	For
L'Oreal SA	Annual/Special	23-Apr-24	7	Management	Reelect Jean-Victor Meyers as Director	For
L'Oreal SA	Annual/Special	23-Apr-24	8	Management	Reelect Nicolas Meyers as Director	For
L'Oreal SA	Annual/Special	23-Apr-24	9	Management	Appoint Deloitte & Associes as Auditor Responsible for Certifying Sustainability Information	For
L'Oreal SA	Annual/Special	23-Apr-24	10	Management	Appoint Ernst & Young Audit as Auditor Responsible for Certifying Sustainability Information	For
L'Oreal SA	Annual/Special	23-Apr-24	11	Management	Approve Compensation Report of Corporate Officers	Against
L'Oreal SA	Annual/Special	23-Apr-24	12	Management	Approve Compensation of Jean-Paul Agon, Chairman of the Board	Against
L'Oreal SA	Annual/Special	23-Apr-24	13	Management	Approve Compensation of Nicolas Hieronimus, CEO	Against
L'Oreal SA	Annual/Special	23-Apr-24	14	Management	Approve Remuneration Policy of Directors	For

L'Oreal SA	Annual/Special	23-Apr-24	15	Management	Approve Remuneration Policy of Chairman of the Board	For
L'Oreal SA	Annual/Special	23-Apr-24	16	Management	Approve Remuneration Policy of CEO	Against
L'Oreal SA	Annual/Special	23-Apr-24	17	Management	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
L'Oreal SA	Annual/Special	23-Apr-24	18	Management	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For
L'Oreal SA	Annual/Special	23-Apr-24	19	Management	Authorize up to 0.6 Percent of Issued Capital for Use in Restricted Stock Plans	Against
L'Oreal SA	Annual/Special	23-Apr-24	20	Management	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For
L'Oreal SA	Annual/Special	23-Apr-24	21	Management	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For
L'Oreal SA	Annual/Special	23-Apr-24	22	Management	Authorize Filing of Required Documents/Other Formalities	For
ASML Holding NV	Annual	24-Apr-24	1	Management	Open Meeting	
ASML Holding NV	Annual	24-Apr-24	2	Management	Discuss the Company's Business, Financial Situation and ESG Sustainability	
ASML Holding NV	Annual	24-Apr-24	3a	Management	Approve Remuneration Report	Against
ASML Holding NV	Annual	24-Apr-24	3b	Management	Adopt Financial Statements and Statutory Reports	For
ASML Holding NV	Annual	24-Apr-24	3c	Management	Discussion on Company's Corporate Governance Structure and Compliance with the Corporate Governance Code	
ASML Holding NV	Annual	24-Apr-24	3d	Management	Receive Explanation on Company's Reserves and Dividend Policy	
ASML Holding NV	Annual	24-Apr-24	3e	Management	Approve Dividends	For
ASML Holding NV	Annual	24-Apr-24	4a	Management	Approve Discharge of Management Board	For
ASML Holding NV	Annual	24-Apr-24	4b	Management	Approve Discharge of Supervisory Board	For

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ASML Holding NV	Annual	24-Apr-24	5	Management	Approve Number of Shares for Management Board	For
ASML Holding NV	Annual	24-Apr-24	6a	Management	Announce Intention to Reappoint C.D. Fouquet to Management Board	
ASML Holding NV	Annual	24-Apr-24	6b	Management	Announce Intention to Reappoint J.P. Koonmen to Management Board	
ASML Holding NV	Annual	24-Apr-24	7a	Management	Discuss Updated Profile of the Supervisory Board	
ASML Holding NV	Annual	24-Apr-24	7b	Management	Reelect A.P. Aris to Supervisory Board	For
ASML Holding NV	Annual	24-Apr-24	7c	Management	Reelect D.M. Durcan to Supervisory Board	For
ASML Holding NV	Annual	24-Apr-24	7d	Management	Reelect D.W.A. East to Supervisory Board	For
ASML Holding NV	Annual	24-Apr-24	7e	Management	Discuss Composition of the Supervisory Board	
ASML Holding NV	Annual	24-Apr-24	8a	Management	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition	For
ASML Holding NV	Annual	24-Apr-24	8b	Management	Authorize Board to Exclude Preemptive Rights from Share Issuances	For
ASML Holding NV	Annual	24-Apr-24	9	Management	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For
ASML Holding NV	Annual	24-Apr-24	10	Management	Authorize Cancellation of Repurchased Shares	For
ASML Holding NV	Annual	24-Apr-24	11	Management	Other Business (Non-Voting)	
ASML Holding NV	Annual	24-Apr-24	12	Management	Close Meeting	
Bunzl Plc	Annual	24-Apr-24	1	Management	Accept Financial Statements and Statutory Reports	For
Bunzl Plc	Annual	24-Apr-24	2	Management	Approve Final Dividend	For
Bunzl Plc	Annual	24-Apr-24	3	Management	Re-elect Peter Ventress as Director	Against
Bunzl Plc	Annual	24-Apr-24	4	Management	Re-elect Frank van Zanten as Director	For

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Bunzl Plc	Annual	24-Apr-24	5	Management	Re-elect Richard Howes as Director	For
Bunzl Plc	Annual	24-Apr-24	6	Management	Re-elect Lloyd Pitchford as Director	Against
Bunzl Plc	Annual	24-Apr-24	7	Management	Re-elect Stephan Nanninga as Director	Against
Bunzl Plc	Annual	24-Apr-24	8	Management	Re-elect Vin Murria as Director	Against
Bunzl Plc	Annual	24-Apr-24	9	Management	Re-elect Pam Kirby as Director	Against
Bunzl Plc	Annual	24-Apr-24	10	Management	Re-elect Jacky Simmonds as Director	Against
Bunzl Plc	Annual	24-Apr-24	11	Management	Reappoint PricewaterhouseCoopers LLP as Auditors	For
Bunzl Plc	Annual	24-Apr-24	12	Management	Authorise Board to Fix Remuneration of Auditors	For
Bunzl Plc	Annual	24-Apr-24	13	Management	Approve Remuneration Policy	Against
Bunzl Plc	Annual	24-Apr-24	14	Management	Approve Remuneration Report	Against
Bunzl Plc	Annual	24-Apr-24	15	Management	Approve Long Term Incentive Plan	Against
Bunzl Plc	Annual	24-Apr-24	16	Management	Authorise Issue of Equity	For
Bunzl Plc	Annual	24-Apr-24	17	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Bunzl Plc	Annual	24-Apr-24	18	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
Bunzl Plc	Annual	24-Apr-24	19	Management	Authorise Market Purchase of Ordinary Shares	For
Bunzl Plc	Annual	24-Apr-24	20	Management	Authorise the Company to Call General Meetings with Two Weeks' Notice	For
Cembra Money Bank AG	Annual	24-Apr-24	1.1	Management	Accept Financial Statements and Statutory Reports	For
Cembra Money Bank AG	Annual	24-Apr-24	1.2	Management	Approve Non-Financial Report	For
Cembra Money Bank AG	Annual	24-Apr-24	2	Management	Approve Remuneration Report	For

Cembra Money Bank AG	Annual	24-Apr-24	3	Management	Approve Allocation of Income and Dividends of CHF 4.00 per Share	For
Cembra Money Bank AG	Annual	24-Apr-24	4	Management	Approve Discharge of Board and Senior Management	For
Cembra Money Bank AG	Annual	24-Apr-24	5.1.1	Management	Reelect Franco Morra as Director	For
Cembra Money Bank AG	Annual	24-Apr-24	5.1.2	Management	Reelect Marc Berg as Director	For
Cembra Money Bank AG	Annual	24-Apr-24	5.1.3	Management	Reelect Thomas Buess as Director	For
Cembra Money Bank AG	Annual	24-Apr-24	5.1.4	Management	Reelect Susanne Kloess-Braekler as Director	For
Cembra Money Bank AG	Annual	24-Apr-24	5.1.5	Management	Reelect Monica Maechler as Director	Against
Cembra Money Bank AG	Annual	24-Apr-24	5.2	Management	Elect Sandra Hauser as Director	For
Cembra Money Bank AG	Annual	24-Apr-24	5.3	Management	Reelect Franco Morra as Board Chair	For
Cembra Money Bank AG	Annual	24-Apr-24	5.4.1	Management	Reappoint Susanne Kloess-Braekler as Member of the Compensation and Nomination Committee	For
Cembra Money Bank AG	Annual	24-Apr-24	5.4.2	Management	Reappoint Marc Berg as Member of the Compensation and Nomination Committee	For
Cembra Money Bank AG	Annual	24-Apr-24	5.4.3	Management	Reappoint Thomas Buess as Member of the Compensation and Nomination Committee	For
Cembra Money Bank AG	Annual	24-Apr-24	5.5	Management	Designate Keller AG as Independent Proxy	For
Cembra Money Bank AG	Annual	24-Apr-24	5.6	Management	Ratify KPMG AG as Auditors	For
Cembra Money Bank AG	Annual	24-Apr-24	6	Management	Approve Creation of CHF 4.2 Million Pool of Conversion Capital without Preemptive Rights	For
Cembra Money Bank AG	Annual	24-Apr-24	7.1	Management	Approve Remuneration of Directors in the Amount of CHF 1.5 Million	For
Cembra Money Bank AG	Annual	24-Apr-24	7.2	Management	Approve Fixed and Variable Remuneration of Executive Committee in the Amount of CHF 8.4 Million	For
Cembra Money Bank AG	Annual	24-Apr-24	8	Management	Transact Other Business (Voting)	Against

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Croda International Plc	Annual	24-Apr-24	1	Management	Accept Financial Statements and Statutory Reports	For
Croda International Plc	Annual	24-Apr-24	2	Management	Approve Remuneration Report	For
Croda International Plc	Annual	24-Apr-24	3	Management	Approve Final Dividend	For
Croda International Plc	Annual	24-Apr-24	4	Management	Elect Chris Good as Director	For
Croda International Plc	Annual	24-Apr-24	5	Management	Elect Danuta Gray as Director	For
Croda International Plc	Annual	24-Apr-24	6	Management	Re-elect Louisa Burdett as Director	For
Croda International Plc	Annual	24-Apr-24	7	Management	Re-elect Roberto Cirillo as Director	For
Croda International Plc	Annual	24-Apr-24	8	Management	Re-elect Jacqui Ferguson as Director	For
Croda International Plc	Annual	24-Apr-24	9	Management	Re-elect Steve Foots as Director	For
Croda International Plc	Annual	24-Apr-24	10	Management	Re-elect Julie Kim as Director	For
Croda International Plc	Annual	24-Apr-24	11	Management	Re-elect Keith Layden as Director	For
Croda International Plc	Annual	24-Apr-24	12	Management	Re-elect Nawal Ouzren as Director	For
Croda International Plc	Annual	24-Apr-24	13	Management	Re-elect John Ramsay as Director	For
Croda International Plc	Annual	24-Apr-24	14	Management	Reappoint KPMG LLP as Auditors	For
Croda International Plc	Annual	24-Apr-24	15	Management	Authorise the Audit Committee to Fix Remuneration of Auditors	For
Croda International Plc	Annual	24-Apr-24	16	Management	Authorise UK Political Donations and Expenditure	For
Croda International Plc	Annual	24-Apr-24	17	Management	Authorise Issue of Equity	For
Croda International Plc	Annual	24-Apr-24	18	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Croda International Plc	Annual	24-Apr-24	19	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
Croda International Plc	Annual	24-Apr-24	20	Management	Authorise Market Purchase of Ordinary Shares	For

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Croda International Plc	Annual	24-Apr-24	21	Management	Authorise the Company to Call General Meetings with Two Weeks' Notice	For
Croda International Plc	Annual	24-Apr-24	22	Management	Approve Amendment to the Performance Share Plan 2014	For
DiaSorin SpA	Annual	24-Apr-24	1.1	Management	Accept Financial Statements and Statutory Reports	Abstain
DiaSorin SpA	Annual	24-Apr-24	1.2	Management	Approve Allocation of Income	For
DiaSorin SpA	Annual	24-Apr-24	2.1	Management	Approve Remuneration Policy	Against
DiaSorin SpA	Annual	24-Apr-24	2.2	Management	Approve Second Section of the Remuneration Report	Against
DiaSorin SpA	Annual	24-Apr-24	3	Management	Approve Auditors and Authorize Board to Fix Their Remuneration	For
Eaton Corporation plc	Annual	24-Apr-24	1a	Management	Elect Director Craig Arnold	Against
Eaton Corporation plc	Annual	24-Apr-24	1b	Management	Elect Director Silvio Napoli	For
Eaton Corporation plc	Annual	24-Apr-24	1c	Management	Elect Director Gregory R. Page	For
Eaton Corporation plc	Annual	24-Apr-24	1d	Management	Elect Director Sandra Pianalto	For
Eaton Corporation plc	Annual	24-Apr-24	1e	Management	Elect Director Robert V. Pragada	For
Eaton Corporation plc	Annual	24-Apr-24	1f	Management	Elect Director Lori J. Ryerkerk	Against
Eaton Corporation plc	Annual	24-Apr-24	1g	Management	Elect Director Gerald B. Smith	Against
Eaton Corporation plc	Annual	24-Apr-24	1h	Management	Elect Director Dorothy C. Thompson	Against
Eaton Corporation plc	Annual	24-Apr-24	1i	Management	Elect Director Darryl L. Wilson	For
Eaton Corporation plc	Annual	24-Apr-24	2	Management	Ratify Ernst & Young as Auditors and Authorize Their Remuneration	For
Eaton Corporation plc	Annual	24-Apr-24	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Eaton Corporation plc	Annual	24-Apr-24	4	Management	Authorize Issue of Equity with Pre-emptive Rights	For

Eaton Corporation plc	Annual	24-Apr-24	5	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Eaton Corporation plc	Annual	24-Apr-24	6	Management	Authorize Share Repurchase of Issued Share Capital	For
Greencoat UK Wind PLC	Annual	24-Apr-24	1	Management	Accept Financial Statements and Statutory Reports	For
Greencoat UK Wind PLC	Annual	24-Apr-24	2	Management	Approve Remuneration Report	For
Greencoat UK Wind PLC	Annual	24-Apr-24	3	Management	Approve Dividend Policy	For
Greencoat UK Wind PLC	Annual	24-Apr-24	4	Management	Reappoint BDO LLP as Auditors	For
Greencoat UK Wind PLC	Annual	24-Apr-24	5	Management	Authorise Board to Fix Remuneration of Auditors	For
Greencoat UK Wind PLC	Annual	24-Apr-24	6	Management	Re-elect Lucinda Riches as Director	For
Greencoat UK Wind PLC	Annual	24-Apr-24	7	Management	Re-elect Caoimhe Giblin as Director	For
Greencoat UK Wind PLC	Annual	24-Apr-24	8	Management	Re-elect Nicholas Winser as Director	For
Greencoat UK Wind PLC	Annual	24-Apr-24	9	Management	Elect Jim Smith as Director	For
Greencoat UK Wind PLC	Annual	24-Apr-24	10	Management	Elect Abigail Rotheroe as Director	For
Greencoat UK Wind PLC	Annual	24-Apr-24	11	Management	Adopt New Articles of Association	For
Greencoat UK Wind PLC	Annual	24-Apr-24	12	Management	Authorise Issue of Equity	For
Greencoat UK Wind PLC	Annual	24-Apr-24	13	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Greencoat UK Wind PLC	Annual	24-Apr-24	14	Management	Authorise Issue of Equity without Pre-emptive Rights (Additional Authority)	For
Greencoat UK Wind PLC	Annual	24-Apr-24	15	Management	Authorise Market Purchase of Ordinary Shares	For
Greencoat UK Wind PLC	Annual	24-Apr-24	16	Management	Authorise the Company to Call General Meetings with Two Weeks' Notice	For
Greencoat UK Wind PLC	Annual	24-Apr-24	17	Management	Approve Discontinuation of Company as Closed-Ended Investment Company	Against

Admiral Group Plc	Annual	25-Apr-24	1	Management	Accept Financial Statements and Statutory Reports	For
Admiral Group Plc	Annual	25-Apr-24	2	Management	Approve Remuneration Report	For
Admiral Group Plc	Annual	25-Apr-24	3	Management	Approve Remuneration Policy	Against
Admiral Group Plc	Annual	25-Apr-24	4	Management	Approve Final Dividend	For
Admiral Group Plc	Annual	25-Apr-24	5	Management	Re-elect Michael Rogers as Director	For
Admiral Group Plc	Annual	25-Apr-24	6	Management	Re-elect Milena Mondini-de-Focatiis as Director	For
Admiral Group Plc	Annual	25-Apr-24	7	Management	Re-elect Geraint Jones as Director	For
Admiral Group Plc	Annual	25-Apr-24	8	Management	Re-elect Evelyn Bourke as Director	For
Admiral Group Plc	Annual	25-Apr-24	9	Management	Re-elect Michael Brierley as Director	For
Admiral Group Plc	Annual	25-Apr-24	10	Management	Re-elect Andrew Crossley as Director	For
Admiral Group Plc	Annual	25-Apr-24	11	Management	Re-elect Karen Green as Director	For
Admiral Group Plc	Annual	25-Apr-24	12	Management	Elect Fiona Muldoon as Director	For
Admiral Group Plc	Annual	25-Apr-24	13	Management	Re-elect Jayaprakasa Rangaswami as Director	For
Admiral Group Plc	Annual	25-Apr-24	14	Management	Re-elect Justine Roberts as Director	For
Admiral Group Plc	Annual	25-Apr-24	15	Management	Re-elect William Roberts as Director	For
Admiral Group Plc	Annual	25-Apr-24	16	Management	Reappoint Deloitte LLP as Auditors	For
Admiral Group Plc	Annual	25-Apr-24	17	Management	Authorise the Audit Committee to Fix Remuneration of Auditors	For
Admiral Group Plc	Annual	25-Apr-24	18	Management	Authorise UK Political Donations and Expenditure	For
Admiral Group Plc	Annual	25-Apr-24	19	Management	Authorise Issue of Equity	For
Admiral Group Plc	Annual	25-Apr-24	20	Management	Authorise Issue of Equity without Pre-emptive Rights	For

Admiral Group Plc	Annual	25-Apr-24	21	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
Admiral Group Plc	Annual	25-Apr-24	22	Management	Authorise Market Purchase of Ordinary Shares	For
Admiral Group Plc	Annual	25-Apr-24	23	Management	Authorise the Company to Call General Meetings with Two Weeks' Notice	For
Greencoat Renewables PLC	Annual	25-Apr-24	1	Management	Accept Financial Statements and Statutory Reports	For
Greencoat Renewables PLC	Annual	25-Apr-24	2a	Management	Re-elect Ronan Murphy as Director	For
Greencoat Renewables PLC	Annual	25-Apr-24	2b	Management	Re-elect Emer Gilvarry as Director	For
Greencoat Renewables PLC	Annual	25-Apr-24	2c	Management	Re-elect Kevin McNamara as Director	For
Greencoat Renewables PLC	Annual	25-Apr-24	2d	Management	Re-elect Marco Graziano as Director	For
Greencoat Renewables PLC	Annual	25-Apr-24	2e	Management	Re-elect Eva Lindqvist as Director	For
Greencoat Renewables PLC	Annual	25-Apr-24	3	Management	Ratify BDO as Auditors	For
Greencoat Renewables PLC	Annual	25-Apr-24	4	Management	Authorise Board to Fix Remuneration of Auditors	For
Greencoat Renewables PLC	Annual	25-Apr-24	5	Management	Authorise Issue of Equity	For
Greencoat Renewables PLC	Annual	25-Apr-24	6	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Greencoat Renewables PLC	Annual	25-Apr-24	7	Management	Authorise Issue of Equity without Pre-emptive Rights (Additional Authority)	For
Greencoat Renewables PLC	Annual	25-Apr-24	8	Management	Authorise Market Purchase of Ordinary Shares	For
Greencoat Renewables PLC	Annual	25-Apr-24	9	Management	Determine the Price Range at which Treasury Shares may be Re-issued Off-Market	For
Johnson & Johnson	Annual	25-Apr-24	1a	Management	Elect Director Darius Adamczyk	For
Johnson & Johnson	Annual	25-Apr-24	1b	Management	Elect Director Mary C. Beckerle	For
Johnson & Johnson	Annual	25-Apr-24	1c	Management	Elect Director D. Scott Davis	Against

Johnson & Johnson	Annual	25-Apr-24	1d	Management	Elect Director Jennifer A. Doudna	For
Johnson & Johnson	Annual	25-Apr-24	1e	Management	Elect Director Joaquin Duato	Against
Johnson & Johnson	Annual	25-Apr-24	1f	Management	Elect Director Marillyn A. Hewson	Against
Johnson & Johnson	Annual	25-Apr-24	1g	Management	Elect Director Paula A. Johnson	For
Johnson & Johnson	Annual	25-Apr-24	1h	Management	Elect Director Hubert Joly	For
Johnson & Johnson	Annual	25-Apr-24	1i	Management	Elect Director Mark B. McClellan	For
Johnson & Johnson	Annual	25-Apr-24	1j	Management	Elect Director Anne M. Mulcahy	For
Johnson & Johnson	Annual	25-Apr-24	1k	Management	Elect Director Mark A. Weinberger	For
Johnson & Johnson	Annual	25-Apr-24	1l	Management	Elect Director Nadja Y. West	For
Johnson & Johnson	Annual	25-Apr-24	1m	Management	Elect Director Eugene A. Woods	For
Johnson & Johnson	Annual	25-Apr-24	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Johnson & Johnson	Annual	25-Apr-24	3	Management	Ratify PricewaterhouseCoopers LLP as Auditors	For
Johnson & Johnson	Annual	25-Apr-24	4	Shareholder	Report on Gender-Based Compensation and Benefits Inequities	Against
Johnson & Johnson	Annual	25-Apr-24	5	Shareholder	Report on Impact of Extended Patent Exclusivities on Product Access	
London Stock Exchange Group plc	Annual	25-Apr-24	1	Management	Accept Financial Statements and Statutory Reports	For
London Stock Exchange Group plc	Annual	25-Apr-24	2	Management	Approve Final Dividend	For
London Stock Exchange Group plc	Annual	25-Apr-24	3	Management	Approve Remuneration Report	Against
London Stock Exchange Group plc	Annual	25-Apr-24	4	Management	Approve Remuneration Policy	Against
London Stock Exchange Group plc	Annual	25-Apr-24	5	Management	Re-elect Dominic Blakemore as Director	For

London Stock Exchange Group plc	Annual	25-Apr-24	6	Management	Re-elect Martin Brand as Director	For
London Stock Exchange Group plc	Annual	25-Apr-24	7	Management	Re-elect Kathleen DeRose as Director	For
London Stock Exchange Group plc	Annual	25-Apr-24	8	Management	Re-elect Tsega Gebreyes as Director	For
London Stock Exchange Group plc	Annual	25-Apr-24	9	Management	Re-elect Scott Guthrie as Director	For
London Stock Exchange Group plc	Annual	25-Apr-24	10	Management	Re-elect Cressida Hogg as Director	For
London Stock Exchange Group plc	Annual	25-Apr-24	11	Management	Re-elect Val Rahmani as Director	For
London Stock Exchange Group plc	Annual	25-Apr-24	12	Management	Re-elect Don Robert as Director	Against
London Stock Exchange Group plc	Annual	25-Apr-24	13	Management	Re-elect David Schwimmer as Director	For
London Stock Exchange Group plc	Annual	25-Apr-24	14	Management	Re-elect William Vereker as Director	For
London Stock Exchange Group plc	Annual	25-Apr-24	15	Management	Elect Michel-Alain Proch as Director	For
London Stock Exchange Group plc	Annual	25-Apr-24	16	Management	Appoint Deloitte LLP as Auditors	For
London Stock Exchange Group plc	Annual	25-Apr-24	17	Management	Authorise the Audit Committee to Fix Remuneration of Auditors	For
London Stock Exchange Group plc	Annual	25-Apr-24	18	Management	Authorise Issue of Equity	For
London Stock Exchange Group plc	Annual	25-Apr-24	19	Management	Authorise UK Political Donations and Expenditure	For
London Stock Exchange Group plc	Annual	25-Apr-24	20	Management	Approve Equity Incentive Plan	Against
London Stock Exchange Group plc	Annual	25-Apr-24	21	Management	Authorise Issue of Equity without Pre-emptive Rights	For

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London Stock Exchange Group plc	Annual	25-Apr-24	22	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
London Stock Exchange Group plc	Annual	25-Apr-24	23	Management	Authorise Market Purchase of Ordinary Shares	For
London Stock Exchange Group plc	Annual	25-Apr-24	24	Management	Authorise Off-Market Purchase of Shares from Consortium Shareholders	For
London Stock Exchange Group plc	Annual	25-Apr-24	25	Management	Authorise the Company to Call General Meetings with Two Weeks' Notice	For
Pfizer Inc.	Annual	25-Apr-24	1.1	Management	Elect Director Ronald E. Blaylock	For
Pfizer Inc.	Annual	25-Apr-24	1.2	Management	Elect Director Albert Bourla	Against
Pfizer Inc.	Annual	25-Apr-24	1.3	Management	Elect Director Susan Desmond-Hellmann	For
Pfizer Inc.	Annual	25-Apr-24	1.4	Management	Elect Director Joseph J. Echevarria	Against
Pfizer Inc.	Annual	25-Apr-24	1.5	Management	Elect Director Scott Gottlieb	For
Pfizer Inc.	Annual	25-Apr-24	1.6	Management	Elect Director Helen H. Hobbs	For
Pfizer Inc.	Annual	25-Apr-24	1.7	Management	Elect Director Susan Hockfield	For
Pfizer Inc.	Annual	25-Apr-24	1.8	Management	Elect Director Dan R. Littman	For
Pfizer Inc.	Annual	25-Apr-24	1.9	Management	Elect Director Shantanu Narayen	For
Pfizer Inc.	Annual	25-Apr-24	1.10	Management	Elect Director Suzanne Nora Johnson	Against
Pfizer Inc.	Annual	25-Apr-24	1.11	Management	Elect Director James Quincey	For
Pfizer Inc.	Annual	25-Apr-24	1.12	Management	Elect Director James C. Smith	Against
Pfizer Inc.	Annual	25-Apr-24	2	Management	Ratify KPMG LLP as Auditors	For
Pfizer Inc.	Annual	25-Apr-24	3	Management	Amend Omnibus Stock Plan	For
Pfizer Inc.	Annual	25-Apr-24	4	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Pfizer Inc.	Annual	25-Apr-24	5	Shareholder	Require Independent Board Chair	For

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Pfizer Inc.	Annual	25-Apr-24	6	Shareholder	Report on Congruency of Political Spending with Company Stated Values and Priorities	For
Pfizer Inc.	Annual	25-Apr-24	7	Shareholder	Amend Director Resignation Processes *Withdrawn Resolution*	
Pfizer Inc.	Annual	25-Apr-24	8	Shareholder	Report on Corporate Contributions	Against
RELX Plc	Annual	25-Apr-24	1	Management	Accept Financial Statements and Statutory Reports	For
RELX Plc	Annual	25-Apr-24	2	Management	Approve Remuneration Report	Against
RELX Plc	Annual	25-Apr-24	3	Management	Approve Final Dividend	For
RELX Plc	Annual	25-Apr-24	4	Management	Reappoint Ernst & Young LLP as Auditors	For
RELX Plc	Annual	25-Apr-24	5	Management	Authorise the Audit Committee to Fix Remuneration of Auditors	For
RELX Plc	Annual	25-Apr-24	6	Management	Elect Bianca Tetteroo as Director	For
RELX Plc	Annual	25-Apr-24	7	Management	Re-elect Paul Walker as Director	For
RELX Plc	Annual	25-Apr-24	8	Management	Re-elect Erik Engstrom as Director	For
RELX Plc	Annual	25-Apr-24	9	Management	Re-elect Nick Luff as Director	For
RELX Plc	Annual	25-Apr-24	10	Management	Re-elect Alistair Cox as Director	For
RELX Plc	Annual	25-Apr-24	11	Management	Re-elect June Felix as Director	For
RELX Plc	Annual	25-Apr-24	12	Management	Re-elect Charlotte Hogg as Director	For
RELX Plc	Annual	25-Apr-24	13	Management	Re-elect Robert MacLeod as Director	Against
RELX Plc	Annual	25-Apr-24	14	Management	Re-elect Andrew Sukawaty as Director	For
RELX Plc	Annual	25-Apr-24	15	Management	Re-elect Suzanne Wood as Director	For
RELX Plc	Annual	25-Apr-24	16	Management	Authorise Issue of Equity	For
RELX Plc	Annual	25-Apr-24	17	Management	Authorise Issue of Equity without Pre-emptive Rights	For

RELX Plc	Annual	25-Apr-24	18	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
RELX Plc	Annual	25-Apr-24	19	Management	Authorise Market Purchase of Ordinary Shares	For
RELX Plc	Annual	25-Apr-24	20	Management	Authorise the Company to Call General Meetings with Two Weeks' Notice	For
Texas Instruments Incorporated	Annual	25-Apr-24	1a	Management	Elect Director Mark A. Blinn	For
Texas Instruments Incorporated	Annual	25-Apr-24	1b	Management	Elect Director Todd M. Bluedorn	Against
Texas Instruments Incorporated	Annual	25-Apr-24	1c	Management	Elect Director Janet F. Clark	Against
Texas Instruments Incorporated	Annual	25-Apr-24	1d	Management	Elect Director Carrie S. Cox	For
Texas Instruments Incorporated	Annual	25-Apr-24	1e	Management	Elect Director Martin S. Craighead	Against
Texas Instruments Incorporated	Annual	25-Apr-24	1f	Management	Elect Director Reginald DesRoches	For
Texas Instruments Incorporated	Annual	25-Apr-24	1g	Management	Elect Director Curtis C. Farmer	For
Texas Instruments Incorporated	Annual	25-Apr-24	1h	Management	Elect Director Jean M. Hobby	For
Texas Instruments Incorporated	Annual	25-Apr-24	1i	Management	Elect Director Haviv Ilan	For
Texas Instruments Incorporated	Annual	25-Apr-24	1j	Management	Elect Director Ronald Kirk	For
Texas Instruments Incorporated	Annual	25-Apr-24	1k	Management	Elect Director Pamela H. Patsley	For
Texas Instruments Incorporated	Annual	25-Apr-24	1l	Management	Elect Director Robert E. Sanchez	For
Texas Instruments Incorporated	Annual	25-Apr-24	1m	Management	Elect Director Richard K. Templeton	For

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Texas Instruments Incorporated	Annual	25-Apr-24	2	Management	Approve Omnibus Stock Plan	For
Texas Instruments Incorporated	Annual	25-Apr-24	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Texas Instruments Incorporated	Annual	25-Apr-24	4	Management	Ratify Ernst & Young LLP as Auditors	For
Texas Instruments Incorporated	Annual	25-Apr-24	5	Shareholder	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Texas Instruments Incorporated	Annual	25-Apr-24	6	Shareholder	Report on Due Diligence Efforts to Trace End-User Misuse of Company Products	For
Abbott Laboratories	Annual	26-Apr-24	1.1	Management	Elect Director Robert J. Alpern	For
Abbott Laboratories	Annual	26-Apr-24	1.2	Management	Elect Director Claire Babineaux-Fontenot	For
Abbott Laboratories	Annual	26-Apr-24	1.3	Management	Elect Director Sally E. Blount	For
Abbott Laboratories	Annual	26-Apr-24	1.4	Management	Elect Director Robert B. Ford	Against
Abbott Laboratories	Annual	26-Apr-24	1.5	Management	Elect Director Paola Gonzalez	For
Abbott Laboratories	Annual	26-Apr-24	1.6	Management	Elect Director Michelle A. Kumbier	For
Abbott Laboratories	Annual	26-Apr-24	1.7	Management	Elect Director Darren W. McDew	For
Abbott Laboratories	Annual	26-Apr-24	1.8	Management	Elect Director Nancy McKinstry	For
Abbott Laboratories	Annual	26-Apr-24	1.9	Management	Elect Director Michael G. O'Grady	For
Abbott Laboratories	Annual	26-Apr-24	1.10	Management	Elect Director Michael F. Roman	For
Abbott Laboratories	Annual	26-Apr-24	1.11	Management	Elect Director Daniel J. Starks	Against
Abbott Laboratories	Annual	26-Apr-24	1.12	Management	Elect Director John G. Stratton	For
Abbott Laboratories	Annual	26-Apr-24	2	Management	Ratify Ernst & Young LLP as Auditors	For
Abbott Laboratories	Annual	26-Apr-24	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Hexagon AB	Annual	29-Apr-24	1	Management	Open Meeting	
Hexagon AB	Annual	29-Apr-24	2	Management	Elect Chairman of Meeting	For

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Hexagon AB	Annual	29-Apr-24	3	Management	Prepare and Approve List of Shareholders	For
Hexagon AB	Annual	29-Apr-24	4	Management	Approve Agenda of Meeting	For
Hexagon AB	Annual	29-Apr-24	5	Management	Designate Inspector(s) of Minutes of Meeting	
Hexagon AB	Annual	29-Apr-24	6	Management	Acknowledge Proper Convening of Meeting	For
Hexagon AB	Annual	29-Apr-24	7	Management	Receive President's Report	
Hexagon AB	Annual	29-Apr-24	8.a	Management	Receive Financial Statements and Statutory Reports	
Hexagon AB	Annual	29-Apr-24	8.b	Management	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	
Hexagon AB	Annual	29-Apr-24	8.c	Management	Receive the Board's Dividend Proposal	
Hexagon AB	Annual	29-Apr-24	9.a	Management	Accept Financial Statements and Statutory Reports	For
Hexagon AB	Annual	29-Apr-24	9.b	Management	Approve Allocation of Income and Dividends of EUR 0.13 Per Share	For
Hexagon AB	Annual	29-Apr-24	9.c1	Management	Approve Discharge of Ola Rollen	For
Hexagon AB	Annual	29-Apr-24	9.c2	Management	Approve Discharge of Gun Nilsson	For
Hexagon AB	Annual	29-Apr-24	9.c3	Management	Approve Discharge of Marta Schorling	For
Hexagon AB	Annual	29-Apr-24	9.c4	Management	Approve Discharge of John Brandon	For
Hexagon AB	Annual	29-Apr-24	9.c5	Management	Approve Discharge of Sofia Schorling Hogberg	For
Hexagon AB	Annual	29-Apr-24	9.c6	Management	Approve Discharge of Brett Watson	For
Hexagon AB	Annual	29-Apr-24	9.c7	Management	Approve Discharge of Erik Huggers	For
Hexagon AB	Annual	29-Apr-24	9.c8	Management	Approve Discharge of Ulrika Francke	For
Hexagon AB	Annual	29-Apr-24	9.c9	Management	Approve Discharge of Henrik Henriksson	For
Hexagon AB	Annual	29-Apr-24	9c.10	Management	Approve Discharge of Patrick Soderlund	For
Hexagon AB	Annual	29-Apr-24	9c.11	Management	Approve Discharge of Paolo Guglielmini	For

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Hexagon AB	Annual	29-Apr-24	9c.12	Management	Approve Discharge of Ola Rollen	For
Hexagon AB	Annual	29-Apr-24	10	Management	Determine Number of Members (9) and Deputy Members (0) of Board	For
Hexagon AB	Annual	29-Apr-24	11.1	Management	Approve Remuneration of Directors in the Amount of SEK 2.4 Million for Chair and SEK 740,000 for Other Directors	For
Hexagon AB	Annual	29-Apr-24	11.2	Management	Approve Remuneration of Auditors	For
Hexagon AB	Annual	29-Apr-24	12.1	Management	Reelect Ola Rollen as Director	For
Hexagon AB	Annual	29-Apr-24	12.2	Management	Reelect Marta Schorling Andreen as Director	Against
Hexagon AB	Annual	29-Apr-24	12.3	Management	Reelect John Brandon as Director	For
Hexagon AB	Annual	29-Apr-24	12.4	Management	Reelect Sofia Schorling Hogberg as Director	Against
Hexagon AB	Annual	29-Apr-24	12.5	Management	Reelect Gun Nilsson as Director	For
Hexagon AB	Annual	29-Apr-24	12.6	Management	Reelect Brett Watson as Director	For
Hexagon AB	Annual	29-Apr-24	12.7	Management	Reelect Erik Huggers as Director	For
Hexagon AB	Annual	29-Apr-24	12.8	Management	Elect Annika Falkengren as New Director	For
Hexagon AB	Annual	29-Apr-24	12.9	Management	Elect Ralph Haupter as New Director	For
Hexagon AB	Annual	29-Apr-24	12.10	Management	Reelect Ola Rollen as Board Chair	For
Hexagon AB	Annual	29-Apr-24	12.11	Management	Ratify PricewaterhouseCoopers AB as Auditors	For
Hexagon AB	Annual	29-Apr-24	13	Management	Reelect Mikael Ekdahl (Chair), Jan Dworsky, Brett Watson and Daniel Kristiansson as Members of Nominating Committee	For
Hexagon AB	Annual	29-Apr-24	14	Management	Approve Remuneration Report	Against
Hexagon AB	Annual	29-Apr-24	15	Management	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against

Hexagon AB	Annual	29-Apr-24	16	Management	Approve Performance Share Program 2024/2027 for Key Employees	For
Hexagon AB	Annual	29-Apr-24	17	Management	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Hexagon AB	Annual	29-Apr-24	18	Management	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	For
Hexagon AB	Annual	29-Apr-24	19	Management	Close Meeting	
EssilorLuxottica SA	Annual/Special	30-Apr-24	1	Management	Approve Financial Statements and Statutory Reports	For
EssilorLuxottica SA	Annual/Special	30-Apr-24	2	Management	Approve Consolidated Financial Statements and Statutory Reports	For
EssilorLuxottica SA	Annual/Special	30-Apr-24	3	Management	Approve Allocation of Income and Dividends of EUR 3.95 per Share	For
EssilorLuxottica SA	Annual/Special	30-Apr-24	4	Management	Approve Auditors' Special Report on Related-Party Transactions	For
EssilorLuxottica SA	Annual/Special	30-Apr-24	5	Management	Approve Compensation Report of Corporate Officers	Against
EssilorLuxottica SA	Annual/Special	30-Apr-24	6	Management	Approve Compensation of Francesco Milleri, Chairman and CEO	Against
EssilorLuxottica SA	Annual/Special	30-Apr-24	7	Management	Approve Compensation of Paul du Saillant, Vice-CEO	For
EssilorLuxottica SA	Annual/Special	30-Apr-24	8	Management	Approve Remuneration Policy of Directors	For
EssilorLuxottica SA	Annual/Special	30-Apr-24	9	Management	Approve Remuneration Policy of Chairman and CEO	Against
EssilorLuxottica SA	Annual/Special	30-Apr-24	10	Management	Approve Remuneration Policy of Vice-CEO	Against
EssilorLuxottica SA	Annual/Special	30-Apr-24	11	Management	Elect Francesco Milleri as Director	Against
EssilorLuxottica SA	Annual/Special	30-Apr-24	12	Management	Elect Paul du Saillant as Director	For
EssilorLuxottica SA	Annual/Special	30-Apr-24	13	Management	Elect Romolo Bardin as Director	For
EssilorLuxottica SA	Annual/Special	30-Apr-24	14	Management	Elect Jean-Luc Biamonti as Director	For

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EssilorLuxottica SA	Annual/Special	30-Apr-24	15	Management	Elect Marie-Christine Coisne-Roquette as Director	For
EssilorLuxottica SA	Annual/Special	30-Apr-24	16	Management	Elect Jose Gonzalo as Director	For
EssilorLuxottica SA	Annual/Special	30-Apr-24	17	Management	Elect Virginie Mercier Pitre as Director	For
EssilorLuxottica SA	Annual/Special	30-Apr-24	18	Management	Elect Mario Notari as Director	For
EssilorLuxottica SA	Annual/Special	30-Apr-24	19	Management	Elect Swati Piramal as Director	For
EssilorLuxottica SA	Annual/Special	30-Apr-24	20	Management	Elect Cristina Scocchia as Director	For
EssilorLuxottica SA	Annual/Special	30-Apr-24	21	Management	Elect Nathalie von Siemens as Director	For
EssilorLuxottica SA	Annual/Special	30-Apr-24	22	Management	Elect Andrea Zappia as Director	Against
EssilorLuxottica SA	Annual/Special	30-Apr-24	23	Management	Appoint PricewaterhouseCoopers Audit as Auditor Responsible for Certifying Sustainability Information	For
EssilorLuxottica SA	Annual/Special	30-Apr-24	24	Management	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
EssilorLuxottica SA	Annual/Special	30-Apr-24	25	Management	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For
EssilorLuxottica SA	Annual/Special	30-Apr-24	26	Management	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights, with a Binding Priority Right up to Aggregate Nominal Amount of EUR 4,084,624	For
EssilorLuxottica SA	Annual/Special	30-Apr-24	27	Management	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 4,084,624	For
EssilorLuxottica SA	Annual/Special	30-Apr-24	28	Management	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	For
EssilorLuxottica SA	Annual/Special	30-Apr-24	29	Management	Authorize Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind	For

EssilorLuxottica SA	Annual/Special	30-Apr-24	30	Management	Authorize Capital Increase of Up to EUR 4,084,624 for Future Exchange Offers	For
EssilorLuxottica SA	Annual/Special	30-Apr-24	31	Management	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 4,084,624	For
EssilorLuxottica SA	Annual/Special	30-Apr-24	32	Management	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For
EssilorLuxottica SA	Annual/Special	30-Apr-24	33	Management	Authorize up to 2.5 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers With Performance Conditions Attached	For
EssilorLuxottica SA	Annual/Special	30-Apr-24	34	Management	Authorize Filing of Required Documents/Other Formalities	For
Hermes International SCA	Annual/Special	30-Apr-24	1	Management	Approve Financial Statements and Statutory Reports	For
Hermes International SCA	Annual/Special	30-Apr-24	2	Management	Approve Consolidated Financial Statements and Statutory Reports	For
Hermes International SCA	Annual/Special	30-Apr-24	3	Management	Approve Discharge of General Managers	For
Hermes International SCA	Annual/Special	30-Apr-24	4	Management	Approve Allocation of Income and Dividends of EUR 25 per Share	For
Hermes International SCA	Annual/Special	30-Apr-24	5	Management	Approve Auditors' Special Report on Related-Party Transactions	Against
Hermes International SCA	Annual/Special	30-Apr-24	6	Management	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Hermes International SCA	Annual/Special	30-Apr-24	7	Management	Approve Compensation Report of Corporate Officers	Against
Hermes International SCA	Annual/Special	30-Apr-24	8	Management	Approve Compensation of Axel Dumas, General Manager	Against
Hermes International SCA	Annual/Special	30-Apr-24	9	Management	Approve Compensation of Emile Hermes SAS, General Manager	Against
Hermes International SCA	Annual/Special	30-Apr-24	10	Management	Approve Compensation of Eric de Seynes, Chairman of the Supervisory Board	For

Hermes International SCA	Annual/Special	30-Apr-24	11	Management	Approve Remuneration Policy of General Managers	Against
Hermes International SCA	Annual/Special	30-Apr-24	12	Management	Approve Remuneration Policy of Supervisory Board Members	For
Hermes International SCA	Annual/Special	30-Apr-24	13	Management	Reelect Matthieu Dumas as Supervisory Board Member	Against
Hermes International SCA	Annual/Special	30-Apr-24	14	Management	Reelect Blaise Guerrand as Supervisory Board Member	Against
Hermes International SCA	Annual/Special	30-Apr-24	15	Management	Reelect Olympia Guerrand as Supervisory Board Member	Against
Hermes International SCA	Annual/Special	30-Apr-24	16	Management	Reelect Alexandre Viros as Supervisory Board Member	For
Hermes International SCA	Annual/Special	30-Apr-24	17	Management	Appoint PricewaterhouseCoopers Audit as Authorized Sustainability Auditors	For
Hermes International SCA	Annual/Special	30-Apr-24	18	Management	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For
Hermes International SCA	Annual/Special	30-Apr-24	19	Management	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Hermes International SCA	Annual/Special	30-Apr-24	20	Management	Authorize Filing of Required Documents/Other Formalities	For
PepsiCo, Inc.	Annual	1-May-24	1a	Management	Elect Director Segun Agbaje	For
PepsiCo, Inc.	Annual	1-May-24	1b	Management	Elect Director Jennifer Bailey	For
PepsiCo, Inc.	Annual	1-May-24	1c	Management	Elect Director Cesar Conde	Against
PepsiCo, Inc.	Annual	1-May-24	1d	Management	Elect Director Ian Cook	For
PepsiCo, Inc.	Annual	1-May-24	1e	Management	Elect Director Edith W. Cooper	For
PepsiCo, Inc.	Annual	1-May-24	1f	Management	Elect Director Susan M. Diamond	For
PepsiCo, Inc.	Annual	1-May-24	1g	Management	Elect Director Dina Dublon	For
PepsiCo, Inc.	Annual	1-May-24	1h	Management	Elect Director Michelle Gass	For
PepsiCo, Inc.	Annual	1-May-24	1i	Management	Elect Director Ramon L. Laguarta	Against

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PepsiCo, Inc.	Annual	1-May-24	1j	Management	Elect Director Dave J. Lewis	For
PepsiCo, Inc.	Annual	1-May-24	1k	Management	Elect Director David C. Page	For
PepsiCo, Inc.	Annual	1-May-24	1l	Management	Elect Director Robert C. Pohlad	Against
PepsiCo, Inc.	Annual	1-May-24	1m	Management	Elect Director Daniel Vasella	For
PepsiCo, Inc.	Annual	1-May-24	1n	Management	Elect Director Darren Walker	For
PepsiCo, Inc.	Annual	1-May-24	1o	Management	Elect Director Alberto Weisser	Against
PepsiCo, Inc.	Annual	1-May-24	2	Management	Ratify KPMG LLP as Auditors	For
PepsiCo, Inc.	Annual	1-May-24	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
PepsiCo, Inc.	Annual	1-May-24	4	Management	Amend Omnibus Stock Plan	For
PepsiCo, Inc.	Annual	1-May-24	5	Shareholder	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For
PepsiCo, Inc.	Annual	1-May-24	6	Shareholder	Report on Gender-Based Compensation and Benefits Inequities	Against
PepsiCo, Inc.	Annual	1-May-24	7	Shareholder	Amend Bylaws to Adopt a Director Election Resignation	For
PepsiCo, Inc.	Annual	1-May-24	8	Shareholder	Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	For
PepsiCo, Inc.	Annual	1-May-24	9	Shareholder	Report on Risks Related to Biodiversity and Nature Loss	For
PepsiCo, Inc.	Annual	1-May-24	10	Shareholder	Report on Third-Party Racial Equity Audit	For
PepsiCo, Inc.	Annual	1-May-24	11	Shareholder	Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	Against
PepsiCo, Inc.	Annual	1-May-24	12	Shareholder	Issue Transparency Report on Global Public Policy and Political Influence	For
S&P Global Inc.	Annual	1-May-24	1.1	Management	Elect Director Marco Alvera	For
S&P Global Inc.	Annual	1-May-24	1.2	Management	Elect Director Jacques Esculier	For
S&P Global Inc.	Annual	1-May-24	1.3	Management	Elect Director Gay Huey Evans	For

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S&P Global Inc.	Annual	1-May-24	1.4	Management	Elect Director William D. Green	Against
S&P Global Inc.	Annual	1-May-24	1.5	Management	Elect Director Stephanie C. Hill	For
S&P Global Inc.	Annual	1-May-24	1.6	Management	Elect Director Rebecca Jacoby	For
S&P Global Inc.	Annual	1-May-24	1.7	Management	Elect Director Robert P. Kelly	Against
S&P Global Inc.	Annual	1-May-24	1.8	Management	Elect Director Ian P. Livingston	For
S&P Global Inc.	Annual	1-May-24	1.9	Management	Elect Director Maria R. Morris	Against
S&P Global Inc.	Annual	1-May-24	1.10	Management	Elect Director Douglas L. Peterson	For
S&P Global Inc.	Annual	1-May-24	1.11	Management	Elect Director Richard E. Thornburgh	For
S&P Global Inc.	Annual	1-May-24	1.12	Management	Elect Director Gregory Washington	For
S&P Global Inc.	Annual	1-May-24	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
S&P Global Inc.	Annual	1-May-24	3	Management	Amend Deferred Compensation Plan	For
S&P Global Inc.	Annual	1-May-24	4	Management	Ratify Ernst & Young LLP as Auditors	For
The Coca-Cola Company	Annual	1-May-24	1.1	Management	Elect Director Herb Allen	For
The Coca-Cola Company	Annual	1-May-24	1.2	Management	Elect Director Marc Bolland	For
The Coca-Cola Company	Annual	1-May-24	1.3	Management	Elect Director Ana Botin	For
The Coca-Cola Company	Annual	1-May-24	1.4	Management	Elect Director Christopher C. Davis	For
The Coca-Cola Company	Annual	1-May-24	1.5	Management	Elect Director Barry Diller	For
The Coca-Cola Company	Annual	1-May-24	1.6	Management	Elect Director Carolyn Everson	For
The Coca-Cola Company	Annual	1-May-24	1.7	Management	Elect Director Helene D. Gayle	Against
The Coca-Cola Company	Annual	1-May-24	1.8	Management	Elect Director Thomas S. Gayner	For
The Coca-Cola Company	Annual	1-May-24	1.9	Management	Elect Director Alexis M. Herman	For
The Coca-Cola Company	Annual	1-May-24	1.10	Management	Elect Director Maria Elena Lagomasino	For
The Coca-Cola Company	Annual	1-May-24	1.11	Management	Elect Director Amity Millhiser	For

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The Coca-Cola Company	Annual	1-May-24	1.12	Management	Elect Director James Quincey	Against
The Coca-Cola Company	Annual	1-May-24	1.13	Management	Elect Director Caroline J. Tsay	For
The Coca-Cola Company	Annual	1-May-24	1.14	Management	Elect Director David B. Weinberg	Against
The Coca-Cola Company	Annual	1-May-24	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Coca-Cola Company	Annual	1-May-24	3	Management	Approve Omnibus Stock Plan	For
The Coca-Cola Company	Annual	1-May-24	4	Management	Approve Nonqualified Employee Stock Purchase Plan	For
The Coca-Cola Company	Annual	1-May-24	5	Management	Ratify Ernst & Young LLP as Auditors	For
The Coca-Cola Company	Annual	1-May-24	6	Shareholder	Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	Against
The Coca-Cola Company	Annual	1-May-24	7	Shareholder	Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	For
The Coca-Cola Company	Annual	1-May-24	8	Shareholder	Report on Risks Caused by the Decline in the Quality of Accessible Medical Care	Abstain
The Coca-Cola Company	Annual	1-May-24	8	Shareholder	Report on Risks Caused by the Decline in the Quality of Accessible Medical Care	Against
Tritax Big Box REIT Plc	Annual	1-May-24	1	Management	Accept Financial Statements and Statutory Reports	For
Tritax Big Box REIT Plc	Annual	1-May-24	2	Management	Approve Remuneration Report	For
Tritax Big Box REIT Plc	Annual	1-May-24	3	Management	Approve Remuneration Policy	For
Tritax Big Box REIT Plc	Annual	1-May-24	4	Management	Re-elect Aubrey Adams as Director	For
Tritax Big Box REIT Plc	Annual	1-May-24	5	Management	Re-elect Elizabeth Brown as Director	For
Tritax Big Box REIT Plc	Annual	1-May-24	6	Management	Re-elect Wu Gang as Director	For
Tritax Big Box REIT Plc	Annual	1-May-24	7	Management	Re-elect Alastair Hughes as Director	For
Tritax Big Box REIT Plc	Annual	1-May-24	8	Management	Re-elect Richard Laing as Director	For
Tritax Big Box REIT Plc	Annual	1-May-24	9	Management	Re-elect Karen Whitworth as Director	For

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Tritax Big Box REIT Plc	Annual	1-May-24	10	Management	Reappoint BDO LLP as Auditors	For
Tritax Big Box REIT Plc	Annual	1-May-24	11	Management	Authorise Board to Fix Remuneration of Auditors	For
Tritax Big Box REIT Plc	Annual	1-May-24	12	Management	Approve Dividend Policy	For
Tritax Big Box REIT Plc	Annual	1-May-24	13	Management	Authorise Issue of Equity	For
Tritax Big Box REIT Plc	Annual	1-May-24	14	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Tritax Big Box REIT Plc	Annual	1-May-24	15	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
Tritax Big Box REIT Plc	Annual	1-May-24	16	Management	Authorise Market Purchase of Ordinary Shares	For
Tritax Big Box REIT Plc	Annual	1-May-24	17	Management	Authorise the Company to Call General Meetings with Two Weeks' Notice	For
Tritax Big Box REIT plc	Special	1-May-24	1	Management	Approve Matters Relating to the Recommended All-Share Combination of Tritax Big Box REIT plc and UK Commercial Property REIT Limited	For
Unilever Plc	Annual	1-May-24	1	Management	Accept Financial Statements and Statutory Reports	Against
Unilever Plc	Annual	1-May-24	2	Management	Approve Remuneration Report	Against
Unilever Plc	Annual	1-May-24	3	Management	Approve Remuneration Policy	Against
Unilever Plc	Annual	1-May-24	4	Management	Approve Climate Transition Action Plan	For
Unilever Plc	Annual	1-May-24	5	Management	Elect Fernando Fernandez as Director	For
Unilever Plc	Annual	1-May-24	6	Management	Re-elect Adrian Hennah as Director	For
Unilever Plc	Annual	1-May-24	7	Management	Re-elect Andrea Jung as Director	Against
Unilever Plc	Annual	1-May-24	8	Management	Re-elect Susan Kilsby as Director	For
Unilever Plc	Annual	1-May-24	9	Management	Re-elect Ruby Lu as Director	For

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Unilever Plc	Annual	1-May-24	10	Management	Elect Ian Meakins as Director	For
Unilever Plc	Annual	1-May-24	11	Management	Elect Judith McKenna as Director	For
Unilever Plc	Annual	1-May-24	12	Management	Re-elect Nelson Peltz as Director	For
Unilever Plc	Annual	1-May-24	13	Management	Re-elect Hein Schumacher as Director	For
Unilever Plc	Annual	1-May-24	14	Management	Reappoint KPMG LLP as Auditors	For
Unilever Plc	Annual	1-May-24	15	Management	Authorise Board to Fix Remuneration of Auditors	For
Unilever Plc	Annual	1-May-24	16	Management	Authorise UK Political Donations and Expenditure	For
Unilever Plc	Annual	1-May-24	17	Management	Authorise Issue of Equity	For
Unilever Plc	Annual	1-May-24	18	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Unilever Plc	Annual	1-May-24	19	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
Unilever Plc	Annual	1-May-24	20	Management	Authorise Market Purchase of Ordinary Shares	For
Unilever Plc	Annual	1-May-24	21	Management	Authorise the Company to Call General Meetings with Two Weeks' Notice	For
Unilever Plc	Annual	1-May-24	22	Management	Adopt New Articles of Association	For
BCE Inc.	Annual	2-May-24	1.1	Management	Elect Director Mirko Bibic	For
BCE Inc.	Annual	2-May-24	1.2	Management	Elect Director Robert P. Dexter	For
BCE Inc.	Annual	2-May-24	1.3	Management	Elect Director Katherine Lee	For
BCE Inc.	Annual	2-May-24	1.4	Management	Elect Director Monique F. Leroux	Against
BCE Inc.	Annual	2-May-24	1.5	Management	Elect Director Sheila A. Murray	Against
BCE Inc.	Annual	2-May-24	1.6	Management	Elect Director Gordon M. Nixon	For
BCE Inc.	Annual	2-May-24	1.7	Management	Elect Director Louis P. Pagnutti	For

BCE Inc.	Annual	2-May-24	1.8	Management	Elect Director Calin Rovinescu	For
BCE Inc.	Annual	2-May-24	1.9	Management	Elect Director Karen Sheriff	For
BCE Inc.	Annual	2-May-24	1.10	Management	Elect Director Jennifer Tory	For
BCE Inc.	Annual	2-May-24	1.11	Management	Elect Director Louis Vachon	For
BCE Inc.	Annual	2-May-24	1.12	Management	Elect Director Johan Wibergh	For
BCE Inc.	Annual	2-May-24	1.13	Management	Elect Director Cornell Wright	For
BCE Inc.	Annual	2-May-24	2	Management	Ratify Deloitte LLP as Auditors	For
BCE Inc.	Annual	2-May-24	3	Management	Advisory Vote on Executive Compensation Approach	Against
Kerry Group Plc	Annual	2-May-24	1	Management	Accept Financial Statements and Statutory Reports	For
Kerry Group Plc	Annual	2-May-24	2	Management	Approve Final Dividend	For
Kerry Group Plc	Annual	2-May-24	3a	Management	Elect Genevieve Berger as Director	For
Kerry Group Plc	Annual	2-May-24	3b	Management	Elect Catherine Godson as Director	For
Kerry Group Plc	Annual	2-May-24	3c	Management	Elect Liz Hewitt as Director	For
Kerry Group Plc	Annual	2-May-24	4a	Management	Re-elect Gerry Behan as Director	For
Kerry Group Plc	Annual	2-May-24	4b	Management	Re-elect Fiona Dawson as Director	For
Kerry Group Plc	Annual	2-May-24	4c	Management	Re-elect Emer Gilvarry as Director	For
Kerry Group Plc	Annual	2-May-24	4d	Management	Re-elect Michael Kerr as Director	For
Kerry Group Plc	Annual	2-May-24	4e	Management	Re-elect Marguerite Larkin as Director	For
Kerry Group Plc	Annual	2-May-24	4f	Management	Re-elect Tom Moran as Director	For
Kerry Group Plc	Annual	2-May-24	4g	Management	Re-elect Christopher Rogers as Director	For
Kerry Group Plc	Annual	2-May-24	4h	Management	Re-elect Patrick Rohan as Director	For
Kerry Group Plc	Annual	2-May-24	4i	Management	Re-elect Edmond Scanlon as Director	For

Kerry Group Plc	Annual	2-May-24	4j	Management	Re-elect Jinlong Wang as Director	For
Kerry Group Plc	Annual	2-May-24	5	Management	Authorise Board to Fix Remuneration of Auditors	For
Kerry Group Plc	Annual	2-May-24	6	Management	Approve Remuneration Report	For
Kerry Group Plc	Annual	2-May-24	7	Management	Approve Remuneration Policy	Against
Kerry Group Plc	Annual	2-May-24	8	Management	Amend 2021 Long-Term Incentive Plan	Against
Kerry Group Plc	Annual	2-May-24	9	Management	Authorise Issue of Equity	For
Kerry Group Plc	Annual	2-May-24	10	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Kerry Group Plc	Annual	2-May-24	11	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	For
Kerry Group Plc	Annual	2-May-24	12	Management	Authorise Market Purchase of A Ordinary Shares	For
Kerry Group Plc	Annual	2-May-24	13	Management	Authorise the Company to Call General Meetings with Two Weeks' Notice	For
Reckitt Benckiser Group Plc	Annual	2-May-24	1	Management	Accept Financial Statements and Statutory Reports	For
Reckitt Benckiser Group Plc	Annual	2-May-24	2	Management	Approve Remuneration Report	Against
Reckitt Benckiser Group Plc	Annual	2-May-24	3	Management	Approve Final Dividend	For
Reckitt Benckiser Group Plc	Annual	2-May-24	4	Management	Re-elect Andrew Bonfield as Director	For
Reckitt Benckiser Group Plc	Annual	2-May-24	5	Management	Re-elect Olivier Bohuon as Director	For
Reckitt Benckiser Group Plc	Annual	2-May-24	6	Management	Re-elect Margherita Della Valle as Director	For
Reckitt Benckiser Group Plc	Annual	2-May-24	7	Management	Re-elect Mehmood Khan as Director	For
Reckitt Benckiser Group Plc	Annual	2-May-24	8	Management	Re-elect Elane Stock as Director	For
Reckitt Benckiser Group Plc	Annual	2-May-24	9	Management	Re-elect Mary Harris as Director	For
Reckitt Benckiser Group Plc	Annual	2-May-24	10	Management	Re-elect Sir Jeremy Darroch as Director	For

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Reckitt Benckiser Group Plc	Annual	2-May-24	11	Management	Re-elect Tamara Ingram as Director	For
Reckitt Benckiser Group Plc	Annual	2-May-24	12	Management	Elect Kris Licht as Director	For
Reckitt Benckiser Group Plc	Annual	2-May-24	13	Management	Elect Shannon Eisenhardt as Director	For
Reckitt Benckiser Group Plc	Annual	2-May-24	14	Management	Elect Marybeth Hays as Director	For
Reckitt Benckiser Group Plc	Annual	2-May-24	15	Management	Reappoint KPMG LLP as Auditors	For
Reckitt Benckiser Group Plc	Annual	2-May-24	16	Management	Authorise the Audit Committee to Fix Remuneration of Auditors	For
Reckitt Benckiser Group Plc	Annual	2-May-24	17	Management	Authorise UK Political Donations and Expenditure	For
Reckitt Benckiser Group Plc	Annual	2-May-24	18	Management	Authorise Issue of Equity	For
Reckitt Benckiser Group Plc	Annual	2-May-24	19	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Reckitt Benckiser Group Plc	Annual	2-May-24	20	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
Reckitt Benckiser Group Plc	Annual	2-May-24	21	Management	Authorise Market Purchase of Ordinary Shares	For
Reckitt Benckiser Group Plc	Annual	2-May-24	22	Management	Authorise the Company to Call General Meetings with Two Weeks' Notice	For
TransUnion	Annual	2-May-24	1a	Management	Elect Director George M. Awad	For
TransUnion	Annual	2-May-24	1b	Management	Elect Director William P. (Billy) Bosworth	For
TransUnion	Annual	2-May-24	1c	Management	Elect Director Christopher A. Cartwright	For
TransUnion	Annual	2-May-24	1d	Management	Elect Director Suzanne P. Clark	For
TransUnion	Annual	2-May-24	1e	Management	Elect Director Hamidou Dia	For
TransUnion	Annual	2-May-24	1f	Management	Elect Director Russell P. Fradin	Against
TransUnion	Annual	2-May-24	1g	Management	Elect Director Charles E. Gottdiener	For
TransUnion	Annual	2-May-24	1h	Management	Elect Director Pamela A. Joseph	For

TransUnion	Annual	2-May-24	1i	Management	Elect Director Thomas L. Monahan, III	For
TransUnion	Annual	2-May-24	1j	Management	Elect Director Ravi Kumar Singiseti	For
TransUnion	Annual	2-May-24	1k	Management	Elect Director Linda K. Zukauckas	For
TransUnion	Annual	2-May-24	2	Management	Ratify PricewaterhouseCoopers LLP as Auditors	For
TransUnion	Annual	2-May-24	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
TransUnion	Annual	2-May-24	4	Management	Amend Omnibus Stock Plan	For
TransUnion	Annual	2-May-24	5	Management	Amend Qualified Employee Stock Purchase Plan	For
InterContinental Hotels Group Plc	Annual	3-May-24	1	Management	Accept Financial Statements and Statutory Reports	For
InterContinental Hotels Group Plc	Annual	3-May-24	2	Management	Approve Remuneration Report	Against
InterContinental Hotels Group Plc	Annual	3-May-24	3	Management	Approve Final Dividend	For
InterContinental Hotels Group Plc	Annual	3-May-24	4a	Management	Elect Sir Ron Kalifa as Director	For
InterContinental Hotels Group Plc	Annual	3-May-24	4b	Management	Elect Angie Risley as Director	For
InterContinental Hotels Group Plc	Annual	3-May-24	4c	Management	Re-elect Graham Allan as Director	For
InterContinental Hotels Group Plc	Annual	3-May-24	4d	Management	Re-elect Daniela Barone Soares as Director	For
InterContinental Hotels Group Plc	Annual	3-May-24	4e	Management	Re-elect Arthur de Haast as Director	For
InterContinental Hotels Group Plc	Annual	3-May-24	4f	Management	Re-elect Duriya Farooqui as Director	For
InterContinental Hotels Group Plc	Annual	3-May-24	4g	Management	Re-elect Michael Glover as Director	For

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InterContinental Hotels Group Plc	Annual	3-May-24	4h	Management	Re-elect Byron Grote as Director	For
InterContinental Hotels Group Plc	Annual	3-May-24	4i	Management	Re-elect Elie Maalouf as Director	For
InterContinental Hotels Group Plc	Annual	3-May-24	4j	Management	Re-elect Deanna Oppenheimer as Director	For
InterContinental Hotels Group Plc	Annual	3-May-24	4k	Management	Re-elect Sharon Rothstein as Director	For
InterContinental Hotels Group Plc	Annual	3-May-24	5	Management	Reappoint PricewaterhouseCoopers LLP as Auditors	For
InterContinental Hotels Group Plc	Annual	3-May-24	6	Management	Authorise the Audit Committee to Fix Remuneration of Auditors	For
InterContinental Hotels Group Plc	Annual	3-May-24	7	Management	Authorise UK Political Donations and Expenditure	For
InterContinental Hotels Group Plc	Annual	3-May-24	8	Management	Authorise Issue of Equity	For
InterContinental Hotels Group Plc	Annual	3-May-24	9	Management	Authorise Issue of Equity without Pre-emptive Rights	For
InterContinental Hotels Group Plc	Annual	3-May-24	10	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
InterContinental Hotels Group Plc	Annual	3-May-24	11	Management	Authorise Market Purchase of Ordinary Shares	For
InterContinental Hotels Group Plc	Annual	3-May-24	12	Management	Authorise the Company to Call General Meetings with Two Weeks' Notice	For
InterContinental Hotels Group Plc	Annual	3-May-24	13	Management	Adopt New Articles of Association	For
AMETEK, Inc.	Annual	7-May-24	1a	Management	Elect Director Tod E. Carpenter	For
AMETEK, Inc.	Annual	7-May-24	1b	Management	Elect Director Karleen M. Oberton	For
AMETEK, Inc.	Annual	7-May-24	1c	Management	Elect Director Suzanne L. Stefany	For

AMETEK, Inc.	Annual	7-May-24	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
AMETEK, Inc.	Annual	7-May-24	3	Management	Ratify Ernst & Young LLP as Auditors	For
Danaher Corporation	Annual	7-May-24	1a	Management	Elect Director Rainer M. Blair	For
Danaher Corporation	Annual	7-May-24	1b	Management	Elect Director Feroz Dewan	For
Danaher Corporation	Annual	7-May-24	1c	Management	Elect Director Linda Filler	Against
Danaher Corporation	Annual	7-May-24	1d	Management	Elect Director Teri List	For
Danaher Corporation	Annual	7-May-24	1e	Management	Elect Director Jessica L. Mega	For
Danaher Corporation	Annual	7-May-24	1f	Management	Elect Director Mitchell P. Rales	For
Danaher Corporation	Annual	7-May-24	1g	Management	Elect Director Steven M. Rales	Against
Danaher Corporation	Annual	7-May-24	1h	Management	Elect Director Pardis C. Sabeti	For
Danaher Corporation	Annual	7-May-24	1i	Management	Elect Director A. Shane Sanders	For
Danaher Corporation	Annual	7-May-24	1j	Management	Elect Director John T. Schwieters	Against
Danaher Corporation	Annual	7-May-24	1k	Management	Elect Director Alan G. Spoon	Against
Danaher Corporation	Annual	7-May-24	1l	Management	Elect Director Raymond C. Stevens	For
Danaher Corporation	Annual	7-May-24	1m	Management	Elect Director Elias A. Zerhouni	For
Danaher Corporation	Annual	7-May-24	2	Management	Ratify Ernst & Young LLP as Auditors	For
Danaher Corporation	Annual	7-May-24	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Danaher Corporation	Annual	7-May-24	4	Shareholder	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Danaher Corporation	Annual	7-May-24	5	Shareholder	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For
Edwards Lifesciences Corporation	Annual	7-May-24	1.1	Management	Elect Director Leslie C. Davis	For

Edwards Lifesciences Corporation	Annual	7-May-24	1.2	Management	Elect Director Kieran T. Gallahue	For
Edwards Lifesciences Corporation	Annual	7-May-24	1.3	Management	Elect Director Leslie S. Heisz	Against
Edwards Lifesciences Corporation	Annual	7-May-24	1.4	Management	Elect Director Paul A. LaViolette	Against
Edwards Lifesciences Corporation	Annual	7-May-24	1.5	Management	Elect Director Steven R. Loranger	For
Edwards Lifesciences Corporation	Annual	7-May-24	1.6	Management	Elect Director Ramona Sequeira	For
Edwards Lifesciences Corporation	Annual	7-May-24	1.7	Management	Elect Director Nicholas J. Valeriani	For
Edwards Lifesciences Corporation	Annual	7-May-24	1.8	Management	Elect Director Bernard J. Zovighian	For
Edwards Lifesciences Corporation	Annual	7-May-24	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Edwards Lifesciences Corporation	Annual	7-May-24	3	Management	Ratify PricewaterhouseCoopers LLP as Auditors	For
Edwards Lifesciences Corporation	Annual	7-May-24	4	Management	Amend Omnibus Stock Plan	For
IDEX Corporation	Annual	7-May-24	1a	Management	Elect Director Mark A. Buthman	Against
IDEX Corporation	Annual	7-May-24	1b	Management	Elect Director Lakecia N. Gunter	For
IDEX Corporation	Annual	7-May-24	1c	Management	Elect Director L. Paris Watts-Stanfield	For
IDEX Corporation	Annual	7-May-24	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
IDEX Corporation	Annual	7-May-24	3	Management	Approve Omnibus Stock Plan	For
IDEX Corporation	Annual	7-May-24	4	Management	Ratify Deloitte & Touche LLP as Auditors	For
IDEX Corporation	Annual	7-May-24	5	Shareholder	Report on Company's Hiring Practices with Respect to Formerly Incarcerated People	For
Wolters Kluwer NV	Annual	8-May-24	1	Management	Open Meeting	

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Wolters Kluwer NV	Annual	8-May-24	2.a	Management	Receive Report of Executive Board	
Wolters Kluwer NV	Annual	8-May-24	2.b	Management	Discussion on Company's Corporate Governance Structure	
Wolters Kluwer NV	Annual	8-May-24	2.c	Management	Receive Report of Supervisory Board	
Wolters Kluwer NV	Annual	8-May-24	2.d	Management	Approve Remuneration Report	Against
Wolters Kluwer NV	Annual	8-May-24	3.a	Management	Adopt Financial Statements and Statutory Reports	For
Wolters Kluwer NV	Annual	8-May-24	3.b	Management	Receive Explanation on Company's Dividend Policy	
Wolters Kluwer NV	Annual	8-May-24	3.c	Management	Approve Dividends	For
Wolters Kluwer NV	Annual	8-May-24	4.a	Management	Approve Discharge of Executive Board	For
Wolters Kluwer NV	Annual	8-May-24	4.b	Management	Approve Discharge of Supervisory Board	For
Wolters Kluwer NV	Annual	8-May-24	5.a	Management	Elect David Sides to Supervisory Board	For
Wolters Kluwer NV	Annual	8-May-24	5.b	Management	Reelect Jack de Kreij to Supervisory Board	For
Wolters Kluwer NV	Annual	8-May-24	5.c	Management	Reelect Sophie Vandebroek to Supervisory Board	For
Wolters Kluwer NV	Annual	8-May-24	6.a	Management	Approve Remuneration Policy of Supervisory Board	For
Wolters Kluwer NV	Annual	8-May-24	6.b	Management	Amend Remuneration of Supervisory Board	For
Wolters Kluwer NV	Annual	8-May-24	7.a	Management	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For
Wolters Kluwer NV	Annual	8-May-24	7.b	Management	Authorize Board to Exclude Preemptive Rights from Share Issuances	For
Wolters Kluwer NV	Annual	8-May-24	8	Management	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For
Wolters Kluwer NV	Annual	8-May-24	9	Management	Approve Cancellation of Shares	For
Wolters Kluwer NV	Annual	8-May-24	10	Management	Amend Articles to Reflect Changes in Capital	For
Wolters Kluwer NV	Annual	8-May-24	11	Management	Other Business	

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Wolters Kluwer NV	Annual	8-May-24	12	Management	Close Meeting	
Avantor, Inc.	Annual	9-May-24	1a	Management	Elect Director Juan Andres	For
Avantor, Inc.	Annual	9-May-24	1b	Management	Elect Director John Carethers	For
Avantor, Inc.	Annual	9-May-24	1c	Management	Elect Director Lan Kang	For
Avantor, Inc.	Annual	9-May-24	1d	Management	Elect Director Joseph Massaro	For
Avantor, Inc.	Annual	9-May-24	1e	Management	Elect Director Mala Murthy	For
Avantor, Inc.	Annual	9-May-24	1f	Management	Elect Director Jonathan Peacock	For
Avantor, Inc.	Annual	9-May-24	1g	Management	Elect Director Michael Severino	For
Avantor, Inc.	Annual	9-May-24	1h	Management	Elect Director Michael Stubblefield	For
Avantor, Inc.	Annual	9-May-24	1i	Management	Elect Director Gregory Summe	For
Avantor, Inc.	Annual	9-May-24	2	Management	Amend Certificate of Incorporation to Provide for the Exculpation of Certain Officers	For
Avantor, Inc.	Annual	9-May-24	3	Management	Ratify Deloitte & Touche LLP as Auditors	For
Avantor, Inc.	Annual	9-May-24	4	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
CME Group Inc.	Annual	9-May-24	1a	Management	Elect Director Terrence A. Duffy	Against
CME Group Inc.	Annual	9-May-24	1b	Management	Elect Director Kathryn Benesh	For
CME Group Inc.	Annual	9-May-24	1c	Management	Elect Director Timothy S. Bitsberger	For
CME Group Inc.	Annual	9-May-24	1d	Management	Elect Director Charles P. Carey	Against
CME Group Inc.	Annual	9-May-24	1e	Management	Elect Director Bryan T. Durkin	For
CME Group Inc.	Annual	9-May-24	1f	Management	Elect Director Harold Ford, Jr.	For
CME Group Inc.	Annual	9-May-24	1g	Management	Elect Director Martin J. Gepsman	For
CME Group Inc.	Annual	9-May-24	1h	Management	Elect Director Larry G. Gerdes	For
CME Group Inc.	Annual	9-May-24	1i	Management	Elect Director Daniel R. Glickman	For

CME Group Inc.	Annual	9-May-24	1j	Management	Elect Director Daniel G. Kaye	Against
CME Group Inc.	Annual	9-May-24	1k	Management	Elect Director Phyllis M. Lockett	Against
CME Group Inc.	Annual	9-May-24	1l	Management	Elect Director Deborah J. Lucas	For
CME Group Inc.	Annual	9-May-24	1m	Management	Elect Director Terry L. Savage	For
CME Group Inc.	Annual	9-May-24	1n	Management	Elect Director Rahael Seifu	For
CME Group Inc.	Annual	9-May-24	1o	Management	Elect Director William R. Shepard	For
CME Group Inc.	Annual	9-May-24	1p	Management	Elect Director Howard J. Siegel	For
CME Group Inc.	Annual	9-May-24	1q	Management	Elect Director Dennis A. Suskind	For
CME Group Inc.	Annual	9-May-24	2	Management	Ratify Ernst & Young LLP as Auditors	For
CME Group Inc.	Annual	9-May-24	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Stryker Corporation	Annual	9-May-24	1a	Management	Elect Director Mary K. Brainerd	For
Stryker Corporation	Annual	9-May-24	1b	Management	Elect Director Giovanni Caforio	For
Stryker Corporation	Annual	9-May-24	1c	Management	Elect Director Allan C. Golston	Against
Stryker Corporation	Annual	9-May-24	1d	Management	Elect Director Kevin A. Lobo	Against
Stryker Corporation	Annual	9-May-24	1e	Management	Elect Director Sherilyn S. McCoy	For
Stryker Corporation	Annual	9-May-24	1f	Management	Elect Director Rachel Ruggeri	For
Stryker Corporation	Annual	9-May-24	1g	Management	Elect Director Andrew K. Silvermail	Against
Stryker Corporation	Annual	9-May-24	1h	Management	Elect Director Lisa M. Skeete Tatum	For
Stryker Corporation	Annual	9-May-24	1i	Management	Elect Director Ronda E. Stryker	For
Stryker Corporation	Annual	9-May-24	1j	Management	Elect Director Rajeev Suri	For
Stryker Corporation	Annual	9-May-24	2	Management	Ratify Ernst & Young LLP as Auditors	For
Stryker Corporation	Annual	9-May-24	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against

Stryker Corporation	Annual	9-May-24	4	Shareholder	Report on Political Contributions and Expenditures	For
TELUS Corporation	Annual	9-May-24	1.1	Management	Elect Director Raymond T. Chan	For
TELUS Corporation	Annual	9-May-24	1.2	Management	Elect Director Hazel Claxton	For
TELUS Corporation	Annual	9-May-24	1.3	Management	Elect Director Lisa de Wilde	For
TELUS Corporation	Annual	9-May-24	1.4	Management	Elect Director Victor Dodig	For
TELUS Corporation	Annual	9-May-24	1.5	Management	Elect Director Darren Entwistle	For
TELUS Corporation	Annual	9-May-24	1.6	Management	Elect Director Martha Hall Findlay	For
TELUS Corporation	Annual	9-May-24	1.7	Management	Elect Director Thomas E. Flynn	For
TELUS Corporation	Annual	9-May-24	1.8	Management	Elect Director Mary Jo Haddad	Withhold
TELUS Corporation	Annual	9-May-24	1.9	Management	Elect Director Christine Magee	For
TELUS Corporation	Annual	9-May-24	1.10	Management	Elect Director John Manley	For
TELUS Corporation	Annual	9-May-24	1.11	Management	Elect Director David Mowat	For
TELUS Corporation	Annual	9-May-24	1.12	Management	Elect Director Marc Parent	For
TELUS Corporation	Annual	9-May-24	1.13	Management	Elect Director Denise Pickett	For
TELUS Corporation	Annual	9-May-24	1.14	Management	Elect Director W. Sean Willy	For
TELUS Corporation	Annual	9-May-24	2	Management	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	For
TELUS Corporation	Annual	9-May-24	3	Management	Advisory Vote on Executive Compensation Approach	Against
TELUS Corporation	Annual	9-May-24	4	Management	Amend Deferred Share Unit Plan	For
Union Pacific Corporation	Annual	9-May-24	1a	Management	Elect Director William J. DeLaney	Against
Union Pacific Corporation	Annual	9-May-24	1b	Management	Elect Director David B. Dillon	Against
Union Pacific Corporation	Annual	9-May-24	1c	Management	Elect Director Sheri H. Edison	Against
Union Pacific Corporation	Annual	9-May-24	1d	Management	Elect Director Teresa M. Finley	For

Union Pacific Corporation	Annual	9-May-24	1e	Management	Elect Director Deborah C. Hopkins	For
Union Pacific Corporation	Annual	9-May-24	1f	Management	Elect Director Jane H. Lute	For
Union Pacific Corporation	Annual	9-May-24	1g	Management	Elect Director Michael R. McCarthy	For
Union Pacific Corporation	Annual	9-May-24	1h	Management	Elect Director Doyle R. Simons	For
Union Pacific Corporation	Annual	9-May-24	1i	Management	Elect Director John K. Tien, Jr.	For
Union Pacific Corporation	Annual	9-May-24	1j	Management	Elect Director V. James Vena	For
Union Pacific Corporation	Annual	9-May-24	1k	Management	Elect Director John P. Wiehoff	For
Union Pacific Corporation	Annual	9-May-24	1l	Management	Elect Director Christopher J. Williams	For
Union Pacific Corporation	Annual	9-May-24	2	Management	Ratify Deloitte & Touche LLP as Auditors	For
Union Pacific Corporation	Annual	9-May-24	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Union Pacific Corporation	Annual	9-May-24	4	Shareholder	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For
Union Pacific Corporation	Annual	9-May-24	5	Shareholder	Amend Board's Safety and Service Quality Committee to Review Staffing Levels and Confer on Safety Issues with Stakeholders	For
Ares Capital Corporation	Annual	10-May-24	1a	Management	Elect Director Mary Beth Henson	For
Ares Capital Corporation	Annual	10-May-24	1b	Management	Elect Director Michael K. Parks	For
Ares Capital Corporation	Annual	10-May-24	1c	Management	Elect Director Michael L. Smith	For
Ares Capital Corporation	Annual	10-May-24	2	Management	Ratify KPMG LLP as Auditors	For
Rightmove Plc	Annual	10-May-24	1	Management	Accept Financial Statements and Statutory Reports	For
Rightmove Plc	Annual	10-May-24	2	Management	Approve Remuneration Report	For
Rightmove Plc	Annual	10-May-24	3	Management	Approve Final Dividend	For
Rightmove Plc	Annual	10-May-24	4	Management	Reappoint Ernst & Young LLP as Auditors	For

Rightmove Plc	Annual	10-May-24	5	Management	Authorise Board to Fix Remuneration of Auditors	For
Rightmove Plc	Annual	10-May-24	6	Management	Elect Kriti Sharma as Director	For
Rightmove Plc	Annual	10-May-24	7	Management	Re-elect Andrew Fisher as Director	For
Rightmove Plc	Annual	10-May-24	8	Management	Re-elect Johan Svanstrom as Director	For
Rightmove Plc	Annual	10-May-24	9	Management	Re-elect Alison Dolan as Director	For
Rightmove Plc	Annual	10-May-24	10	Management	Re-elect Jacqueline de Rojas as Director	For
Rightmove Plc	Annual	10-May-24	11	Management	Re-elect Andrew Findlay as Director	For
Rightmove Plc	Annual	10-May-24	12	Management	Re-elect Amit Tiwari as Director	For
Rightmove Plc	Annual	10-May-24	13	Management	Re-elect Lorna Tilbian as Director	For
Rightmove Plc	Annual	10-May-24	14	Management	Authorise Issue of Equity	For
Rightmove Plc	Annual	10-May-24	15	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Rightmove Plc	Annual	10-May-24	16	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
Rightmove Plc	Annual	10-May-24	17	Management	Authorise Market Purchase of Ordinary Shares	For
Rightmove Plc	Annual	10-May-24	18	Management	Authorise UK Political Donations and Expenditure	For
Rightmove Plc	Annual	10-May-24	19	Management	Authorise the Company to Call General Meetings with Two Weeks' Notice	For
Rightmove Plc	Annual	10-May-24	20	Management	Approve Share Incentive Plan	For
Tradeweb Markets Inc.	Annual	10-May-24	1.1	Management	Elect Director Jacques Aigrain	For
Tradeweb Markets Inc.	Annual	10-May-24	1.2	Management	Elect Director Balbir Bakhshi	For
Tradeweb Markets Inc.	Annual	10-May-24	1.3	Management	Elect Director Paula Madoff	For
Tradeweb Markets Inc.	Annual	10-May-24	1.4	Management	Elect Director Thomas Pluta	For

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Tradeweb Markets Inc.	Annual	10-May-24	2	Management	Ratify Deloitte & Touche LLP as Auditors	For
Tradeweb Markets Inc.	Annual	10-May-24	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Tradeweb Markets Inc.	Annual	10-May-24	4	Management	Advisory Vote on Say on Pay Frequency	One Year
Alexandria Real Estate Equities, Inc.	Annual	14-May-24	1a	Management	Elect Director Joel S. Marcus	Against
Alexandria Real Estate Equities, Inc.	Annual	14-May-24	1b	Management	Elect Director Steven R. Hash	Against
Alexandria Real Estate Equities, Inc.	Annual	14-May-24	1c	Management	Elect Director James P. Cain	Against
Alexandria Real Estate Equities, Inc.	Annual	14-May-24	1d	Management	Elect Director Cynthia L. Feldmann	For
Alexandria Real Estate Equities, Inc.	Annual	14-May-24	1e	Management	Elect Director Maria C. Freire	For
Alexandria Real Estate Equities, Inc.	Annual	14-May-24	1f	Management	Elect Director Richard H. Klein	Against
Alexandria Real Estate Equities, Inc.	Annual	14-May-24	1g	Management	Elect Director Sheila K. McGrath	For
Alexandria Real Estate Equities, Inc.	Annual	14-May-24	1h	Management	Elect Director Michael A. Woronoff	For
Alexandria Real Estate Equities, Inc.	Annual	14-May-24	2	Management	Amend Restricted Stock Plan	For
Alexandria Real Estate Equities, Inc.	Annual	14-May-24	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Alexandria Real Estate Equities, Inc.	Annual	14-May-24	4	Management	Ratify Ernst & Young LLP as Auditors	For
Deutsche Boerse AG	Annual	14-May-24	1	Management	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	
Deutsche Boerse AG	Annual	14-May-24	2	Management	Approve Allocation of Income and Dividends of EUR 3.80 per Share	For

Deutsche Boerse AG	Annual	14-May-24	3	Management	Approve Discharge of Management Board for Fiscal Year 2023	For
Deutsche Boerse AG	Annual	14-May-24	4	Management	Approve Discharge of Supervisory Board for Fiscal Year 2023	For
Deutsche Boerse AG	Annual	14-May-24	5	Management	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 5 Billion; Approve Creation of EUR 19 Million Pool of Capital to Guarantee Conversion Rights	For
Deutsche Boerse AG	Annual	14-May-24	6	Management	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For
Deutsche Boerse AG	Annual	14-May-24	7	Management	Authorize Use of Financial Derivatives when Repurchasing Shares	For
Deutsche Boerse AG	Annual	14-May-24	8.1	Management	Elect Andreas Gottschling to the Supervisory Board	For
Deutsche Boerse AG	Annual	14-May-24	8.2	Management	Elect Martin Jetter to the Supervisory Board	Against
Deutsche Boerse AG	Annual	14-May-24	8.3	Management	Elect Shannon Johnston to the Supervisory Board	For
Deutsche Boerse AG	Annual	14-May-24	8.4	Management	Elect Sigrid Kozmiensky to the Supervisory Board	For
Deutsche Boerse AG	Annual	14-May-24	8.5	Management	Elect Barbara Lambert to the Supervisory Board	For
Deutsche Boerse AG	Annual	14-May-24	8.6	Management	Elect Charles Stonehill to the Supervisory Board	For
Deutsche Boerse AG	Annual	14-May-24	8.7	Management	Elect Clara-Christina Streit to the Supervisory Board	For
Deutsche Boerse AG	Annual	14-May-24	8.8	Management	Elect Chong Lee Tan to the Supervisory Board	For
Deutsche Boerse AG	Annual	14-May-24	9	Management	Approve Remuneration Policy for the Supervisory Board	For

Deutsche Boerse AG	Annual	14-May-24	10	Management	Approve Remuneration Report	Against
Deutsche Boerse AG	Annual	14-May-24	11.1	Management	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	For
Deutsche Boerse AG	Annual	14-May-24	11.2	Management	Ratify PricewaterhouseCoopers GmbH as Authorized Sustainability Auditors for Fiscal Year 2024	For
Honeywell International Inc.	Annual	14-May-24	1a	Management	Elect Director Darius Adamczyk	For
Honeywell International Inc.	Annual	14-May-24	1b	Management	Elect Director Duncan B. Angove	For
Honeywell International Inc.	Annual	14-May-24	1c	Management	Elect Director William S. Ayer	Against
Honeywell International Inc.	Annual	14-May-24	1d	Management	Elect Director Kevin Burke	For
Honeywell International Inc.	Annual	14-May-24	1e	Management	Elect Director D. Scott Davis	For
Honeywell International Inc.	Annual	14-May-24	1f	Management	Elect Director Deborah Flint	For
Honeywell International Inc.	Annual	14-May-24	1g	Management	Elect Director Vimal Kapur	Against
Honeywell International Inc.	Annual	14-May-24	1h	Management	Elect Director Michael W. Lamach	For
Honeywell International Inc.	Annual	14-May-24	1i	Management	Elect Director Rose Lee	For
Honeywell International Inc.	Annual	14-May-24	1j	Management	Elect Director Grace Lieblein	Against
Honeywell International Inc.	Annual	14-May-24	1k	Management	Elect Director Robin L. Washington	For
Honeywell International Inc.	Annual	14-May-24	1l	Management	Elect Director Robin Watson	For

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Honeywell International Inc.	Annual	14-May-24	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Honeywell International Inc.	Annual	14-May-24	3	Management	Ratify Deloitte & Touche LLP as Auditors	For
Honeywell International Inc.	Annual	14-May-24	4	Shareholder	Require Independent Board Chair	For
Greggs Plc	Annual	15-May-24	1	Management	Accept Financial Statements and Statutory Reports	For
Greggs Plc	Annual	15-May-24	2	Management	Reappoint RSM UK Audit LLP as Auditors	For
Greggs Plc	Annual	15-May-24	3	Management	Authorise Board to Fix Remuneration of Auditors	For
Greggs Plc	Annual	15-May-24	4	Management	Approve Final Dividend	For
Greggs Plc	Annual	15-May-24	5	Management	Re-elect Matt Davies as Director	For
Greggs Plc	Annual	15-May-24	6	Management	Re-elect Roisin Currie as Director	For
Greggs Plc	Annual	15-May-24	7	Management	Re-elect Richard Hutton as Director	For
Greggs Plc	Annual	15-May-24	8	Management	Re-elect Kate Ferry as Director	For
Greggs Plc	Annual	15-May-24	9	Management	Re-elect Mohamed Elsarky as Director	For
Greggs Plc	Annual	15-May-24	10	Management	Re-elect Lynne Weedall as Director	For
Greggs Plc	Annual	15-May-24	11	Management	Re-elect Nigel Mills as Director	For
Greggs Plc	Annual	15-May-24	12	Management	Approve Remuneration Report	Against
Greggs Plc	Annual	15-May-24	13	Management	Approve Share Option Plan	For
Greggs Plc	Annual	15-May-24	14	Management	Authorise Issue of Equity	For
Greggs Plc	Annual	15-May-24	15	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Greggs Plc	Annual	15-May-24	16	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For

Greggs Plc	Annual	15-May-24	17	Management	Authorise Market Purchase of Ordinary Shares	For
Greggs Plc	Annual	15-May-24	18	Management	Authorise the Company to Call General Meetings with Two Weeks' Notice	For
Spirax-Sarco Engineering Plc	Annual	15-May-24	1	Management	Accept Financial Statements and Statutory Reports	For
Spirax-Sarco Engineering Plc	Annual	15-May-24	2	Management	Approve Remuneration Report	Against
Spirax-Sarco Engineering Plc	Annual	15-May-24	3	Management	Approve Final Dividend	For
Spirax-Sarco Engineering Plc	Annual	15-May-24	4	Management	Reappoint Deloitte LLP as Auditors	For
Spirax-Sarco Engineering Plc	Annual	15-May-24	5	Management	Authorise Board to Fix Remuneration of Auditors	For
Spirax-Sarco Engineering Plc	Annual	15-May-24	6	Management	Re-elect Jamie Pike as Director	Against
Spirax-Sarco Engineering Plc	Annual	15-May-24	7	Management	Re-elect Nimesh Patel as Director	For
Spirax-Sarco Engineering Plc	Annual	15-May-24	8	Management	Re-elect Angela Archon as Director	For
Spirax-Sarco Engineering Plc	Annual	15-May-24	9	Management	Elect Constance Baroudel as Director	For
Spirax-Sarco Engineering Plc	Annual	15-May-24	10	Management	Re-elect Peter France as Director	For
Spirax-Sarco Engineering Plc	Annual	15-May-24	11	Management	Re-elect Richard Gillingwater as Director	For
Spirax-Sarco Engineering Plc	Annual	15-May-24	12	Management	Re-elect Caroline Johnstone as Director	For
Spirax-Sarco Engineering Plc	Annual	15-May-24	13	Management	Re-elect Jane Kingston as Director	Against
Spirax-Sarco Engineering Plc	Annual	15-May-24	14	Management	Re-elect Kevin Thompson as Director	For

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Spirax-Sarco Engineering Plc	Annual	15-May-24	15	Management	Authorise Issue of Equity	For
Spirax-Sarco Engineering Plc	Annual	15-May-24	16	Management	Approve Scrip Dividend Program	For
Spirax-Sarco Engineering Plc	Annual	15-May-24	17	Management	Approve Change of Company Name to Spirax Group plc	For
Spirax-Sarco Engineering Plc	Annual	15-May-24	18	Management	Amend Articles of Association	For
Spirax-Sarco Engineering Plc	Annual	15-May-24	19	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Spirax-Sarco Engineering Plc	Annual	15-May-24	20	Management	Authorise Market Purchase of Ordinary Shares	For
The Renewables Infrastructure Group Limited	Annual	15-May-24	1	Management	Accept Financial Statements and Statutory Reports	For
The Renewables Infrastructure Group Limited	Annual	15-May-24	2	Management	Re-elect Richard Morse as Director	For
The Renewables Infrastructure Group Limited	Annual	15-May-24	3	Management	Re-elect Tove Feld as Director	For
The Renewables Infrastructure Group Limited	Annual	15-May-24	4	Management	Re-elect John Whittle as Director	For
The Renewables Infrastructure Group Limited	Annual	15-May-24	5	Management	Re-elect Erna-Maria Trixl as Director	For
The Renewables Infrastructure Group Limited	Annual	15-May-24	6	Management	Re-elect Selina Sagayam as Director	For

The Renewables Infrastructure Group Limited	Annual	15-May-24	7	Management	Ratify Deloitte LLP as Auditors	For
The Renewables Infrastructure Group Limited	Annual	15-May-24	8	Management	Authorise Board to Fix Remuneration of Auditors	For
The Renewables Infrastructure Group Limited	Annual	15-May-24	9	Management	Approve Remuneration Report	For
The Renewables Infrastructure Group Limited	Annual	15-May-24	10	Management	Approve Remuneration Policy	For
The Renewables Infrastructure Group Limited	Annual	15-May-24	11	Management	Approve Company's Dividend Policy	For
The Renewables Infrastructure Group Limited	Annual	15-May-24	12	Management	Approve Scrip Dividend Program	For
The Renewables Infrastructure Group Limited	Annual	15-May-24	13	Management	Authorise Market Purchase of Ordinary Shares	For
The Renewables Infrastructure Group Limited	Annual	15-May-24	14	Management	Authorise Issue of Equity	For
The Renewables Infrastructure Group Limited	Annual	15-May-24	15	Management	Authorise Issue of Equity without Pre-emptive Rights	For
HgCapital Trust PLC	Annual	16-May-24	1	Management	Accept Financial Statements and Statutory Reports	For
HgCapital Trust PLC	Annual	16-May-24	2	Management	Approve Remuneration Report	For
HgCapital Trust PLC	Annual	16-May-24	3	Management	Approve Final Dividend	For

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HgCapital Trust PLC	Annual	16-May-24	4	Management	Elect Helena Coles as Director	For
HgCapital Trust PLC	Annual	16-May-24	5	Management	Re-elect Richard Brooman as Director	For
HgCapital Trust PLC	Annual	16-May-24	6	Management	Re-elect Pilar Junco as Director	For
HgCapital Trust PLC	Annual	16-May-24	7	Management	Re-elect Erika Schraner as Director	For
HgCapital Trust PLC	Annual	16-May-24	8	Management	Re-elect Jim Strang as Director	For
HgCapital Trust PLC	Annual	16-May-24	9	Management	Reappoint Grant Thornton UK LLP as Auditors	For
HgCapital Trust PLC	Annual	16-May-24	10	Management	Authorise Board to Fix Remuneration of Auditors	For
HgCapital Trust PLC	Annual	16-May-24	11	Management	Authorise Issue of Equity	For
HgCapital Trust PLC	Annual	16-May-24	12	Management	Authorise Issue of Equity without Pre-emptive Rights	For
HgCapital Trust PLC	Annual	16-May-24	13	Management	Authorise Market Purchase of Ordinary Shares	For
Illumina, Inc.	Annual	16-May-24	1A	Management	Elect Director Frances Arnold	For
Illumina, Inc.	Annual	16-May-24	1B	Management	Elect Director Caroline D. Dorsa	Against
Illumina, Inc.	Annual	16-May-24	1C	Management	Elect Director Robert S. Epstein	For
Illumina, Inc.	Annual	16-May-24	1D	Management	Elect Director Scott Gottlieb	Against
Illumina, Inc.	Annual	16-May-24	1E	Management	Elect Director Gary S. Guthart	For
Illumina, Inc.	Annual	16-May-24	1F	Management	Elect Director Stephen P. MacMillan	For
Illumina, Inc.	Annual	16-May-24	1G	Management	Elect Director Anna Richo	For
Illumina, Inc.	Annual	16-May-24	1H	Management	Elect Director Philip W. Schiller	For
Illumina, Inc.	Annual	16-May-24	1I	Management	Elect Director Susan E. Siegel	For
Illumina, Inc.	Annual	16-May-24	1J	Management	Elect Director Jacob Thaysen	For
Illumina, Inc.	Annual	16-May-24	1K	Management	Elect Director Scott B. Ullem	For
Illumina, Inc.	Annual	16-May-24	2	Management	Ratify Ernst & Young LLP as Auditors	For

Illumina, Inc.	Annual	16-May-24	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Lloyds Banking Group Plc	Annual	16-May-24	1	Management	Accept Financial Statements and Statutory Reports	For
Lloyds Banking Group Plc	Annual	16-May-24	2	Management	Re-elect Sir Robin Budenberg as Director	For
Lloyds Banking Group Plc	Annual	16-May-24	3	Management	Re-elect Charlie Nunn as Director	For
Lloyds Banking Group Plc	Annual	16-May-24	4	Management	Re-elect William Chalmers as Director	For
Lloyds Banking Group Plc	Annual	16-May-24	5	Management	Re-elect Sarah Legg as Director	For
Lloyds Banking Group Plc	Annual	16-May-24	6	Management	Re-elect Amanda Mackenzie as Director	For
Lloyds Banking Group Plc	Annual	16-May-24	7	Management	Re-elect Harmeen Mehta as Director	For
Lloyds Banking Group Plc	Annual	16-May-24	8	Management	Re-elect Cathy Turner as Director	For
Lloyds Banking Group Plc	Annual	16-May-24	9	Management	Re-elect Scott Whewey as Director	For
Lloyds Banking Group Plc	Annual	16-May-24	10	Management	Re-elect Catherine Woods as Director	For
Lloyds Banking Group Plc	Annual	16-May-24	11	Management	Approve Remuneration Report	For
Lloyds Banking Group Plc	Annual	16-May-24	12	Management	Approve Final Dividend	For
Lloyds Banking Group Plc	Annual	16-May-24	13	Management	Reappoint Deloitte LLP as Auditors	For
Lloyds Banking Group Plc	Annual	16-May-24	14	Management	Authorise the Audit Committee to Fix Remuneration of Auditors	For
Lloyds Banking Group Plc	Annual	16-May-24	15	Management	Approve Variable Component of Remuneration for Material Risk Takers	For
Lloyds Banking Group Plc	Annual	16-May-24	16	Management	Authorise UK Political Donations and Expenditure	Against
Lloyds Banking Group Plc	Annual	16-May-24	17	Management	Authorise Issue of Equity	For
Lloyds Banking Group Plc	Annual	16-May-24	18	Management	Authorise Issue of Equity in Relation to the Issue of Regulatory Capital Convertible Instruments	For

Lloyds Banking Group Plc	Annual	16-May-24	19	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Lloyds Banking Group Plc	Annual	16-May-24	20	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
Lloyds Banking Group Plc	Annual	16-May-24	21	Management	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issue of Regulatory Capital Convertible Instruments	For
Lloyds Banking Group Plc	Annual	16-May-24	22	Management	Authorise Market Purchase of Ordinary Shares	For
Lloyds Banking Group Plc	Annual	16-May-24	23	Management	Authorise Market Purchase of Preference Shares	For
Lloyds Banking Group Plc	Annual	16-May-24	24	Management	Authorise the Company to Call General Meetings with Two Weeks' Notice	For
Marsh & McLennan Companies, Inc.	Annual	16-May-24	1a	Management	Elect Director Anthony K. Anderson	Against
Marsh & McLennan Companies, Inc.	Annual	16-May-24	1b	Management	Elect Director John Q. Doyle	For
Marsh & McLennan Companies, Inc.	Annual	16-May-24	1c	Management	Elect Director Oscar Fanjul	For
Marsh & McLennan Companies, Inc.	Annual	16-May-24	1d	Management	Elect Director H. Edward Hanway	For
Marsh & McLennan Companies, Inc.	Annual	16-May-24	1e	Management	Elect Director Judith Hartmann	For
Marsh & McLennan Companies, Inc.	Annual	16-May-24	1f	Management	Elect Director Deborah C. Hopkins	For
Marsh & McLennan Companies, Inc.	Annual	16-May-24	1g	Management	Elect Director Tamara Ingram	For
Marsh & McLennan Companies, Inc.	Annual	16-May-24	1h	Management	Elect Director Jane H. Lute	For
Marsh & McLennan Companies, Inc.	Annual	16-May-24	1i	Management	Elect Director Steven A. Mills	Against

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Marsh & McLennan Companies, Inc.	Annual	16-May-24	1j	Management	Elect Director Morton O. Schapiro	Against
Marsh & McLennan Companies, Inc.	Annual	16-May-24	1k	Management	Elect Director Lloyd M. Yates	For
Marsh & McLennan Companies, Inc.	Annual	16-May-24	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Marsh & McLennan Companies, Inc.	Annual	16-May-24	3	Management	Ratify Deloitte & Touche LLP as Auditors	For
Marsh & McLennan Companies, Inc.	Annual	16-May-24	4	Shareholder	Provide Right to Act by Written Consent	For
The Home Depot, Inc.	Annual	16-May-24	1a	Management	Elect Director Gerard J. Arpey	For
The Home Depot, Inc.	Annual	16-May-24	1b	Management	Elect Director Ari Bousbib	For
The Home Depot, Inc.	Annual	16-May-24	1c	Management	Elect Director Jeffery H. Boyd	Against
The Home Depot, Inc.	Annual	16-May-24	1d	Management	Elect Director Gregory D. Brenneman	For
The Home Depot, Inc.	Annual	16-May-24	1e	Management	Elect Director J. Frank Brown	Against
The Home Depot, Inc.	Annual	16-May-24	1f	Management	Elect Director Edward P. Decker	Against
The Home Depot, Inc.	Annual	16-May-24	1g	Management	Elect Director Wayne M. Hewett	Against
The Home Depot, Inc.	Annual	16-May-24	1h	Management	Elect Director Manuel Kadre	For
The Home Depot, Inc.	Annual	16-May-24	1i	Management	Elect Director Stephanie C. Linnartz	For
The Home Depot, Inc.	Annual	16-May-24	1j	Management	Elect Director Paula Santilli	For
The Home Depot, Inc.	Annual	16-May-24	1k	Management	Elect Director Caryn Seidman-Becker	For
The Home Depot, Inc.	Annual	16-May-24	2	Management	Ratify KPMG LLP as Auditors	For
The Home Depot, Inc.	Annual	16-May-24	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Home Depot, Inc.	Annual	16-May-24	4	Shareholder	Adopt Policy to Require Board of Directors Members to Disclose their Political Donations	Against
The Home Depot, Inc.	Annual	16-May-24	5	Shareholder	Report on Political Spending Congruency	For

The Home Depot, Inc.	Annual	16-May-24	6	Shareholder	Report on Corporate Contributions	Against
The Home Depot, Inc.	Annual	16-May-24	7	Shareholder	Report on Civil Rights and Non-Discrimination Audit	Against
The Home Depot, Inc.	Annual	16-May-24	8	Shareholder	Disclose a Biodiversity Impact and Dependency Assessment	For
The Home Depot, Inc.	Annual	16-May-24	9	Shareholder	Clawback of Incentive Payments	For
The UNITE Group Plc	Annual	16-May-24	1	Management	Accept Financial Statements and Statutory Reports	For
The UNITE Group Plc	Annual	16-May-24	2	Management	Approve Remuneration Report	For
The UNITE Group Plc	Annual	16-May-24	3	Management	Approve Final Dividend	For
The UNITE Group Plc	Annual	16-May-24	4	Management	Amend Articles of Association	For
The UNITE Group Plc	Annual	16-May-24	5	Management	Approve Enhanced Scrip Dividend Alternative	For
The UNITE Group Plc	Annual	16-May-24	6	Management	Re-elect Richard Huntingford as Director	Against
The UNITE Group Plc	Annual	16-May-24	7	Management	Re-elect Joe Lister as Director	For
The UNITE Group Plc	Annual	16-May-24	8	Management	Re-elect Ross Paterson as Director	For
The UNITE Group Plc	Annual	16-May-24	9	Management	Re-elect Ilaria del Beato as Director	For
The UNITE Group Plc	Annual	16-May-24	10	Management	Re-elect Dame Shirley Pearce as Director	For
The UNITE Group Plc	Annual	16-May-24	11	Management	Re-elect Thomas Jackson as Director	For
The UNITE Group Plc	Annual	16-May-24	12	Management	Re-elect Sir Steve Smith as Director	For
The UNITE Group Plc	Annual	16-May-24	13	Management	Re-elect Nicola Dulieu as Director	For
The UNITE Group Plc	Annual	16-May-24	14	Management	Elect Michael Burt as Director	For
The UNITE Group Plc	Annual	16-May-24	15	Management	Elect Angela Jain as Director	For
The UNITE Group Plc	Annual	16-May-24	16	Management	Reappoint Deloitte LLP as Auditors	For
The UNITE Group Plc	Annual	16-May-24	17	Management	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	For

The UNITE Group Plc	Annual	16-May-24	18	Management	Authorise Issue of Equity	For
The UNITE Group Plc	Annual	16-May-24	19	Management	Authorise Issue of Equity without Pre-emptive Rights	For
The UNITE Group Plc	Annual	16-May-24	20	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
The UNITE Group Plc	Annual	16-May-24	21	Management	Approve Restricted Share Plan	For
The UNITE Group Plc	Annual	16-May-24	22	Management	Approve Scrip Dividend Scheme	For
The UNITE Group Plc	Annual	16-May-24	23	Management	Authorise the Company to Call General Meetings with Two Weeks' Notice	For
Universal Music Group NV	Annual	16-May-24	1	Management	Open Meeting	
Universal Music Group NV	Annual	16-May-24	2	Management	Receive Annual Report	
Universal Music Group NV	Annual	16-May-24	3	Management	Discussion on Company's Corporate Governance Structure	
Universal Music Group NV	Annual	16-May-24	4	Management	Approve Remuneration Report	Against
Universal Music Group NV	Annual	16-May-24	5	Management	Adopt Financial Statements	For
Universal Music Group NV	Annual	16-May-24	6.a	Management	Receive Explanation on Company's Dividend Policy	
Universal Music Group NV	Annual	16-May-24	6.b	Management	Approve Dividends	For
Universal Music Group NV	Annual	16-May-24	7.a	Management	Approve Discharge of Executive Directors	For
Universal Music Group NV	Annual	16-May-24	7.b	Management	Approve Discharge of Non-Executive Directors	For
Universal Music Group NV	Annual	16-May-24	8	Management	Reelect Vincent Vallejo as Executive Director	For
Universal Music Group NV	Annual	16-May-24	9.a	Management	Reelect Bill Ackman as Non-Executive Director	For
Universal Music Group NV	Annual	16-May-24	9.b	Management	Reelect Cathia Lawson-Hall as Non-Executive Director	For
Universal Music Group NV	Annual	16-May-24	9.c	Management	Reelect Cyrille Bollere as Non-Executive Director	Against

Universal Music Group NV	Annual	16-May-24	9.d	Management	Reelect James Mitchell as Non-Executive Director	Against
Universal Music Group NV	Annual	16-May-24	9.e	Management	Reelect Manning Doherty as Non-Executive Director	For
Universal Music Group NV	Annual	16-May-24	9.f	Management	Reelect Margaret Frerejean-Taittinger as Non-Executive Director	Against
Universal Music Group NV	Annual	16-May-24	9.g	Management	Reelect Nicole Avant as Non-Executive Director	For
Universal Music Group NV	Annual	16-May-24	9.h	Management	Elect Eric Sprunk as Non-Executive Director	For
Universal Music Group NV	Annual	16-May-24	9.i	Management	Elect Mandy Ginsberg as Non-Executive Director	For
Universal Music Group NV	Annual	16-May-24	10.a	Management	Approve Remuneration Policy of Non-Executive Directors	For
Universal Music Group NV	Annual	16-May-24	10.b	Management	Authorize Issuance of Shares and Grant Rights to Subscribe for Shares to Non-Executive Directors under the Non-Executive Directors' Remuneration Policy	For
Universal Music Group NV	Annual	16-May-24	11.a	Management	Authorize Repurchase of Shares	Against
Universal Music Group NV	Annual	16-May-24	11.b	Management	Approve Cancellation of Shares	For
Universal Music Group NV	Annual	16-May-24	12	Management	Other Business (Non-Voting)	
Universal Music Group NV	Annual	16-May-24	13	Management	Close Meeting	
Intercontinental Exchange, Inc.	Annual	17-May-24	1a	Management	Elect Director Sharon Y. Bowen	For
Intercontinental Exchange, Inc.	Annual	17-May-24	1b	Management	Elect Director Shantella E. Cooper	For
Intercontinental Exchange, Inc.	Annual	17-May-24	1c	Management	Elect Director Duriya M. Farooqui	For
Intercontinental Exchange, Inc.	Annual	17-May-24	1d	Management	Elect Director The Right Hon. the Lord Hague of Richmond	For

Intercontinental Exchange, Inc.	Annual	17-May-24	1e	Management	Elect Director Mark F. Mulhern	Against
Intercontinental Exchange, Inc.	Annual	17-May-24	1f	Management	Elect Director Thomas E. Noonan	For
Intercontinental Exchange, Inc.	Annual	17-May-24	1g	Management	Elect Director Caroline L. Silver	For
Intercontinental Exchange, Inc.	Annual	17-May-24	1h	Management	Elect Director Jeffrey C. Sprecher	Against
Intercontinental Exchange, Inc.	Annual	17-May-24	1i	Management	Elect Director Judith A. Sprieser	Against
Intercontinental Exchange, Inc.	Annual	17-May-24	1j	Management	Elect Director Martha A. Tirinnanzi	For
Intercontinental Exchange, Inc.	Annual	17-May-24	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Intercontinental Exchange, Inc.	Annual	17-May-24	3	Management	Ratify Ernst & Young LLP as Auditors	For
Intercontinental Exchange, Inc.	Annual	17-May-24	4	Shareholder	Require Independent Board Chair	For
GCP Asset Backed Income Fund Limited	Annual	20-May-24	1	Management	Accept Financial Statements and Statutory Reports	For
GCP Asset Backed Income Fund Limited	Annual	20-May-24	2	Management	Approve Remuneration Report	For
GCP Asset Backed Income Fund Limited	Annual	20-May-24	3	Management	Re-elect Alex Ohlsson as Director	For
GCP Asset Backed Income Fund Limited	Annual	20-May-24	4	Management	Re-elect Marykay Fuller as Director	For
GCP Asset Backed Income Fund Limited	Annual	20-May-24	5	Management	Elect Philip Braun as Director	For
GCP Asset Backed Income Fund Limited	Annual	20-May-24	6	Management	Approve Company's Dividend Policy	For
GCP Asset Backed Income Fund Limited	Annual	20-May-24	7	Management	Ratify PricewaterhouseCoopers CI LLP as Auditors	For

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GCP Asset Backed Income Fund Limited	Annual	20-May-24	8	Management	Authorise the Audit Committee to Fix Remuneration of Auditors	For
GCP Asset Backed Income Fund Limited	Annual	20-May-24	9	Management	Approve Discontinuation of Company as Closed-Ended Investment Company	For
GCP Asset Backed Income Fund Limited	Annual	20-May-24	10	Management	Authorise Market Purchase of Ordinary Shares	For
GCP Asset Backed Income Fund Limited	Special	20-May-24	1	Management	Adopt the Revised Investment Policy	For
GCP Asset Backed Income Fund Limited	Special	20-May-24	2	Management	Approve the Side Letter to the Investment Management Agreement	For
GCP Asset Backed Income Fund Limited	Special	20-May-24	3	Management	Adopt New Articles of Association and Authorise Issue of Deferred Shares	For
Judges Scientific Plc	Annual	21-May-24	1	Management	Accept Financial Statements and Statutory Reports	For
Judges Scientific Plc	Annual	21-May-24	2	Management	Approve Remuneration Policy and Remuneration Report	Against
Judges Scientific Plc	Annual	21-May-24	3	Management	Elect Susan Nyman as Director	For
Judges Scientific Plc	Annual	21-May-24	4	Management	Re-elect Alexander Hambro as Director	For
Judges Scientific Plc	Annual	21-May-24	5	Management	Re-elect Bradley Ormsby as Director	For
Judges Scientific Plc	Annual	21-May-24	6	Management	Re-elect Mark Lavelle as Director	For
Judges Scientific Plc	Annual	21-May-24	7	Management	Re-elect Lushani Kodituwakku as Director	For
Judges Scientific Plc	Annual	21-May-24	8	Management	Approve Final Dividend	For
Judges Scientific Plc	Annual	21-May-24	9	Management	Reappoint BDO UK LLP as Auditors and Authorise Their Remuneration	For
Judges Scientific Plc	Annual	21-May-24	10	Management	Authorise Issue of Equity	For
Judges Scientific Plc	Annual	21-May-24	11	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Judges Scientific Plc	Annual	21-May-24	12	Management	Authorise Market Purchase of Ordinary Shares	For
Judges Scientific Plc	Special	21-May-24	1	Management	Amend Articles of Association Re: Article 21	For

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Judges Scientific Plc	Special	21-May-24	2	Management	Amend Articles of Association Re: Article 22.5(a)	For
Judges Scientific Plc	Special	21-May-24	3	Management	Amend Articles of Association Re: Article 26.2	For
Judges Scientific Plc	Special	21-May-24	4	Management	Re-elect David Cicurel as Director	For
Judges Scientific Plc	Special	21-May-24	5	Management	Re-elect Tim Prestidge as Director	For
Judges Scientific Plc	Special	21-May-24	6	Management	Re-elect Ralph Elman as Director	Against
Judges Scientific Plc	Special	21-May-24	7	Management	Re-elect Charles Holroyd as Director	For
US SOLAR FUND PLC	Annual	21-May-24	1	Management	Accept Financial Statements and Statutory Reports	For
US SOLAR FUND PLC	Annual	21-May-24	2	Management	Approve Remuneration Report	For
US SOLAR FUND PLC	Annual	21-May-24	3	Management	Reappoint Deloitte LLP as Auditors	For
US SOLAR FUND PLC	Annual	21-May-24	4	Management	Authorise Board to Fix Remuneration of Auditors	For
US SOLAR FUND PLC	Annual	21-May-24	5	Management	Re-elect Gillian Nott as Director	Against
US SOLAR FUND PLC	Annual	21-May-24	6	Management	Re-elect Jamie Richards as Director	Against
US SOLAR FUND PLC	Annual	21-May-24	7	Management	Re-elect Thomas Plagemann as Director	For
US SOLAR FUND PLC	Annual	21-May-24	8	Management	Approve Company's Dividend Policy	For
US SOLAR FUND PLC	Annual	21-May-24	9	Management	Authorise Issue of Equity	For
US SOLAR FUND PLC	Annual	21-May-24	10	Management	Authorise Issue of Equity without Pre-emptive Rights	For
US SOLAR FUND PLC	Annual	21-May-24	11	Management	Authorise Market Purchase of Ordinary Shares	For
US SOLAR FUND PLC	Annual	21-May-24	12	Management	Authorise the Company to Call General Meetings with Two Weeks' Notice	For
US SOLAR FUND PLC	Annual	21-May-24	13	Management	Approve Discontinuation of Company as an Investment Trust	For
US SOLAR FUND PLC	Special	21-May-24	1	Management	Authorise Market Purchase of Ordinary Shares Pursuant to the Tender Offer	For

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Amazon.com, Inc.	Annual	22-May-24	1a	Management	Elect Director Jeffrey P. Bezos	Against
Amazon.com, Inc.	Annual	22-May-24	1b	Management	Elect Director Andrew R. Jassy	For
Amazon.com, Inc.	Annual	22-May-24	1c	Management	Elect Director Keith B. Alexander	For
Amazon.com, Inc.	Annual	22-May-24	1d	Management	Elect Director Edith W. Cooper	Against
Amazon.com, Inc.	Annual	22-May-24	1e	Management	Elect Director Jamie S. Gorelick	For
Amazon.com, Inc.	Annual	22-May-24	1f	Management	Elect Director Daniel P. Huttenlocher	For
Amazon.com, Inc.	Annual	22-May-24	1g	Management	Elect Director Andrew Y. Ng	For
Amazon.com, Inc.	Annual	22-May-24	1h	Management	Elect Director Indra K. Nooyi	Against
Amazon.com, Inc.	Annual	22-May-24	1i	Management	Elect Director Jonathan J. Rubinstein	Against
Amazon.com, Inc.	Annual	22-May-24	1j	Management	Elect Director Brad D. Smith	For
Amazon.com, Inc.	Annual	22-May-24	1k	Management	Elect Director Patricia Q. Stonesifer	For
Amazon.com, Inc.	Annual	22-May-24	1l	Management	Elect Director Wendell P. Weeks	For
Amazon.com, Inc.	Annual	22-May-24	2	Management	Ratify Ernst & Young LLP as Auditors	For
Amazon.com, Inc.	Annual	22-May-24	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Amazon.com, Inc.	Annual	22-May-24	4	Shareholder	Establish a Public Policy Committee	For
Amazon.com, Inc.	Annual	22-May-24	5	Shareholder	Establish a Board Committee on Corporate Financial Sustainability	Against
Amazon.com, Inc.	Annual	22-May-24	6	Shareholder	Report on Customer Due Diligence	For
Amazon.com, Inc.	Annual	22-May-24	7	Shareholder	Report on Lobbying Payments and Policy	For
Amazon.com, Inc.	Annual	22-May-24	8	Shareholder	Report on Median and Adjusted Gender/Racial Pay Gaps	For
Amazon.com, Inc.	Annual	22-May-24	9	Shareholder	Report on Viewpoint Discrimination	Against
Amazon.com, Inc.	Annual	22-May-24	10	Shareholder	Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	For

Amazon.com, Inc.	Annual	22-May-24	11	Shareholder	Report on Efforts to Reduce Plastic Use	For
Amazon.com, Inc.	Annual	22-May-24	12	Shareholder	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining	For
Amazon.com, Inc.	Annual	22-May-24	13	Shareholder	Disclose All Material Scope 3 GHG Emissions	For
Amazon.com, Inc.	Annual	22-May-24	14	Shareholder	Commission Third Party Study and Report on Risks Associated with Use of Rekognition	For
Amazon.com, Inc.	Annual	22-May-24	15	Shareholder	Adopt Policy to Require Board Members to Disclose their Political and Charitable Donations	Against
Amazon.com, Inc.	Annual	22-May-24	16	Shareholder	Establish a Board Committee on Artificial Intelligence	For
Amazon.com, Inc.	Annual	22-May-24	17	Shareholder	Commission a Third-Party Audit on Working Conditions	For
American Tower Corporation	Annual	22-May-24	1a	Management	Elect Director Steven O. Vondran	For
American Tower Corporation	Annual	22-May-24	1b	Management	Elect Director Kelly C. Chambliss	For
American Tower Corporation	Annual	22-May-24	1c	Management	Elect Director Teresa H. Clarke	For
American Tower Corporation	Annual	22-May-24	1d	Management	Elect Director Kenneth R. Frank	For
American Tower Corporation	Annual	22-May-24	1e	Management	Elect Director Robert D. Hormats	For
American Tower Corporation	Annual	22-May-24	1f	Management	Elect Director Grace D. Lieblein	For
American Tower Corporation	Annual	22-May-24	1g	Management	Elect Director Craig Macnab	Against
American Tower Corporation	Annual	22-May-24	1h	Management	Elect Director Neville R. Ray	For

American Tower Corporation	Annual	22-May-24	1i	Management	Elect Director JoAnn A. Reed	Against
American Tower Corporation	Annual	22-May-24	1j	Management	Elect Director Pamela D. A. Reeve	For
American Tower Corporation	Annual	22-May-24	1k	Management	Elect Director Bruce L. Tanner	For
American Tower Corporation	Annual	22-May-24	2	Management	Ratify Deloitte & Touche LLP as Auditors	For
American Tower Corporation	Annual	22-May-24	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
American Tower Corporation	Annual	22-May-24	4	Shareholder	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
American Tower Corporation	Annual	22-May-24	5	Shareholder	Report on Median and Adjusted Gender/Racial Pay Gaps	For
ANSYS, Inc.	Special	22-May-24	1	Management	Approve Merger Agreement	For
ANSYS, Inc.	Special	22-May-24	2	Management	Advisory Vote on Golden Parachutes	Against
ANSYS, Inc.	Special	22-May-24	3	Management	Adjourn Meeting	For
Empiric Student Property PLC	Annual	22-May-24	1	Management	Accept Financial Statements and Statutory Reports	For
Empiric Student Property PLC	Annual	22-May-24	2	Management	Approve Remuneration Report	For
Empiric Student Property PLC	Annual	22-May-24	3	Management	Approve Long Term Incentive Plan	For
Empiric Student Property PLC	Annual	22-May-24	4	Management	Reappoint BDO LLP as Auditors	For
Empiric Student Property PLC	Annual	22-May-24	5	Management	Authorise Board to Fix Remuneration of Auditors	For
Empiric Student Property PLC	Annual	22-May-24	6	Management	Approve Dividend Policy	For
Empiric Student Property PLC	Annual	22-May-24	7	Management	Re-elect Mark Pain as Director	Abstain

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Empiric Student Property PLC	Annual	22-May-24	8	Management	Re-elect Alice Avis as Director	For
Empiric Student Property PLC	Annual	22-May-24	9	Management	Re-elect Duncan Garrood as Director	For
Empiric Student Property PLC	Annual	22-May-24	10	Management	Re-elect Martin Ratchford as Director	For
Empiric Student Property PLC	Annual	22-May-24	11	Management	Re-elect Clair Preston-Beer as Director	For
Empiric Student Property PLC	Annual	22-May-24	12	Management	Re-elect Donald Grant as Director	For
Empiric Student Property PLC	Annual	22-May-24	13	Management	Authorise Issue of Equity	For
Empiric Student Property PLC	Annual	22-May-24	14	Management	Approve the Company's Future ESG Commitments	For
Empiric Student Property PLC	Annual	22-May-24	15	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Empiric Student Property PLC	Annual	22-May-24	16	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
Empiric Student Property PLC	Annual	22-May-24	17	Management	Authorise Market Purchase of Shares	For
Empiric Student Property PLC	Annual	22-May-24	18	Management	Authorise the Company to Call General Meetings with Two Weeks' Notice	For
McDonald's Corporation	Annual	22-May-24	1a	Management	Elect Director Anthony Capuano	For
McDonald's Corporation	Annual	22-May-24	1b	Management	Elect Director Kareem Daniel	For
McDonald's Corporation	Annual	22-May-24	1c	Management	Elect Director Lloyd Dean	Against
McDonald's Corporation	Annual	22-May-24	1d	Management	Elect Director Catherine Engelbert	Against
McDonald's Corporation	Annual	22-May-24	1e	Management	Elect Director Margaret Georgiadis	For
McDonald's Corporation	Annual	22-May-24	1f	Management	Elect Director Michael Hsu	For

McDonald's Corporation	Annual	22-May-24	1g	Management	Elect Director Christopher Kempczinski	Against
McDonald's Corporation	Annual	22-May-24	1h	Management	Elect Director John Mulligan	Against
McDonald's Corporation	Annual	22-May-24	1i	Management	Elect Director Jennifer Taubert	For
McDonald's Corporation	Annual	22-May-24	1j	Management	Elect Director Paul Walsh	For
McDonald's Corporation	Annual	22-May-24	1k	Management	Elect Director Amy Weaver	For
McDonald's Corporation	Annual	22-May-24	1l	Management	Elect Director Miles White	Against
McDonald's Corporation	Annual	22-May-24	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
McDonald's Corporation	Annual	22-May-24	3	Management	Amend Certificate of Incorporation to Limit the Personal Liability of Officers	For
McDonald's Corporation	Annual	22-May-24	4	Management	Amend Certificate of Incorporation	For
McDonald's Corporation	Annual	22-May-24	5	Management	Ratify Ernst & Young LLP as Auditors	For
McDonald's Corporation	Annual	22-May-24	6	Shareholder	Adopt Antibiotics Policy	For
McDonald's Corporation	Annual	22-May-24	7	Shareholder	Approve Request on Cage Free Egg Progress Disclosure	Abstain
McDonald's Corporation	Annual	22-May-24	8	Shareholder	Disclose Poultry Welfare Indicators	For
McDonald's Corporation	Annual	22-May-24	9	Shareholder	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	Abstain
McDonald's Corporation	Annual	22-May-24	10	Shareholder	Report on Corporate Contributions	Against
McDonald's Corporation	Annual	22-May-24	11	Shareholder	Issue Transparency Report on Global Public Policy and Political Influence	For
Partners Group Holding AG	Annual	22-May-24	1.1	Management	Accept Financial Statements and Statutory Reports	For
Partners Group Holding AG	Annual	22-May-24	1.2	Management	Approve Non-Financial Report	For
Partners Group Holding AG	Annual	22-May-24	2	Management	Approve Allocation of Income and Dividends of CHF 39.00 per Share	For
Partners Group Holding AG	Annual	22-May-24	3	Management	Approve Discharge of Board and Senior Management	For

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Partners Group Holding AG	Annual	22-May-24	4	Management	Approve Creation of Capital Band within the Upper Limit of CHF 293,700 with or without Exclusion of Preemptive Rights	For
Partners Group Holding AG	Annual	22-May-24	5	Management	Approve Remuneration Report	For
Partners Group Holding AG	Annual	22-May-24	6.1	Management	Approve Fixed Remuneration of Directors in the Amount of CHF 3.5 Million	For
Partners Group Holding AG	Annual	22-May-24	6.2	Management	Approve Variable Long-Term Remuneration of Directors in the Amount of CHF 4.8 Million	For
Partners Group Holding AG	Annual	22-May-24	6.3	Management	Approve Technical Non-Financial Remuneration of Directors in the Amount of CHF 16.3 Million	For
Partners Group Holding AG	Annual	22-May-24	6.4	Management	Approve Remuneration Budget of Executive Committee in the Amount of CHF 13 Million	Abstain
Partners Group Holding AG	Annual	22-May-24	6.5	Management	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 19 Million	For
Partners Group Holding AG	Annual	22-May-24	6.6	Management	Approve Performance-Based Remuneration for Former Executive Committee Members in the Amount of CHF 3 Million	Abstain
Partners Group Holding AG	Annual	22-May-24	6.7	Management	Approve Technical Non-Financial Remuneration of Executive Committee in the Amount of CHF 110,000	For
Partners Group Holding AG	Annual	22-May-24	7.1.1	Management	Reelect Steffen Meister as Director and Board Chair	Against
Partners Group Holding AG	Annual	22-May-24	7.1.2	Management	Reelect Marcel Erni as Director	For
Partners Group Holding AG	Annual	22-May-24	7.1.3	Management	Reelect Alfred Gantner as Director	For
Partners Group Holding AG	Annual	22-May-24	7.1.4	Management	Reelect Anne Lester as Director	For
Partners Group Holding AG	Annual	22-May-24	7.1.5	Management	Reelect Gaelle Olivier as Director	For
Partners Group Holding AG	Annual	22-May-24	7.1.6	Management	Reelect Urs Wietlisbach as Director	For

Partners Group Holding AG	Annual	22-May-24	7.1.7	Management	Reelect Flora Zhao as Director	For
Partners Group Holding AG	Annual	22-May-24	7.2.1	Management	Reappoint Flora Zhao as Member of the Nomination and Compensation Committee	For
Partners Group Holding AG	Annual	22-May-24	7.2.2	Management	Reappoint Anne Lester as Member of the Nomination and Compensation Committee	For
Partners Group Holding AG	Annual	22-May-24	7.2.3	Management	Appoint Gaelle Olivier as Member of the Nomination and Compensation Committee	For
Partners Group Holding AG	Annual	22-May-24	7.3	Management	Designate HotzGoldmann Advokatur/Notariat as Independent Proxy	For
Partners Group Holding AG	Annual	22-May-24	7.4	Management	Ratify KPMG AG as Auditors	For
Partners Group Holding AG	Annual	22-May-24	8	Management	Transact Other Business (Voting)	Against
Thermo Fisher Scientific Inc.	Annual	22-May-24	1a	Management	Elect Director Marc N. Casper	Against
Thermo Fisher Scientific Inc.	Annual	22-May-24	1b	Management	Elect Director Nelson J. Chai	Against
Thermo Fisher Scientific Inc.	Annual	22-May-24	1c	Management	Elect Director Ruby R. Chandy	For
Thermo Fisher Scientific Inc.	Annual	22-May-24	1d	Management	Elect Director C. Martin Harris	Against
Thermo Fisher Scientific Inc.	Annual	22-May-24	1e	Management	Elect Director Tyler Jacks	For
Thermo Fisher Scientific Inc.	Annual	22-May-24	1f	Management	Elect Director Jennifer M. Johnson	For
Thermo Fisher Scientific Inc.	Annual	22-May-24	1g	Management	Elect Director R. Alexandra Keith	For
Thermo Fisher Scientific Inc.	Annual	22-May-24	1h	Management	Elect Director James C. Mullen	For
Thermo Fisher Scientific Inc.	Annual	22-May-24	1i	Management	Elect Director Debora L. Spar	For
Thermo Fisher Scientific Inc.	Annual	22-May-24	1j	Management	Elect Director Scott M. Sperling	For

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Thermo Fisher Scientific Inc.	Annual	22-May-24	1k	Management	Elect Director Dion J. Weisler	Against
Thermo Fisher Scientific Inc.	Annual	22-May-24	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Thermo Fisher Scientific Inc.	Annual	22-May-24	3	Management	Ratify PricewaterhouseCoopers LLP as Auditors	For
Thermo Fisher Scientific Inc.	Annual	22-May-24	4	Shareholder	Adopt Simple Majority Vote Requirement	For
Zoetis Inc.	Annual	22-May-24	1a	Management	Elect Director Paul M. Bisaro	For
Zoetis Inc.	Annual	22-May-24	1b	Management	Elect Director Vanessa Broadhurst	For
Zoetis Inc.	Annual	22-May-24	1c	Management	Elect Director Frank A. D'Amelio	For
Zoetis Inc.	Annual	22-May-24	1d	Management	Elect Director Gavin D.K. Hattersley	For
Zoetis Inc.	Annual	22-May-24	1e	Management	Elect Director Sanjay Khosla	For
Zoetis Inc.	Annual	22-May-24	1f	Management	Elect Director Antoinette R. Leatherberry	For
Zoetis Inc.	Annual	22-May-24	1g	Management	Elect Director Michael B. McCallister	For
Zoetis Inc.	Annual	22-May-24	1h	Management	Elect Director Gregory Norden	For
Zoetis Inc.	Annual	22-May-24	1i	Management	Elect Director Louise M. Parent	Against
Zoetis Inc.	Annual	22-May-24	1j	Management	Elect Director Kristin C. Peck	For
Zoetis Inc.	Annual	22-May-24	1k	Management	Elect Director Willie M. Reed	For
Zoetis Inc.	Annual	22-May-24	1l	Management	Elect Director Robert W. Scully	Against
Zoetis Inc.	Annual	22-May-24	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Zoetis Inc.	Annual	22-May-24	3	Management	Ratify KPMG LLP as Auditors	For
Zoetis Inc.	Annual	22-May-24	4	Management	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	For
Zoetis Inc.	Annual	22-May-24	5	Shareholder	Adopt Policy on Improved Majority Voting for Election of Directors	For

Federated Hermes Climate Change High Yield Credit Fund	Annual	23-May-24	1	Management	Accept Financial Statements and Statutory Reports	For
Federated Hermes Climate Change High Yield Credit Fund	Annual	23-May-24	2	Management	Review the Company's Affairs	For
Federated Hermes Climate Change High Yield Credit Fund	Annual	23-May-24	3	Management	Authorise Board to Fix Remuneration of Auditors	For
Federated Hermes Climate Change High Yield Credit Fund	Annual	23-May-24	4	Management	Ratify Deloitte Ireland LLP as Auditors	For
Federated Hermes Sustainable Global Investment Grade Credit Fund	Annual	23-May-24	1	Management	Accept Financial Statements and Statutory Reports	For
Federated Hermes Sustainable Global Investment Grade Credit Fund	Annual	23-May-24	2	Management	Review the Company's Affairs	For
Federated Hermes Sustainable Global Investment Grade Credit Fund	Annual	23-May-24	3	Management	Authorise Board to Fix Remuneration of Auditors	For
Federated Hermes Sustainable Global Investment Grade Credit Fund	Annual	23-May-24	4	Management	Ratify Deloitte Ireland LLP as Auditors	For
NextEra Energy, Inc.	Annual	23-May-24	1a	Management	Elect Director Nicole S. Arnaboldi	For
NextEra Energy, Inc.	Annual	23-May-24	1b	Management	Elect Director James L. Camaren	For
NextEra Energy, Inc.	Annual	23-May-24	1c	Management	Elect Director Naren K. Gursahaney	Against

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NextEra Energy, Inc.	Annual	23-May-24	1d	Management	Elect Director Kirk S. Hachigian	Against
NextEra Energy, Inc.	Annual	23-May-24	1e	Management	Elect Director Maria G. Henry	For
NextEra Energy, Inc.	Annual	23-May-24	1f	Management	Elect Director John W. Ketchum	Against
NextEra Energy, Inc.	Annual	23-May-24	1g	Management	Elect Director Amy B. Lane	Against
NextEra Energy, Inc.	Annual	23-May-24	1h	Management	Elect Director David L. Porges	For
NextEra Energy, Inc.	Annual	23-May-24	1i	Management	Elect Director Deborah L. "Dev" Stahlkopf	For
NextEra Energy, Inc.	Annual	23-May-24	1j	Management	Elect Director John A. Stall	For
NextEra Energy, Inc.	Annual	23-May-24	1k	Management	Elect Director Darryl L. Wilson	For
NextEra Energy, Inc.	Annual	23-May-24	2	Management	Ratify Deloitte & Touche LLP as Auditors	For
NextEra Energy, Inc.	Annual	23-May-24	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
NextEra Energy, Inc.	Annual	23-May-24	4	Shareholder	Disclose Board Skills and Diversity Matrix	For
NextEra Energy, Inc.	Annual	23-May-24	5	Shareholder	Report on Climate Lobbying	For
Prudential Plc	Annual	23-May-24	1	Management	Accept Financial Statements and Statutory Reports	For
Prudential Plc	Annual	23-May-24	2	Management	Approve Remuneration Report	Against
Prudential Plc	Annual	23-May-24	3	Management	Elect Mark Saunders as Director	For
Prudential Plc	Annual	23-May-24	4	Management	Re-elect Shriti Vadera as Director	For
Prudential Plc	Annual	23-May-24	5	Management	Re-elect Anil Wadhvani as Director	For
Prudential Plc	Annual	23-May-24	6	Management	Re-elect Jeremy Anderson as Director	For
Prudential Plc	Annual	23-May-24	7	Management	Re-elect Arijit Basu as Director	For
Prudential Plc	Annual	23-May-24	8	Management	Re-elect Chua Sock Koong as Director	Against
Prudential Plc	Annual	23-May-24	9	Management	Re-elect Ming Lu as Director	For
Prudential Plc	Annual	23-May-24	10	Management	Re-elect George Sartorel as Director	For

Prudential Plc	Annual	23-May-24	11	Management	Re-elect Claudia Dyckerhoff as Director	For
Prudential Plc	Annual	23-May-24	12	Management	Re-elect Jeanette Wong as Director	For
Prudential Plc	Annual	23-May-24	13	Management	Re-elect Amy Yip as Director	For
Prudential Plc	Annual	23-May-24	14	Management	Reappoint Ernst & Young LLP as Auditors	For
Prudential Plc	Annual	23-May-24	15	Management	Authorise the Audit Committee to Fix Remuneration of Auditors	For
Prudential Plc	Annual	23-May-24	16	Management	Authorise UK Political Donations and Expenditure	For
Prudential Plc	Annual	23-May-24	17	Management	Authorise Issue of Equity	For
Prudential Plc	Annual	23-May-24	18	Management	Authorise Issue of Equity to Include Repurchased Shares	For
Prudential Plc	Annual	23-May-24	19	Management	Authorise Issue of Preference Shares	For
Prudential Plc	Annual	23-May-24	20	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Prudential Plc	Annual	23-May-24	21	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
Prudential Plc	Annual	23-May-24	22	Management	Authorise Market Purchase of Ordinary Shares	For
Prudential Plc	Annual	23-May-24	23	Management	Authorise Directors to Allot Ordinary Shares in Connection with the Scrip Dividend Alternative	For
Prudential Plc	Annual	23-May-24	24	Management	Authorise the Company to Call General Meetings with Two Weeks' Notice	For
Schneider Electric SE	Annual/Special	23-May-24	1	Management	Approve Financial Statements and Statutory Reports	For
Schneider Electric SE	Annual/Special	23-May-24	2	Management	Approve Consolidated Financial Statements and Statutory Reports	For
Schneider Electric SE	Annual/Special	23-May-24	3	Management	Approve Allocation of Income and Dividends of EUR 3.50 per Share	For

Schneider Electric SE	Annual/Special	23-May-24	4	Management	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For
Schneider Electric SE	Annual/Special	23-May-24	5	Management	Appoint Mazars as Auditor for the Sustainability Reporting	For
Schneider Electric SE	Annual/Special	23-May-24	6	Management	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	For
Schneider Electric SE	Annual/Special	23-May-24	7	Management	Approve Compensation Report of Corporate Officers	For
Schneider Electric SE	Annual/Special	23-May-24	8	Management	Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO fom January 1, 2023 until May 3, 2023	Against
Schneider Electric SE	Annual/Special	23-May-24	9	Management	Approve Compensation of Peter Herweck, CEO since May 4, 2023	For
Schneider Electric SE	Annual/Special	23-May-24	10	Management	Approve Compensation of Jean-Pascal Tricoire, Chairman of the Board since May 4, 2023	For
Schneider Electric SE	Annual/Special	23-May-24	11	Management	Approve Remuneration Policy of CEO	For
Schneider Electric SE	Annual/Special	23-May-24	12	Management	Approve Remuneration Policy of Chairman of the Board	For
Schneider Electric SE	Annual/Special	23-May-24	13	Management	Approve Remuneration Policy of Directors	For
Schneider Electric SE	Annual/Special	23-May-24	14	Management	Reelect Fred Kindle as Director	For
Schneider Electric SE	Annual/Special	23-May-24	15	Management	Reelect Cecile Cabanis as Director	For
Schneider Electric SE	Annual/Special	23-May-24	16	Management	Reelect Jill Lee as Director	For
Schneider Electric SE	Annual/Special	23-May-24	17	Management	Elect Philippe Knoche as Director	For
Schneider Electric SE	Annual/Special	23-May-24	18	Management	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For
Schneider Electric SE	Annual/Special	23-May-24	19	Management	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For

Schneider Electric SE	Annual/Special	23-May-24	20	Management	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For
Schneider Electric SE	Annual/Special	23-May-24	21	Management	Authorize Filing of Required Documents/Other Formalities	For
ServiceNow, Inc.	Annual	23-May-24	1a	Management	Elect Director Deborah Black	For
ServiceNow, Inc.	Annual	23-May-24	1b	Management	Elect Director Susan L. Bostrom	Against
ServiceNow, Inc.	Annual	23-May-24	1c	Management	Elect Director Teresa Briggs	For
ServiceNow, Inc.	Annual	23-May-24	1d	Management	Elect Director Jonathan C. Chadwick	For
ServiceNow, Inc.	Annual	23-May-24	1e	Management	Elect Director Paul E. Chamberlain	For
ServiceNow, Inc.	Annual	23-May-24	1f	Management	Elect Director Lawrence J. Jackson, Jr.	For
ServiceNow, Inc.	Annual	23-May-24	1g	Management	Elect Director Frederic B. Luddy	For
ServiceNow, Inc.	Annual	23-May-24	1h	Management	Elect Director William R. "Bill" McDermott	Against
ServiceNow, Inc.	Annual	23-May-24	1i	Management	Elect Director Jeffrey A. Miller	For
ServiceNow, Inc.	Annual	23-May-24	1j	Management	Elect Director Joseph "Larry" Quinlan	For
ServiceNow, Inc.	Annual	23-May-24	1k	Management	Elect Director Anita M. Sands	Against
ServiceNow, Inc.	Annual	23-May-24	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
ServiceNow, Inc.	Annual	23-May-24	3	Management	Ratify PricewaterhouseCoopers LLP as Auditors	For
ServiceNow, Inc.	Annual	23-May-24	4	Shareholder	Adopt Simple Majority Vote	For
AIA Group Limited	Annual	24-May-24	1	Management	Accept Financial Statements and Statutory Reports	For
AIA Group Limited	Annual	24-May-24	2	Management	Approve Final Dividend	For
AIA Group Limited	Annual	24-May-24	3	Management	Elect Lee Yuan Siong as Director	For
AIA Group Limited	Annual	24-May-24	4	Management	Elect Chung-Kong Chow as Director	For

AIA Group Limited	Annual	24-May-24	5	Management	Elect John Barrie Harrison as Director	For
AIA Group Limited	Annual	24-May-24	6	Management	Elect Cesar Velasquez Purisima as Director	For
AIA Group Limited	Annual	24-May-24	7	Management	Elect Mari Elka Pangestu as Director	For
AIA Group Limited	Annual	24-May-24	8	Management	Elect Ong Chong Tee as Director	For
AIA Group Limited	Annual	24-May-24	9	Management	Elect Nor Shamsiah Mohd Yunus as Director	For
AIA Group Limited	Annual	24-May-24	10	Management	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	For
AIA Group Limited	Annual	24-May-24	11A	Management	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For
AIA Group Limited	Annual	24-May-24	11B	Management	Authorize Repurchase of Issued Share Capital	For
Intertek Group Plc	Annual	24-May-24	1	Management	Accept Financial Statements and Statutory Reports	For
Intertek Group Plc	Annual	24-May-24	2	Management	Approve Remuneration Policy	For
Intertek Group Plc	Annual	24-May-24	3	Management	Approve Remuneration Report	For
Intertek Group Plc	Annual	24-May-24	4	Management	Approve Final Dividend	For
Intertek Group Plc	Annual	24-May-24	5	Management	Elect Apurvi Sheth as Director	For
Intertek Group Plc	Annual	24-May-24	6	Management	Re-elect Andrew Martin as Director	Against
Intertek Group Plc	Annual	24-May-24	7	Management	Re-elect Andre Lacroix as Director	For
Intertek Group Plc	Annual	24-May-24	8	Management	Re-elect Colm Deasy as Director	For
Intertek Group Plc	Annual	24-May-24	9	Management	Re-elect Graham Allan as Director	Against
Intertek Group Plc	Annual	24-May-24	10	Management	Re-elect Gurnek Bains as Director	Against
Intertek Group Plc	Annual	24-May-24	11	Management	Re-elect Lynda Clarizio as Director	For
Intertek Group Plc	Annual	24-May-24	12	Management	Re-elect Tamara Ingram as Director	Against
Intertek Group Plc	Annual	24-May-24	13	Management	Re-elect Jez Maiden as Director	For

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Intertek Group Plc	Annual	24-May-24	14	Management	Re-elect Kawal Preet as Director	For
Intertek Group Plc	Annual	24-May-24	15	Management	Re-elect Jean-Michel Valette as Director	For
Intertek Group Plc	Annual	24-May-24	16	Management	Reappoint PricewaterhouseCoopers LLP as Auditors	For
Intertek Group Plc	Annual	24-May-24	17	Management	Authorise the Audit Committee to Fix Remuneration of Auditors	For
Intertek Group Plc	Annual	24-May-24	18	Management	Authorise Issue of Equity	For
Intertek Group Plc	Annual	24-May-24	19	Management	Authorise UK Political Donations and Expenditure	For
Intertek Group Plc	Annual	24-May-24	20	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Intertek Group Plc	Annual	24-May-24	21	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
Intertek Group Plc	Annual	24-May-24	22	Management	Authorise Market Purchase of Ordinary Shares	For
Intertek Group Plc	Annual	24-May-24	23	Management	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Genuit Group Plc	Annual	28-May-24	1	Management	Accept Financial Statements and Statutory Reports	For
Genuit Group Plc	Annual	28-May-24	2	Management	Approve Remuneration Policy	Against
Genuit Group Plc	Annual	28-May-24	3	Management	Approve Remuneration Report	Against
Genuit Group Plc	Annual	28-May-24	4	Management	Approve Final Dividend	For
Genuit Group Plc	Annual	28-May-24	5	Management	Elect Tim Pullen as Director	For
Genuit Group Plc	Annual	28-May-24	6	Management	Elect Bronagh Kennedy as Director	For
Genuit Group Plc	Annual	28-May-24	7	Management	Re-elect Joe Vorih as Director	For
Genuit Group Plc	Annual	28-May-24	8	Management	Re-elect Kevin Boyd as Director	For
Genuit Group Plc	Annual	28-May-24	9	Management	Re-elect Shatish Dasani as Director	Against

Genuit Group Plc	Annual	28-May-24	10	Management	Re-elect Lisa Scenna as Director	Against
Genuit Group Plc	Annual	28-May-24	11	Management	Re-elect Louise Brooke-Smith as Director	For
Genuit Group Plc	Annual	28-May-24	12	Management	Reappoint Ernst & Young LLP as Auditors	For
Genuit Group Plc	Annual	28-May-24	13	Management	Authorise the Audit Committee to Fix Remuneration of Auditors	For
Genuit Group Plc	Annual	28-May-24	14	Management	Approve Sharesave Plan	For
Genuit Group Plc	Annual	28-May-24	15	Management	Approve Long-Term Incentive Plan	Abstain
Genuit Group Plc	Annual	28-May-24	16	Management	Approve Deferred Share Bonus Plan	For
Genuit Group Plc	Annual	28-May-24	17	Management	Authorise Issue of Equity	For
Genuit Group Plc	Annual	28-May-24	18	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Genuit Group Plc	Annual	28-May-24	19	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
Genuit Group Plc	Annual	28-May-24	20	Management	Authorise Market Purchase of Ordinary Shares	For
Genuit Group Plc	Annual	28-May-24	21	Management	Authorise the Company to Call General Meetings with Two Weeks' Notice	For
CT Private Equity Trust PLC	Annual	29-May-24	1	Management	Accept Financial Statements and Statutory Reports	For
CT Private Equity Trust PLC	Annual	29-May-24	2	Management	Approve Remuneration Report	For
CT Private Equity Trust PLC	Annual	29-May-24	3	Management	Approve Dividend Policy	For
CT Private Equity Trust PLC	Annual	29-May-24	4	Management	Re-elect Richard Gray as Director	For
CT Private Equity Trust PLC	Annual	29-May-24	5	Management	Elect Craig Armour as Director	For
CT Private Equity Trust PLC	Annual	29-May-24	6	Management	Re-elect Audrey Baxter as Director	For
CT Private Equity Trust PLC	Annual	29-May-24	7	Management	Re-elect Tom Burnet as Director	For
CT Private Equity Trust PLC	Annual	29-May-24	8	Management	Re-elect Swantje Conrad as Director	For

CT Private Equity Trust PLC	Annual	29-May-24	9	Management	Reappoint BDO LLP as Auditors	For
CT Private Equity Trust PLC	Annual	29-May-24	10	Management	Authorise Board to Fix Remuneration of Auditors	For
CT Private Equity Trust PLC	Annual	29-May-24	11	Management	Authorise Issue of Equity	For
CT Private Equity Trust PLC	Annual	29-May-24	12	Management	Authorise Issue of Equity without Pre-emptive Rights	For
CT Private Equity Trust PLC	Annual	29-May-24	13	Management	Authorise Market Purchase of Ordinary Shares	For
NXP Semiconductors N.V.	Annual	29-May-24	1	Management	Adopt Financial Statements and Statutory Reports	For
NXP Semiconductors N.V.	Annual	29-May-24	2	Management	Approve Discharge of Board Members	For
NXP Semiconductors N.V.	Annual	29-May-24	3a	Management	Reelect Kurt Sievers as Executive Director	For
NXP Semiconductors N.V.	Annual	29-May-24	3b	Management	Reelect Annette Clayton as Non-Executive Director	For
NXP Semiconductors N.V.	Annual	29-May-24	3c	Management	Reelect Anthony Foxx as Non-Executive Director	For
NXP Semiconductors N.V.	Annual	29-May-24	3d	Management	Reelect Moshe Gavrielov as Non-Executive Director	For
NXP Semiconductors N.V.	Annual	29-May-24	3e	Management	Reelect Chunyuan Gu as Non-Executive Director	For
NXP Semiconductors N.V.	Annual	29-May-24	3f	Management	Reelect Lena Olving as Non-Executive Director	For
NXP Semiconductors N.V.	Annual	29-May-24	3g	Management	Reelect Julie Southern as Non-Executive Director	For
NXP Semiconductors N.V.	Annual	29-May-24	3h	Management	Reelect Jasmin Staiblin as Non-Executive Director	For
NXP Semiconductors N.V.	Annual	29-May-24	3i	Management	Reelect Gregory Summe as Non-Executive Director	For
NXP Semiconductors N.V.	Annual	29-May-24	3j	Management	Reelect Karl-Henrik Sundstrom as Non-Executive Director	For
NXP Semiconductors N.V.	Annual	29-May-24	4	Management	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	For

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NXP Semiconductors N.V.	Annual	29-May-24	5	Management	Authorize Board to Exclude Preemptive Rights from Share Issuances	For
NXP Semiconductors N.V.	Annual	29-May-24	6	Management	Authorize Share Repurchase Program	For
NXP Semiconductors N.V.	Annual	29-May-24	7	Management	Approve Cancellation of Ordinary Shares	For
NXP Semiconductors N.V.	Annual	29-May-24	8	Management	Ratify Ernst & Young Accountants LLP as Auditors	For
NXP Semiconductors N.V.	Annual	29-May-24	9	Management	Approve Remuneration of the Non-Executive Members of the Board	For
NXP Semiconductors N.V.	Annual	29-May-24	10	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Ferguson Plc	Special	30-May-24	1	Management	Change Jurisdiction of Incorporation from Jersey to Delaware	For
Ferguson Plc	Special	30-May-24	2.A	Management	Amend Articles	For
Ferguson Plc	Special	30-May-24	2.B	Management	Permit Board to Amend Bylaws Without Shareholder Consent	For
Ferguson Plc	Special	30-May-24	2.C	Management	Authorize Board to Fill Vacancies	For
Ferguson Plc	Special	30-May-24	2.D	Management	Provide Right to Call a Special Meeting	Against
Ferguson Plc	Special	30-May-24	2.E	Management	Amend Certificate of Incorporation to Limit the Liability of Officers	For
Ferguson Plc	Special	30-May-24	2.F	Management	Amend Exclusive Forum Provision	For
Ferguson Plc	Special	30-May-24	2.G	Management	Authorize New Class of Preferred Stock	Against
Ferguson Plc	Special	30-May-24	2.H	Management	Authorize a New Class of Common Stock	For
RM Infrastructure Income PLC	Annual	30-May-24	1	Management	Accept Financial Statements and Statutory Reports	For
RM Infrastructure Income PLC	Annual	30-May-24	2	Management	Approve Remuneration Policy	For
RM Infrastructure Income PLC	Annual	30-May-24	3	Management	Approve Remuneration Report	For

RM Infrastructure Income PLC	Annual	30-May-24	4	Management	Re-elect Norman Crighton as Director	For
RM Infrastructure Income PLC	Annual	30-May-24	5	Management	Re-elect Guy Heald as Director	For
RM Infrastructure Income PLC	Annual	30-May-24	6	Management	Re-elect Marlene Wood as Director	For
RM Infrastructure Income PLC	Annual	30-May-24	7	Management	Reappoint Ernst & Young LLP as Auditors	For
RM Infrastructure Income PLC	Annual	30-May-24	8	Management	Authorise Board to Fix Remuneration of Auditors	For
RM Infrastructure Income PLC	Annual	30-May-24	9	Management	Approve Dividend Policy	For
RM Infrastructure Income PLC	Annual	30-May-24	10	Management	Authorise Market Purchase of Ordinary Shares	For
RM Infrastructure Income PLC	Annual	30-May-24	11	Management	Approve Cancellation of the Share Premium Account	For
RM Infrastructure Income PLC	Annual	30-May-24	12	Management	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
UnitedHealth Group Incorporated	Annual	3-Jun-24	1a	Management	Elect Director Charles Baker	For
UnitedHealth Group Incorporated	Annual	3-Jun-24	1b	Management	Elect Director Timothy Flynn	Against
UnitedHealth Group Incorporated	Annual	3-Jun-24	1c	Management	Elect Director Paul Garcia	For
UnitedHealth Group Incorporated	Annual	3-Jun-24	1d	Management	Elect Director Kristen Gil	For
UnitedHealth Group Incorporated	Annual	3-Jun-24	1e	Management	Elect Director Stephen Hemsley	For
UnitedHealth Group Incorporated	Annual	3-Jun-24	1f	Management	Elect Director Michele Hooper	For
UnitedHealth Group Incorporated	Annual	3-Jun-24	1g	Management	Elect Director F. William McNabb, III	Against

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UnitedHealth Group Incorporated	Annual	3-Jun-24	1h	Management	Elect Director Valerie Montgomery Rice	For
UnitedHealth Group Incorporated	Annual	3-Jun-24	1i	Management	Elect Director John Noseworthy	Against
UnitedHealth Group Incorporated	Annual	3-Jun-24	1j	Management	Elect Director Andrew Witty	For
UnitedHealth Group Incorporated	Annual	3-Jun-24	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
UnitedHealth Group Incorporated	Annual	3-Jun-24	3	Management	Ratify Deloitte & Touche LLP as Auditors	For
UnitedHealth Group Incorporated	Annual	3-Jun-24	4	Shareholder	Report on Congruency of Political Spending with Company Values and Priorities	For
International Public Partnerships Limited	Annual	4-Jun-24	1	Management	Accept Financial Statements and Statutory Reports	For
International Public Partnerships Limited	Annual	4-Jun-24	2	Management	Approve Remuneration Report	For
International Public Partnerships Limited	Annual	4-Jun-24	3	Management	Re-elect Julia Bond as Director	For
International Public Partnerships Limited	Annual	4-Jun-24	4	Management	Re-elect Stephanie Coxon as Director	For
International Public Partnerships Limited	Annual	4-Jun-24	5	Management	Re-elect Sally-Ann David as Director	For
International Public Partnerships Limited	Annual	4-Jun-24	6	Management	Re-elect Giles Frost as Director	For
International Public Partnerships Limited	Annual	4-Jun-24	7	Management	Re-elect Michael Gerrard as Director	For
International Public Partnerships Limited	Annual	4-Jun-24	8	Management	Re-elect Meriel Lenfestey as Director	For
International Public Partnerships Limited	Annual	4-Jun-24	9	Management	Re-elect John Le Poidevin as Director	For
International Public Partnerships Limited	Annual	4-Jun-24	10	Management	Note and Sanction Interim Dividends	For

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International Public Partnerships Limited	Annual	4-Jun-24	11	Management	Ratify PricewaterhouseCoopers CI LLP as Auditors	For
International Public Partnerships Limited	Annual	4-Jun-24	12	Management	Authorise Board to Fix Remuneration of Auditors	For
International Public Partnerships Limited	Annual	4-Jun-24	13	Management	Approve Scrip Dividend	For
International Public Partnerships Limited	Annual	4-Jun-24	14	Management	Authorise Market Purchase of Ordinary Shares	For
International Public Partnerships Limited	Annual	4-Jun-24	15	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Taiwan Semiconductor Manufacturing Co., Ltd.	Annual	4-Jun-24	1	Management	Approve Business Operations Report and Financial Statements	For
Taiwan Semiconductor Manufacturing Co., Ltd.	Annual	4-Jun-24	2	Management	Approve Amendments to Articles of Association	For
Taiwan Semiconductor Manufacturing Co., Ltd.	Annual	4-Jun-24	3	Management	Approve Issuance of Restricted Stocks	For
Taiwan Semiconductor Manufacturing Co., Ltd.	Annual	4-Jun-24	4.1	Management	Elect C.C. Wei, with SHAREHOLDER NO.370885, as Non-Independent Director	For
Taiwan Semiconductor Manufacturing Co., Ltd.	Annual	4-Jun-24	4.2	Management	Elect F.C. Tseng, with SHAREHOLDER NO.104, as Non-Independent Director	For
Taiwan Semiconductor Manufacturing Co., Ltd.	Annual	4-Jun-24	4.3	Management	Elect Ming Hsin Kung, a REPRESENTATIVE of National Development Fund, Executive Yuan, with SHAREHOLDER NO.1, as Non-Independent Director	Abstain
Taiwan Semiconductor Manufacturing Co., Ltd.	Annual	4-Jun-24	4.4	Management	Elect Sir Peter L. Bonfield, with SHAREHOLDER NO.577470XXX, as Independent Director	For
Taiwan Semiconductor Manufacturing Co., Ltd.	Annual	4-Jun-24	4.5	Management	Elect Michael R. Splinter, with SHAREHOLDER NO.674701XXX, as Independent Director	For
Taiwan Semiconductor Manufacturing Co., Ltd.	Annual	4-Jun-24	4.6	Management	Elect Moshe N. Gavriellov, with SHAREHOLDER NO.A04480XXX, as Independent Director	For
Taiwan Semiconductor Manufacturing Co., Ltd.	Annual	4-Jun-24	4.7	Management	Elect L. Rafael Reif, with SHAREHOLDER NO.545784XXX, as Independent Director	For

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Taiwan Semiconductor Manufacturing Co., Ltd.	Annual	4-Jun-24	4.8	Management	Elect Ursula M. Burns, with SHAREHOLDER NO.568069XXX, as Independent Director	For
Taiwan Semiconductor Manufacturing Co., Ltd.	Annual	4-Jun-24	4.9	Management	Elect Lynn L. Elsenhans, with SHAREHOLDER NO.561527XXX, as Independent Director	For
Taiwan Semiconductor Manufacturing Co., Ltd.	Annual	4-Jun-24	4.10	Management	Elect Chuan Lin, with SHAREHOLDER NO.550387, as Independent Director	For
Taiwan Semiconductor Manufacturing Co., Ltd.	Annual	4-Jun-24	4.3	Management	Elect Ming Hsin Kung, a REPRESENTATIVE of National Development Fund, Executive Yuan, with SHAREHOLDER NO.1, as Non-Independent Director	For
The Property Income Trust For Charities	Annual	6-Jun-24	i	Management	Elect Meenal Devani as Investors' Committee Member	For
The Property Income Trust For Charities	Annual	6-Jun-24	ii	Management	Re-elect Nick Shepherd as Investors' Committee Member	For
The Property Income Trust For Charities	Annual	6-Jun-24	iii	Management	Re-elect Jenny Segal as Investors' Committee Member	For
Trane Technologies Plc	Annual	6-Jun-24	1a	Management	Elect Director Kirk E. Arnold	Against
Trane Technologies Plc	Annual	6-Jun-24	1b	Management	Elect Director Ana P. Assis	For
Trane Technologies Plc	Annual	6-Jun-24	1c	Management	Elect Director Ann C. Berzin	For
Trane Technologies Plc	Annual	6-Jun-24	1d	Management	Elect Director April Miller Boise	For
Trane Technologies Plc	Annual	6-Jun-24	1e	Management	Elect Director Gary D. Forsee	For
Trane Technologies Plc	Annual	6-Jun-24	1f	Management	Elect Director Mark R. George	For
Trane Technologies Plc	Annual	6-Jun-24	1g	Management	Elect Director John A. Hayes	For
Trane Technologies Plc	Annual	6-Jun-24	1h	Management	Elect Director Linda P. Hudson	For
Trane Technologies Plc	Annual	6-Jun-24	1i	Management	Elect Director Myles P. Lee	For
Trane Technologies Plc	Annual	6-Jun-24	1j	Management	Elect Director David S. Regnery	Against
Trane Technologies Plc	Annual	6-Jun-24	1k	Management	Elect Director Melissa N. Schaeffer	For
Trane Technologies Plc	Annual	6-Jun-24	1l	Management	Elect Director John P. Surma	Against

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Trane Technologies Plc	Annual	6-Jun-24	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Trane Technologies Plc	Annual	6-Jun-24	3	Management	Ratify PricewaterhouseCoopers LLP as Auditors and Authorise Their Remuneration	Against
Trane Technologies Plc	Annual	6-Jun-24	4	Management	Authorise Issue of Equity	For
Trane Technologies Plc	Annual	6-Jun-24	5	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Trane Technologies Plc	Annual	6-Jun-24	6	Management	Determine Price Range for Re-allotment of Treasury Shares	For
ANSYS, Inc.	Annual	7-Jun-24	1A	Management	Elect Director Jim Frankola	Against
ANSYS, Inc.	Annual	7-Jun-24	1B	Management	Elect Director Alec D. Gallimore	For
ANSYS, Inc.	Annual	7-Jun-24	1C	Management	Elect Director Ronald W. Hovsepian	For
ANSYS, Inc.	Annual	7-Jun-24	2	Management	Ratify Deloitte & Touche LLP as Auditors	For
ANSYS, Inc.	Annual	7-Jun-24	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
ANSYS, Inc.	Annual	7-Jun-24	4	Shareholder	Provide Right to Call a Special Meeting	For
Foresight Solar Fund Limited	Annual	12-Jun-24	1	Management	Accept Financial Statements and Statutory Reports	For
Foresight Solar Fund Limited	Annual	12-Jun-24	2	Management	Approve Remuneration Report	For
Foresight Solar Fund Limited	Annual	12-Jun-24	3	Management	Approve Remuneration Policy	For
Foresight Solar Fund Limited	Annual	12-Jun-24	4	Management	Approve Dividend Policy	For
Foresight Solar Fund Limited	Annual	12-Jun-24	5	Management	Re-elect Alexander Ohlsson as Director	For
Foresight Solar Fund Limited	Annual	12-Jun-24	6	Management	Re-elect Ann Markey as Director	For
Foresight Solar Fund Limited	Annual	12-Jun-24	7	Management	Re-elect Monique O'Keefe as Director	For

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Foresight Solar Fund Limited	Annual	12-Jun-24	8	Management	Re-elect Chris Ambler as Director	For
Foresight Solar Fund Limited	Annual	12-Jun-24	9	Management	Elect Lynn Cleary as Director	For
Foresight Solar Fund Limited	Annual	12-Jun-24	10	Management	Ratify KPMG LLP as Auditors	For
Foresight Solar Fund Limited	Annual	12-Jun-24	11	Management	Authorise Board to Fix Remuneration of Auditors	For
Foresight Solar Fund Limited	Annual	12-Jun-24	12	Management	Adopt the Proposed Investment Objective and Investment Policy	For
Foresight Solar Fund Limited	Annual	12-Jun-24	13	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Foresight Solar Fund Limited	Annual	12-Jun-24	14	Management	Authorise Market Purchase of Ordinary Shares	For
Foresight Solar Fund Limited	Annual	12-Jun-24	15	Management	Authorise the Company to Cancel Any Repurchased Shares or Hold Such Shares as Treasury Shares	For
Foresight Solar Fund Limited	Annual	12-Jun-24	16	Management	Approve Discontinuation of the Company	For
NB Private Equity Partners Limited	Annual	12-Jun-24	1	Management	Accept Financial Statements and Statutory Reports	For
NB Private Equity Partners Limited	Annual	12-Jun-24	2	Management	Approve Remuneration Report	For
NB Private Equity Partners Limited	Annual	12-Jun-24	3	Management	Re-elect William Maltby as Director	For
NB Private Equity Partners Limited	Annual	12-Jun-24	4	Management	Re-elect John Falla as Director	For
NB Private Equity Partners Limited	Annual	12-Jun-24	5	Management	Re-elect Trudi Clark as Director	For
NB Private Equity Partners Limited	Annual	12-Jun-24	6	Management	Re-elect Wilken von Hodenberg as Director	For

NB Private Equity Partners Limited	Annual	12-Jun-24	7	Management	Re-elect Louisa Symington-Mills as Director	For
NB Private Equity Partners Limited	Annual	12-Jun-24	8	Management	Elect Pawan Dhir as Director	For
NB Private Equity Partners Limited	Annual	12-Jun-24	9	Management	Ratify KPMG Channel Islands Limited as Auditors	For
NB Private Equity Partners Limited	Annual	12-Jun-24	10	Management	Authorise Board to Fix Remuneration of Auditors	For
NB Private Equity Partners Limited	Annual	12-Jun-24	11	Management	Ratify Past Interim Dividends	For
NB Private Equity Partners Limited	Annual	12-Jun-24	12	Management	Authorise Market Purchase of Class A Shares	For
NB Private Equity Partners Limited	Annual	12-Jun-24	13	Management	Authorise Issue of Equity without Pre-emptive Rights	For
NB Private Equity Partners Limited	Annual	12-Jun-24	14	Management	Adopt New Articles of Incorporation	For
Roper Technologies, Inc.	Annual	12-Jun-24	1.1	Management	Elect Director Shellye L. Archambeau	For
Roper Technologies, Inc.	Annual	12-Jun-24	1.2	Management	Elect Director Amy Woods Brinkley	For
Roper Technologies, Inc.	Annual	12-Jun-24	1.3	Management	Elect Director Irene M. Esteves	For
Roper Technologies, Inc.	Annual	12-Jun-24	1.4	Management	Elect Director L. Neil Hunn	For
Roper Technologies, Inc.	Annual	12-Jun-24	1.5	Management	Elect Director Robert D. Johnson	For
Roper Technologies, Inc.	Annual	12-Jun-24	1.6	Management	Elect Director Thomas P. Joyce, Jr.	For
Roper Technologies, Inc.	Annual	12-Jun-24	1.7	Management	Elect Director John F. Murphy	For
Roper Technologies, Inc.	Annual	12-Jun-24	1.8	Management	Elect Director Laura G. Thatcher	Against
Roper Technologies, Inc.	Annual	12-Jun-24	1.9	Management	Elect Director Richard F. Wallman	Against
Roper Technologies, Inc.	Annual	12-Jun-24	1.10	Management	Elect Director Christopher Wright	For
Roper Technologies, Inc.	Annual	12-Jun-24	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against

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Roper Technologies, Inc.	Annual	12-Jun-24	3	Management	Ratify PricewaterhouseCoopers LLP as Auditors	For
Roper Technologies, Inc.	Annual	12-Jun-24	4	Shareholder	Adopt Simple Majority Vote	For
Ingersoll Rand Inc.	Annual	13-Jun-24	1a	Management	Elect Director Vicente Reynal	Against
Ingersoll Rand Inc.	Annual	13-Jun-24	1b	Management	Elect Director William P. Donnelly	For
Ingersoll Rand Inc.	Annual	13-Jun-24	1c	Management	Elect Director Kirk E. Arnold	Against
Ingersoll Rand Inc.	Annual	13-Jun-24	1d	Management	Elect Director Gary D. Forsee	For
Ingersoll Rand Inc.	Annual	13-Jun-24	1e	Management	Elect Director Jennifer Hartsock	For
Ingersoll Rand Inc.	Annual	13-Jun-24	1f	Management	Elect Director John Humphrey	For
Ingersoll Rand Inc.	Annual	13-Jun-24	1g	Management	Elect Director Marc E. Jones	For
Ingersoll Rand Inc.	Annual	13-Jun-24	1h	Management	Elect Director Julie A. Schertell	For
Ingersoll Rand Inc.	Annual	13-Jun-24	1i	Management	Elect Director JoAnna A. Sohovich	For
Ingersoll Rand Inc.	Annual	13-Jun-24	1j	Management	Elect Director Mark P. Stevenson	For
Ingersoll Rand Inc.	Annual	13-Jun-24	2	Management	Ratify Deloitte & Touche LLP as Auditors	For
Ingersoll Rand Inc.	Annual	13-Jun-24	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Fortinet, Inc.	Annual	14-Jun-24	1.1	Management	Elect Director Ken Xie	Against
Fortinet, Inc.	Annual	14-Jun-24	1.2	Management	Elect Director Michael Xie	For
Fortinet, Inc.	Annual	14-Jun-24	1.3	Management	Elect Director Kenneth A. Goldman	Against
Fortinet, Inc.	Annual	14-Jun-24	1.4	Management	Elect Director Ming Hsieh	For
Fortinet, Inc.	Annual	14-Jun-24	1.5	Management	Elect Director Jean Hu	For
Fortinet, Inc.	Annual	14-Jun-24	1.6	Management	Elect Director William H. Neukom	For
Fortinet, Inc.	Annual	14-Jun-24	1.7	Management	Elect Director Judith Sim	Against
Fortinet, Inc.	Annual	14-Jun-24	1.8	Management	Elect Director James Stavridis	For

Fortinet, Inc.	Annual	14-Jun-24	1.9	Management	Elect Director Mary Agnes "Maggie" Wilderotter	For
Fortinet, Inc.	Annual	14-Jun-24	2	Management	Ratify Deloitte & Touche LLP as Auditors	For
Fortinet, Inc.	Annual	14-Jun-24	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
KEYENCE Corp.	Annual	14-Jun-24	1	Management	Approve Allocation of Income, with a Final Dividend of JPY 150	For
KEYENCE Corp.	Annual	14-Jun-24	2.1	Management	Elect Director Takizaki, Takemitsu	For
KEYENCE Corp.	Annual	14-Jun-24	2.2	Management	Elect Director Nakata, Yu	For
KEYENCE Corp.	Annual	14-Jun-24	2.3	Management	Elect Director Yamaguchi, Akiji	For
KEYENCE Corp.	Annual	14-Jun-24	2.4	Management	Elect Director Yamamoto, Hiroaki	For
KEYENCE Corp.	Annual	14-Jun-24	2.5	Management	Elect Director Nakano, Tetsuya	For
KEYENCE Corp.	Annual	14-Jun-24	2.6	Management	Elect Director Yamamoto, Akinori	For
KEYENCE Corp.	Annual	14-Jun-24	2.7	Management	Elect Director Taniguchi, Seiichi	For
KEYENCE Corp.	Annual	14-Jun-24	2.8	Management	Elect Director Suenaga, Kumiko	For
KEYENCE Corp.	Annual	14-Jun-24	2.9	Management	Elect Director Yoshioka, Michifumi	For
KEYENCE Corp.	Annual	14-Jun-24	3.1	Management	Appoint Statutory Auditor Indo, Hiroji	For
KEYENCE Corp.	Annual	14-Jun-24	3.2	Management	Appoint Statutory Auditor Daiho, Masaji	For
KEYENCE Corp.	Annual	14-Jun-24	4	Management	Appoint Alternate Statutory Auditor Yamamoto, Masaharu	For
Mastercard Incorporated	Annual	18-Jun-24	1a	Management	Elect Director Merit E. Janow	Against
Mastercard Incorporated	Annual	18-Jun-24	1b	Management	Elect Director Candido Bracher	For
Mastercard Incorporated	Annual	18-Jun-24	1c	Management	Elect Director Richard K. Davis	Against
Mastercard Incorporated	Annual	18-Jun-24	1d	Management	Elect Director Julius Genachowski	Against
Mastercard Incorporated	Annual	18-Jun-24	1e	Management	Elect Director Choon Phong Goh	For
Mastercard Incorporated	Annual	18-Jun-24	1f	Management	Elect Director Oki Matsumoto	For

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Mastercard Incorporated	Annual	18-Jun-24	1g	Management	Elect Director Michael Miebach	For
Mastercard Incorporated	Annual	18-Jun-24	1h	Management	Elect Director Youngme Moon	For
Mastercard Incorporated	Annual	18-Jun-24	1i	Management	Elect Director Rima Qureshi	For
Mastercard Incorporated	Annual	18-Jun-24	1j	Management	Elect Director Gabrielle Sulzberger	For
Mastercard Incorporated	Annual	18-Jun-24	1k	Management	Elect Director Harit Talwar	For
Mastercard Incorporated	Annual	18-Jun-24	1l	Management	Elect Director Lance Uggla	For
Mastercard Incorporated	Annual	18-Jun-24	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Mastercard Incorporated	Annual	18-Jun-24	3	Management	Ratify PricewaterhouseCoopers LLP as Auditors	For
Mastercard Incorporated	Annual	18-Jun-24	4	Shareholder	Report on Lobbying Payments and Policy	For
Mastercard Incorporated	Annual	18-Jun-24	5	Shareholder	Amend Director Election Resignation Bylaw	Abstain
Mastercard Incorporated	Annual	18-Jun-24	6	Shareholder	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	Abstain
Mastercard Incorporated	Annual	18-Jun-24	7	Shareholder	Report on Congruency of Company's Human Rights Statement with Charitable Contributions and Voluntary Partnerships	Against
Mastercard Incorporated	Annual	18-Jun-24	8	Shareholder	Report on Gender-Based Compensation and Benefits Inequities	Against
Informa Plc	Annual	21-Jun-24	1	Management	Re-elect John Rishton as Director	Against
Informa Plc	Annual	21-Jun-24	2	Management	Re-elect Stephen Carter as Director	For
Informa Plc	Annual	21-Jun-24	3	Management	Re-elect Mary McDowell as Director	Against
Informa Plc	Annual	21-Jun-24	4	Management	Re-elect Gareth Wright as Director	For
Informa Plc	Annual	21-Jun-24	5	Management	Re-elect Gill Whitehead as Director	Against
Informa Plc	Annual	21-Jun-24	6	Management	Re-elect Louise Smalley as Director	Against
Informa Plc	Annual	21-Jun-24	7	Management	Re-elect Patrick Martell as Director	For

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Informa Plc	Annual	21-Jun-24	8	Management	Re-elect Joanne Wilson as Director	Against
Informa Plc	Annual	21-Jun-24	9	Management	Re-elect Zheng Yin as Director	Against
Informa Plc	Annual	21-Jun-24	10	Management	Re-elect Andrew Ransom as Director	Against
Informa Plc	Annual	21-Jun-24	11	Management	Accept Financial Statements and Statutory Reports	For
Informa Plc	Annual	21-Jun-24	12	Management	Approve Remuneration Report	For
Informa Plc	Annual	21-Jun-24	13	Management	Approve Remuneration Policy	Abstain
Informa Plc	Annual	21-Jun-24	14	Management	Approve Final Dividend	For
Informa Plc	Annual	21-Jun-24	15	Management	Reappoint PricewaterhouseCoopers LLP as Auditors	For
Informa Plc	Annual	21-Jun-24	16	Management	Authorise the Audit Committee to Fix Remuneration of Auditors	For
Informa Plc	Annual	21-Jun-24	17	Management	Authorise UK Political Donations and Expenditure	For
Informa Plc	Annual	21-Jun-24	18	Management	Authorise Issue of Equity	For
Informa Plc	Annual	21-Jun-24	19	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Informa Plc	Annual	21-Jun-24	20	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
Informa Plc	Annual	21-Jun-24	21	Management	Authorise Market Purchase of Ordinary Shares	For
Informa Plc	Annual	21-Jun-24	22	Management	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Princess Private Equity Holding Limited	Annual	21-Jun-24	1	Management	Accept Financial Statements and Statutory Reports	For
Princess Private Equity Holding Limited	Annual	21-Jun-24	2	Management	Ratify PricewaterhouseCoopers CI LLP as Auditors and Authorise Their Remuneration	For
Princess Private Equity Holding Limited	Annual	21-Jun-24	3	Management	Elect Peter McKellar as Director	For

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Princess Private Equity Holding Limited	Annual	21-Jun-24	4	Management	Re-elect Fionnuala Carvill as Director	For
Princess Private Equity Holding Limited	Annual	21-Jun-24	5	Management	Elect Axel Holtrup as Director	For
Princess Private Equity Holding Limited	Annual	21-Jun-24	6	Management	Elect Gerhard Roggemann as Director	For
Princess Private Equity Holding Limited	Annual	21-Jun-24	7	Management	Re-elect Merise Wheatley as Director	For
Princess Private Equity Holding Limited	Annual	21-Jun-24	8	Management	Approve Company's Dividend Objective	For
Princess Private Equity Holding Limited	Annual	21-Jun-24	9	Management	Approve Change of Company Name to Partners Group Private Equity Limited	For
Princess Private Equity Holding Limited	Annual	21-Jun-24	10	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Princess Private Equity Holding Limited	Annual	21-Jun-24	11	Management	Authorise Market Purchase of Ordinary Shares	For
NVIDIA Corporation	Annual	26-Jun-24	1a	Management	Elect Director Robert K. Burgess	For
NVIDIA Corporation	Annual	26-Jun-24	1b	Management	Elect Director Tench Coxé	For
NVIDIA Corporation	Annual	26-Jun-24	1c	Management	Elect Director John O. Dabiri	For
NVIDIA Corporation	Annual	26-Jun-24	1d	Management	Elect Director Persis S. Drell	For
NVIDIA Corporation	Annual	26-Jun-24	1e	Management	Elect Director Jen-Hsun Huang	For
NVIDIA Corporation	Annual	26-Jun-24	1f	Management	Elect Director Dawn Hudson	Against
NVIDIA Corporation	Annual	26-Jun-24	1g	Management	Elect Director Harvey C. Jones	For
NVIDIA Corporation	Annual	26-Jun-24	1h	Management	Elect Director Melissa B. Lora	For
NVIDIA Corporation	Annual	26-Jun-24	1i	Management	Elect Director Stephen C. Neal	Against
NVIDIA Corporation	Annual	26-Jun-24	1j	Management	Elect Director A. Brooke Seawell	For
NVIDIA Corporation	Annual	26-Jun-24	1k	Management	Elect Director Aarti Shah	For

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NVIDIA Corporation	Annual	26-Jun-24	11	Management	Elect Director Mark A. Stevens	For
NVIDIA Corporation	Annual	26-Jun-24	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
NVIDIA Corporation	Annual	26-Jun-24	3	Management	Ratify PricewaterhouseCoopers LLP as Auditors	For
NVIDIA Corporation	Annual	26-Jun-24	4	Shareholder	Adopt Simple Majority Vote	For

Company Name	Type	Meeting Date	Prop No.	Proponent	Proposal Text	Vote Instruction
Diploma Plc	Annual	17-Jan-24	1	Management	Accept Financial Statements and Statutory Reports	For
Diploma Plc	Annual	17-Jan-24	2	Management	Approve Final Dividend	For
Diploma Plc	Annual	17-Jan-24	3	Management	Re-elect David Lowden as Director	Abstain
Diploma Plc	Annual	17-Jan-24	4	Management	Re-elect Johnny Thomson as Director	For
Diploma Plc	Annual	17-Jan-24	5	Management	Re-elect Chris Davies as Director	For
Diploma Plc	Annual	17-Jan-24	6	Management	Re-elect Andy Smith as Director	Against
Diploma Plc	Annual	17-Jan-24	7	Management	Re-elect Anne Thorburn as Director	For
Diploma Plc	Annual	17-Jan-24	8	Management	Elect Jennifer Ward as Director	For
Diploma Plc	Annual	17-Jan-24	9	Management	Re-elect Geraldine Huse as Director	For
Diploma Plc	Annual	17-Jan-24	10	Management	Re-elect Dean Finch as Director	For
Diploma Plc	Annual	17-Jan-24	11	Management	Reappoint PricewaterhouseCoopers LLP as Auditors	For
Diploma Plc	Annual	17-Jan-24	12	Management	Authorise Board to Fix Remuneration of Auditors	For
Diploma Plc	Annual	17-Jan-24	13	Management	Approve Remuneration Report	Against
Diploma Plc	Annual	17-Jan-24	14	Management	Authorise Issue of Equity	For
Diploma Plc	Annual	17-Jan-24	15	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Diploma Plc	Annual	17-Jan-24	16	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
Diploma Plc	Annual	17-Jan-24	17	Management	Authorise Market Purchase of Ordinary Shares	For
Diploma Plc	Annual	17-Jan-24	18	Management	Approve Matters Relating to the Dividend Rectification	For
Diploma Plc	Annual	17-Jan-24	19	Management	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Intuit Inc.	Annual	18-Jan-24	1a	Management	Elect Director Eve Burton	Against

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Company Name	Type	Meeting Date	Prop No.	Proponent	Proposal Text	Vote Instruction
Intuit Inc.	Annual	18-Jan-24	1b	Management	Elect Director Scott D. Cook	For
Intuit Inc.	Annual	18-Jan-24	1c	Management	Elect Director Richard L. Dalzell	For
Intuit Inc.	Annual	18-Jan-24	1d	Management	Elect Director Sasan K. Goodarzi	For
Intuit Inc.	Annual	18-Jan-24	1e	Management	Elect Director Deborah Liu	For
Intuit Inc.	Annual	18-Jan-24	1f	Management	Elect Director Tekedra Mawakana	For
Intuit Inc.	Annual	18-Jan-24	1g	Management	Elect Director Suzanne Nora Johnson	Against
Intuit Inc.	Annual	18-Jan-24	1h	Management	Elect Director Ryan Roslansky	For
Intuit Inc.	Annual	18-Jan-24	1i	Management	Elect Director Thomas Szkutak	Against
Intuit Inc.	Annual	18-Jan-24	1j	Management	Elect Director Raul Vazquez	For
Intuit Inc.	Annual	18-Jan-24	1k	Management	Elect Director Eric S. Yuan	For
Intuit Inc.	Annual	18-Jan-24	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Intuit Inc.	Annual	18-Jan-24	3	Management	Advisory Vote on Say on Pay Frequency	One Year
Intuit Inc.	Annual	18-Jan-24	4	Management	Ratify Ernst & Young LLP as Auditors	For
Intuit Inc.	Annual	18-Jan-24	5	Management	Amend Omnibus Stock Plan	For
Intuit Inc.	Annual	18-Jan-24	6	Shareholder	Report on Climate Risk in Retirement Plan Options	For
Costco Wholesale Corporation	Annual	18-Jan-24	1a	Management	Elect Director Susan L. Decker	For
Costco Wholesale Corporation	Annual	18-Jan-24	1b	Management	Elect Director Kenneth D. Denman	Against
Costco Wholesale Corporation	Annual	18-Jan-24	1c	Management	Elect Director Helena B. Foulkes	For
Costco Wholesale Corporation	Annual	18-Jan-24	1d	Management	Elect Director Richard A. Galanti	For
Costco Wholesale Corporation	Annual	18-Jan-24	1e	Management	Elect Director Hamilton E. James	For
Costco Wholesale Corporation	Annual	18-Jan-24	1f	Management	Elect Director W. Craig Jelinek	For
Costco Wholesale Corporation	Annual	18-Jan-24	1g	Management	Elect Director Sally Jewell	For
Costco Wholesale Corporation	Annual	18-Jan-24	1h	Management	Elect Director Jeffrey S. Raikes	Against
Costco Wholesale Corporation	Annual	18-Jan-24	1i	Management	Elect Director John W. Stanton	Against
Costco Wholesale Corporation	Annual	18-Jan-24	1j	Management	Elect Director Ron M. Vachris	For
Costco Wholesale Corporation	Annual	18-Jan-24	1k	Management	Elect Director Mary Agnes (Maggie) Wilderotter	For
Costco Wholesale Corporation	Annual	18-Jan-24	2	Management	Ratify KPMG LLP as Auditors	For
Costco Wholesale Corporation	Annual	18-Jan-24	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Costco Wholesale Corporation	Annual	18-Jan-24	4	Shareholder	Issue Audited Report on Fiduciary Relevance of Decarbonization Goal	Against
Visa Inc.	Annual	23-Jan-24	1a	Management	Elect Director Lloyd A. Carney	For
Visa Inc.	Annual	23-Jan-24	1b	Management	Elect Director Kermit R. Crawford	For
Visa Inc.	Annual	23-Jan-24	1c	Management	Elect Director Francisco Javier Fernandez-Carbajal	For
Visa Inc.	Annual	23-Jan-24	1d	Management	Elect Director Ramon Laguarta	For

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Company Name	Type	Meeting Date	Prop No.	Proponent	Proposal Text	Vote Instruction
Visa Inc.	Annual	23-Jan-24	1e	Management	Elect Director Teri L. List	For
Visa Inc.	Annual	23-Jan-24	1f	Management	Elect Director John F. Lundgren	Against
Visa Inc.	Annual	23-Jan-24	1g	Management	Elect Director Ryan McInerney	For
Visa Inc.	Annual	23-Jan-24	1h	Management	Elect Director Denise M. Morrison	Against
Visa Inc.	Annual	23-Jan-24	1i	Management	Elect Director Pamela Murphy	For
Visa Inc.	Annual	23-Jan-24	1j	Management	Elect Director Linda J. Rendle	For
Visa Inc.	Annual	23-Jan-24	1k	Management	Elect Director Maynard G. Webb, Jr.	For
Visa Inc.	Annual	23-Jan-24	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Visa Inc.	Annual	23-Jan-24	3	Management	Ratify KPMG LLP as Auditors	For
Visa Inc.	Annual	23-Jan-24	4	Management	Approve Class B Exchange Offer Program Certificate Amendments	For
Visa Inc.	Annual	23-Jan-24	5	Management	Adjourn Meeting	For
Visa Inc.	Annual	23-Jan-24	6	Shareholder	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For
Accenture plc	Annual	31-Jan-24	1a	Management	Elect Director Jaime Ardila	For
Accenture plc	Annual	31-Jan-24	1b	Management	Elect Director Martin Bruderemuller	For
Accenture plc	Annual	31-Jan-24	1c	Management	Elect Director Alan Jope	For
Accenture plc	Annual	31-Jan-24	1d	Management	Elect Director Nancy McKinstry	Against
Accenture plc	Annual	31-Jan-24	1e	Management	Elect Director Beth E. Mooney	For
Accenture plc	Annual	31-Jan-24	1f	Management	Elect Director Gilles C. Pelisson	For
Accenture plc	Annual	31-Jan-24	1g	Management	Elect Director Paula A. Price	Against
Accenture plc	Annual	31-Jan-24	1h	Management	Elect Director Venkata (Murthy) Renduchintala	For
Accenture plc	Annual	31-Jan-24	1i	Management	Elect Director Arun Sarin	For
Accenture plc	Annual	31-Jan-24	1j	Management	Elect Director Julie Sweet	Against
Accenture plc	Annual	31-Jan-24	1k	Management	Elect Director Tracey T. Travis	For
Accenture plc	Annual	31-Jan-24	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Accenture plc	Annual	31-Jan-24	3	Management	Amend Omnibus Stock Plan	For
Accenture plc	Annual	31-Jan-24	4	Management	Amend Nonqualified Employee Stock Purchase Plan	For
Accenture plc	Annual	31-Jan-24	5	Management	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For
Accenture plc	Annual	31-Jan-24	6	Management	Renew the Board's Authority to Issue Shares Under Irish Law	For
Accenture plc	Annual	31-Jan-24	7	Management	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	For

Company Name	Type	Meeting Date	Prop No.	Proponent	Proposal Text	Vote Instruction
Accenture plc	Annual	31-Jan-24	8	Management	Determine Price Range for Reissuance of Treasury Shares	For
The Sage Group plc	Annual	01-Feb-24	1	Management	Accept Financial Statements and Statutory Reports	For
The Sage Group plc	Annual	01-Feb-24	2	Management	Approve Remuneration Report	Against
The Sage Group plc	Annual	01-Feb-24	3	Management	Approve Final Dividend	For
The Sage Group plc	Annual	01-Feb-24	4	Management	Elect Roisin Donnelly as Director	For
The Sage Group plc	Annual	01-Feb-24	5	Management	Re-elect Andrew Duff as Director	For
The Sage Group plc	Annual	01-Feb-24	6	Management	Re-elect Sangeeta Anand as Director	For
The Sage Group plc	Annual	01-Feb-24	7	Management	Re-elect John Bates as Director	For
The Sage Group plc	Annual	01-Feb-24	8	Management	Re-elect Jonathan Bewes as Director	For
The Sage Group plc	Annual	01-Feb-24	9	Management	Re-elect Maggie Jones as Director	For
The Sage Group plc	Annual	01-Feb-24	10	Management	Re-elect Annette Court as Director	For
The Sage Group plc	Annual	01-Feb-24	11	Management	Re-elect Derek Harding as Director	For
The Sage Group plc	Annual	01-Feb-24	12	Management	Re-elect Steve Hare as Director	For
The Sage Group plc	Annual	01-Feb-24	13	Management	Re-elect Jonathan Howell as Director	For
The Sage Group plc	Annual	01-Feb-24	14	Management	Reappoint Ernst & Young LLP as Auditors	For
The Sage Group plc	Annual	01-Feb-24	15	Management	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For
The Sage Group plc	Annual	01-Feb-24	16	Management	Authorise UK Political Donations and Expenditure	For
The Sage Group plc	Annual	01-Feb-24	17	Management	Authorise Issue of Equity	For
The Sage Group plc	Annual	01-Feb-24	18	Management	Authorise Issue of Equity without Pre-emptive Rights	For
The Sage Group plc	Annual	01-Feb-24	19	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
The Sage Group plc	Annual	01-Feb-24	20	Management	Authorise Market Purchase of Ordinary Shares	For
The Sage Group plc	Annual	01-Feb-24	21	Management	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Hipgnosis Songs Fund Limited	Special	07-Feb-24	1	Management	Amend Articles of Incorporation	For
Siemens AG	Annual	08-Feb-24	2	Management	Approve Allocation of Income and Dividends of EUR 4.70 per Share	For
Siemens AG	Annual	08-Feb-24	3.1	Management	Approve Discharge of Management Board Member Roland Busch for Fiscal Year 2022/23	For
Siemens AG	Annual	08-Feb-24	3.2	Management	Approve Discharge of Management Board Member Cedrik Neike for Fiscal Year 2022/23	For
Siemens AG	Annual	08-Feb-24	3.3	Management	Approve Discharge of Management Board Member Matthias Rebellius for Fiscal Year 2022/23	For

Company Name	Type	Meeting Date	Prop No.	Proponent	Proposal Text	Vote Instruction
Siemens AG	Annual	08-Feb-24	3.4	Management	Approve Discharge of Management Board Member Ralf Thomas for Fiscal Year 2022/23	For
Siemens AG	Annual	08-Feb-24	3.5	Management	Approve Discharge of Management Board Member Judith Wiese for Fiscal Year 2022/23	For
Siemens AG	Annual	08-Feb-24	4.1	Management	Approve Discharge of Supervisory Board Member Jim Snabe for Fiscal Year 2022/23	For
Siemens AG	Annual	08-Feb-24	4.2	Management	Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal Year 2022/23	For
Siemens AG	Annual	08-Feb-24	4.3	Management	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2022/23	For
Siemens AG	Annual	08-Feb-24	4.4	Management	Approve Discharge of Supervisory Board Member Tobias Baeumler for Fiscal Year 2022/23	For
Siemens AG	Annual	08-Feb-24	4.5	Management	Approve Discharge of Supervisory Board Member Michael Diekmann (until Feb. 9, 2023) for Fiscal Year 2022/23	For
Siemens AG	Annual	08-Feb-24	4.6	Management	Approve Discharge of Supervisory Board Member Regina Dugan (from Feb. 9, 2023) for Fiscal Year 2022/23	For
Siemens AG	Annual	08-Feb-24	4.7	Management	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2022/23	For
Siemens AG	Annual	08-Feb-24	4.8	Management	Approve Discharge of Supervisory Board Member Bettina Haller for Fiscal Year 2022/23	For
Siemens AG	Annual	08-Feb-24	4.9	Management	Approve Discharge of Supervisory Board Member Oliver Hartmann (from Sep. 14, 2023) for Fiscal Year 2022/23	For
Siemens AG	Annual	08-Feb-24	4.10	Management	Approve Discharge of Supervisory Board Member Keryn Lee James (from Feb. 9, 2023) for Fiscal Year 2022/23	For
Siemens AG	Annual	08-Feb-24	4.11	Management	Approve Discharge of Supervisory Board Member Harald Kern for Fiscal Year 2022/23	For
Siemens AG	Annual	08-Feb-24	4.12	Management	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2022/23	For
Siemens AG	Annual	08-Feb-24	4.13	Management	Approve Discharge of Supervisory Board Member Martina Merz (from Feb. 9, 2023) for Fiscal Year 2022/23	For
Siemens AG	Annual	08-Feb-24	4.14	Management	Approve Discharge of Supervisory Board Member Christian Pfeiffer (from Feb. 9, 2023) for Fiscal Year 2022/23	For
Siemens AG	Annual	08-Feb-24	4.15	Management	Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal Year 2022/23	For

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Company Name	Type	Meeting Date	Prop No.	Proponent	Proposal Text	Vote Instruction
Siemens AG	Annual	08-Feb-24	4.16	Management	Approve Discharge of Supervisory Board Member Hagen Reimer for Fiscal Year 2022/23	For
Siemens AG	Annual	08-Feb-24	4.17	Management	Approve Discharge of Supervisory Board Member Norbert Reithofer (until Feb. 9, 2023) for Fiscal Year 2022/23	For
Siemens AG	Annual	08-Feb-24	4.18	Management	Approve Discharge of Supervisory Board Member Kasper Rorsted for Fiscal Year 2022/23	For
Siemens AG	Annual	08-Feb-24	4.19	Management	Approve Discharge of Supervisory Board Member Nemat Shafik (until Feb. 9, 2023) for Fiscal Year 2022/23	For
Siemens AG	Annual	08-Feb-24	4.20	Management	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2022/23	For
Siemens AG	Annual	08-Feb-24	4.21	Management	Approve Discharge of Supervisory Board Member Michael Sigmund (until Aug. 31, 2023) for Fiscal Year 2022/23	For
Siemens AG	Annual	08-Feb-24	4.22	Management	Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal Year 2022/23	For
Siemens AG	Annual	08-Feb-24	4.23	Management	Approve Discharge of Supervisory Board Member Grazia Vittadini for Fiscal Year 2022/23	For
Siemens AG	Annual	08-Feb-24	4.24	Management	Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal Year 2022/23	For
Siemens AG	Annual	08-Feb-24	4.25	Management	Approve Discharge of Supervisory Board Member Gunnar Zukunft (until Feb. 9, 2023) for Fiscal Year 2022/23	For
Siemens AG	Annual	08-Feb-24	5	Management	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023/24	For
Siemens AG	Annual	08-Feb-24	6	Management	Approve Remuneration Policy	Against
Siemens AG	Annual	08-Feb-24	7	Management	Approve Remuneration Report	Against
Siemens AG	Annual	08-Feb-24	8	Management	Approve Creation of EUR 480 Million Pool of Capital with Partial Exclusion of Preemptive Rights	For
Siemens AG	Annual	08-Feb-24	9	Management	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 15 Billion; Approve Creation of EUR 210 Million Pool of Capital to Guarantee Conversion Rights	For
Compass Group Plc	Annual	08-Feb-24	1	Management	Accept Financial Statements and Statutory Reports	For
Compass Group Plc	Annual	08-Feb-24	2	Management	Approve Remuneration Report	Against
Compass Group Plc	Annual	08-Feb-24	3	Management	Approve Final Dividend	For
Compass Group Plc	Annual	08-Feb-24	4	Management	Elect Petros Parras as Director	For

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Company Name	Type	Meeting Date	Prop No.	Proponent	Proposal Text	Vote Instruction
Compass Group Plc	Annual	08-Feb-24	5	Management	Elect Leanne Wood as Director	For
Compass Group Plc	Annual	08-Feb-24	6	Management	Re-elect Ian Meakins as Director	Abstain
Compass Group Plc	Annual	08-Feb-24	7	Management	Re-elect Dominic Blakemore as Director	For
Compass Group Plc	Annual	08-Feb-24	8	Management	Re-elect Palmer Brown as Director	For
Compass Group Plc	Annual	08-Feb-24	9	Management	Re-elect Stefan Bomhard as Director	For
Compass Group Plc	Annual	08-Feb-24	10	Management	Re-elect John Bryant as Director	Against
Compass Group Plc	Annual	08-Feb-24	11	Management	Re-elect Arlene Isaacs-Lowe as Director	For
Compass Group Plc	Annual	08-Feb-24	12	Management	Re-elect Anne-Francoise Nesmes as Director	For
Compass Group Plc	Annual	08-Feb-24	13	Management	Re-elect Sundar Raman as Director	For
Compass Group Plc	Annual	08-Feb-24	14	Management	Re-elect Nelson Silva as Director	For
Compass Group Plc	Annual	08-Feb-24	15	Management	Re-elect Ireena Vittal as Director	For
Compass Group Plc	Annual	08-Feb-24	16	Management	Reappoint KPMG LLP as Auditors	For
Compass Group Plc	Annual	08-Feb-24	17	Management	Authorise the Audit Committee to Fix Remuneration of Auditors	For
Compass Group Plc	Annual	08-Feb-24	18	Management	Authorise UK Political Donations and Expenditure	For
Compass Group Plc	Annual	08-Feb-24	19	Management	Authorise Issue of Equity	For
Compass Group Plc	Annual	08-Feb-24	20	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Compass Group Plc	Annual	08-Feb-24	21	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
Compass Group Plc	Annual	08-Feb-24	22	Management	Authorise Market Purchase of Ordinary Shares	For
Compass Group Plc	Annual	08-Feb-24	23	Management	Authorise the Company to Call General Meeting with 14 Clear Days' Notice	For
Tritax Eurobox Plc	Annual	14-Feb-24	1	Management	Accept Financial Statements and Statutory Reports	For
Tritax Eurobox Plc	Annual	14-Feb-24	2	Management	Approve Remuneration Report	For
Tritax Eurobox Plc	Annual	14-Feb-24	3	Management	Re-elect Robert Orr as Director	For
Tritax Eurobox Plc	Annual	14-Feb-24	4	Management	Re-elect Taco de Groot as Director	For
Tritax Eurobox Plc	Annual	14-Feb-24	5	Management	Re-elect Keith Mansfield as Director	For
Tritax Eurobox Plc	Annual	14-Feb-24	6	Management	Re-elect Eva-Lotta Sjostedt as Director	For
Tritax Eurobox Plc	Annual	14-Feb-24	7	Management	Re-elect Sarah Whitney as Director	For
Tritax Eurobox Plc	Annual	14-Feb-24	8	Management	Reappoint KPMG LLP as Auditors	For
Tritax Eurobox Plc	Annual	14-Feb-24	9	Management	Authorise Board to Fix Remuneration of Auditors	For
Tritax Eurobox Plc	Annual	14-Feb-24	10	Management	Authorise Directors to Declare and Pay All Dividends of the Company as Interim Dividends	For
Tritax Eurobox Plc	Annual	14-Feb-24	11	Management	Authorise Issue of Equity	For

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Company Name	Type	Meeting Date	Prop No.	Proponent	Proposal Text	Vote Instruction
Tritax Eurobox Plc	Annual	14-Feb-24	12	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Tritax Eurobox Plc	Annual	14-Feb-24	13	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
Tritax Eurobox Plc	Annual	14-Feb-24	14	Management	Authorise Market Purchase of Ordinary Shares	For
Tritax Eurobox Plc	Annual	14-Feb-24	15	Management	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Deere & Company	Annual	28-Feb-24	1a	Management	Elect Director Leanne G. Caret	Against
Deere & Company	Annual	28-Feb-24	1b	Management	Elect Director Tamra A. Erwin	For
Deere & Company	Annual	28-Feb-24	1c	Management	Elect Director Alan C. Heuberger	For
Deere & Company	Annual	28-Feb-24	1d	Management	Elect Director L. Neil Hunn	For
Deere & Company	Annual	28-Feb-24	1e	Management	Elect Director Michael O. Johanns	For
Deere & Company	Annual	28-Feb-24	1f	Management	Elect Director Clayton M. Jones	Against
Deere & Company	Annual	28-Feb-24	1g	Management	Elect Director John C. May	Against
Deere & Company	Annual	28-Feb-24	1h	Management	Elect Director Gregory R. Page	For
Deere & Company	Annual	28-Feb-24	1i	Management	Elect Director Sherry M. Smith	For
Deere & Company	Annual	28-Feb-24	1j	Management	Elect Director Dmitri L. Stockton	Against
Deere & Company	Annual	28-Feb-24	1k	Management	Elect Director Sheila G. Talton	For
Deere & Company	Annual	28-Feb-24	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Deere & Company	Annual	28-Feb-24	3	Management	Ratify Deloitte & Touche LLP as Auditors	For
Deere & Company	Annual	28-Feb-24	4	Shareholder	Report on GHG Reduction Policies and Their Impact on Revenue Generation	Against
Deere & Company	Annual	28-Feb-24	5	Shareholder	Civil Rights and Non-Discrimination Audit Proposal	Against
Deere & Company	Annual	28-Feb-24	6	Shareholder	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For
Novartis AG	Annual	05-Mar-24	1.1	Management	Accept Financial Statements and Statutory Reports	For
Novartis AG	Annual	05-Mar-24	1.2	Management	Approve Non-Financial Report	For
Novartis AG	Annual	05-Mar-24	2	Management	Approve Discharge of Board and Senior Management	For
Novartis AG	Annual	05-Mar-24	3	Management	Approve Allocation of Income and Dividends of CHF 3.30 per Share	For
Novartis AG	Annual	05-Mar-24	4	Management	Approve CHF 42.9 Million Reduction in Share Capital via Cancellation of Repurchased Shares	For
Novartis AG	Annual	05-Mar-24	5.1	Management	Approve Remuneration of Directors in the Amount of CHF 8.8 Million	For

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Company Name	Type	Meeting Date	Prop No.	Proponent	Proposal Text	Vote Instruction
Novartis AG	Annual	05-Mar-24	5.2	Management	Approve Maximum Remuneration of Executive Committee in the Amount of CHF 95 Million	Against
Novartis AG	Annual	05-Mar-24	5.3	Management	Approve Remuneration Report	Against
Novartis AG	Annual	05-Mar-24	6.1	Management	Reelect Joerg Reinhardt as Director and Board Chair	For
Novartis AG	Annual	05-Mar-24	6.2	Management	Reelect Nancy Andrews as Director	For
Novartis AG	Annual	05-Mar-24	6.3	Management	Reelect Ton Buechner as Director	For
Novartis AG	Annual	05-Mar-24	6.4	Management	Reelect Patrice Bula as Director	Against
Novartis AG	Annual	05-Mar-24	6.5	Management	Reelect Elizabeth Doherty as Director	For
Novartis AG	Annual	05-Mar-24	6.6	Management	Reelect Bridgette Heller as Director	For
Novartis AG	Annual	05-Mar-24	6.7	Management	Reelect Daniel Hochstrasser as Director	For
Novartis AG	Annual	05-Mar-24	6.8	Management	Reelect Frans van Houten as Director	For
Novartis AG	Annual	05-Mar-24	6.9	Management	Reelect Simon Moroney as Director	Against
Novartis AG	Annual	05-Mar-24	6.10	Management	Reelect Ana de Pro Gonzalo as Director	For
Novartis AG	Annual	05-Mar-24	6.11	Management	Reelect Charles Sawyers as Director	For
Novartis AG	Annual	05-Mar-24	6.12	Management	Reelect William Winters as Director	For
Novartis AG	Annual	05-Mar-24	6.13	Management	Reelect John Young as Director	For
Novartis AG	Annual	05-Mar-24	7.1	Management	Reappoint Patrice Bula as Member of the Compensation Committee	Against
Novartis AG	Annual	05-Mar-24	7.2	Management	Reappoint Bridgette Heller as Member of the Compensation Committee	For
Novartis AG	Annual	05-Mar-24	7.3	Management	Reappoint Simon Moroney as Member of the Compensation Committee	Against
Novartis AG	Annual	05-Mar-24	7.4	Management	Reappoint William Winters as Member of the Compensation Committee	For
Novartis AG	Annual	05-Mar-24	8	Management	Ratify KPMG AG as Auditors	For
Novartis AG	Annual	05-Mar-24	9	Management	Designate Peter Zahn as Independent Proxy	For
Novartis AG	Annual	05-Mar-24	10	Management	Transact Other Business (Voting)	Against
Starbucks Corporation	Annual	13-Mar-24	1a	Management	Elect Director Ritch Allison	Withhold
Starbucks Corporation	Annual	13-Mar-24	1b	Management	Elect Director Andy Campion	Withhold
Starbucks Corporation	Annual	13-Mar-24	1c	Management	Elect Director Beth Ford	For
Starbucks Corporation	Annual	13-Mar-24	1d	Management	Elect Director Melody Hobson	For
Starbucks Corporation	Annual	13-Mar-24	1e	Management	Elect Director Jorgen Vig Knudstorp	Withhold
Starbucks Corporation	Annual	13-Mar-24	1f	Management	Elect Director Neal Mohan	For
Starbucks Corporation	Annual	13-Mar-24	1g	Management	Elect Director Satya Nadella	For
Starbucks Corporation	Annual	13-Mar-24	1h	Management	Elect Director Laxman Narasimhan	For
Starbucks Corporation	Annual	13-Mar-24	1i	Management	Elect Director Daniel Servitje	For
Starbucks Corporation	Annual	13-Mar-24	1j	Management	Elect Director Mike Sievert	For

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Company Name	Type	Meeting Date	Prop No.	Proponent	Proposal Text	Vote Instruction
Starbucks Corporation	Annual	13-Mar-24	1k	Management	Elect Director Wei Zhang	For
Starbucks Corporation	Annual	13-Mar-24	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Starbucks Corporation	Annual	13-Mar-24	3	Management	Ratify Deloitte & Touche LLP as Auditors	For
Starbucks Corporation	Annual	13-Mar-24	4	Shareholder	Report on Plant-Based Milk Pricing	For
Starbucks Corporation	Annual	13-Mar-24	5	Shareholder	Conduct Audit and Report on Systemic Discrimination	Against
Starbucks Corporation	Annual	13-Mar-24	6	Shareholder	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	Against
Agilent Technologies, Inc.	Annual	14-Mar-24	1.1	Management	Elect Director Mala Anand	For
Agilent Technologies, Inc.	Annual	14-Mar-24	1.2	Management	Elect Director Koh Boon Hwee	Against
Agilent Technologies, Inc.	Annual	14-Mar-24	1.3	Management	Elect Director Michael R. McMullen	For
Agilent Technologies, Inc.	Annual	14-Mar-24	1.4	Management	Elect Director Daniel K. Podolsky	For
Agilent Technologies, Inc.	Annual	14-Mar-24	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Agilent Technologies, Inc.	Annual	14-Mar-24	3	Management	Ratify PricewaterhouseCoopers LLP as Auditors	For
Agilent Technologies, Inc.	Annual	14-Mar-24	4	Shareholder	Adopt Simple Majority Vote	For
Givaudan SA	Annual	21-Mar-24	1	Management	Accept Financial Statements and Statutory Reports	For
Givaudan SA	Annual	21-Mar-24	2	Management	Approve Non-Financial Report	For
Givaudan SA	Annual	21-Mar-24	3	Management	Approve Remuneration Report	Against
Givaudan SA	Annual	21-Mar-24	4	Management	Approve Allocation of Income and Dividends of CHF 68.00 per Share	For
Givaudan SA	Annual	21-Mar-24	5	Management	Approve Discharge of Board of Directors	For
Givaudan SA	Annual	21-Mar-24	6.1.1	Management	Reelect Victor Balli as Director	For
Givaudan SA	Annual	21-Mar-24	6.1.2	Management	Reelect Ingrid Deltenre as Director	Against
Givaudan SA	Annual	21-Mar-24	6.1.3	Management	Reelect Olivier Filliol as Director	For
Givaudan SA	Annual	21-Mar-24	6.1.4	Management	Reelect Sophie Gasperment as Director	For
Givaudan SA	Annual	21-Mar-24	6.1.5	Management	Reelect Calvin Grieder as Director and Board Chair	Against
Givaudan SA	Annual	21-Mar-24	6.1.6	Management	Reelect Roberto Guidetti as Director	For
Givaudan SA	Annual	21-Mar-24	6.1.7	Management	Reelect Tom Knutzen as Director	For
Givaudan SA	Annual	21-Mar-24	6.2.1	Management	Reappoint Victor Balli as Member of the Compensation Committee	For
Givaudan SA	Annual	21-Mar-24	6.2.2	Management	Reappoint Ingrid Deltenre as Member of the Compensation Committee	Against
Givaudan SA	Annual	21-Mar-24	6.2.3	Management	Reappoint Olivier Filliol as Member of the Compensation Committee	For
Givaudan SA	Annual	21-Mar-24	6.3	Management	Designate Manuel Isler as Independent Proxy	For

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Company Name	Type	Meeting Date	Prop No.	Proponent	Proposal Text	Vote Instruction
Givaudan SA	Annual	21-Mar-24	6.4	Management	Ratify KPMG AG as Auditors	For
Givaudan SA	Annual	21-Mar-24	7.1	Management	Approve Remuneration of Directors in the Amount of CHF 3 Million	For
Givaudan SA	Annual	21-Mar-24	7.2.1	Management	Approve Short Term Variable Remuneration of Executive Committee in the Amount of CHF 4.4 Million	Against
Givaudan SA	Annual	21-Mar-24	7.2.2	Management	Approve Fixed and Long Term Variable Remuneration of Executive Committee in the Amount of CHF 15.6 Million	Against
Givaudan SA	Annual	21-Mar-24	8	Management	Transact Other Business (Voting)	Against
Novo Nordisk A/S	Annual	21-Mar-24	2	Management	Accept Financial Statements and Statutory Reports	For
Novo Nordisk A/S	Annual	21-Mar-24	3	Management	Approve Allocation of Income and Dividends of DKK 6.40 Per Share	For
Novo Nordisk A/S	Annual	21-Mar-24	4	Management	Approve Remuneration Report (Advisory Vote)	Against
Novo Nordisk A/S	Annual	21-Mar-24	5.1	Management	Approve Remuneration of Directors in the Amount of DKK 3.4 Million for the Chairman, DKK 1.7 Million for the Vice Chairman and DKK 840,000 for Other Directors; Approve Remuneration for Committee Work	For
Novo Nordisk A/S	Annual	21-Mar-24	5.2a	Management	Approve Indemnification of Board of Directors	For
Novo Nordisk A/S	Annual	21-Mar-24	5.2b	Management	Approve Indemnification of Executive Management	For
Novo Nordisk A/S	Annual	21-Mar-24	5.2c	Management	Amend Articles Re: Indemnification Scheme	For
Novo Nordisk A/S	Annual	21-Mar-24	5.3	Management	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Against
Novo Nordisk A/S	Annual	21-Mar-24	6.1	Management	Reelect Helge Lund (Chair) as Director	For
Novo Nordisk A/S	Annual	21-Mar-24	6.2	Management	Reelect Henrik Poulsen (Vice Chair) as Director	Abstain
Novo Nordisk A/S	Annual	21-Mar-24	6.3a	Management	Reelect Laurence Debroux as Director	For
Novo Nordisk A/S	Annual	21-Mar-24	6.3b	Management	Reelect Andreas Fibig as Director	For
Novo Nordisk A/S	Annual	21-Mar-24	6.3c	Management	Reelect Sylvie Gregoire as Director	For
Novo Nordisk A/S	Annual	21-Mar-24	6.3d	Management	Reelect Kasim Kutay as Director	For
Novo Nordisk A/S	Annual	21-Mar-24	6.3e	Management	Reelect Christina Law as Director	For
Novo Nordisk A/S	Annual	21-Mar-24	6.3f	Management	Reelect Martin Mackay as Director	For
Novo Nordisk A/S	Annual	21-Mar-24	7	Management	Ratify Deloitte as Auditor	For
Novo Nordisk A/S	Annual	21-Mar-24	8.1	Management	Approve DKK 4.5 Million Reduction in Share Capital via Share Cancellation of B Shares	For
Novo Nordisk A/S	Annual	21-Mar-24	8.2	Management	Authorize Share Repurchase Program	Against

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Company Name	Type	Meeting Date	Prop No.	Proponent	Proposal Text	Vote Instruction
Novo Nordisk A/S	Annual	21-Mar-24	8.3	Management	Approve Creation of DKK 44.7 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 44.7 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 44.7 Million	For
SGS SA	Annual	26-Mar-24	1.1	Management	Accept Financial Statements and Statutory Reports	For
SGS SA	Annual	26-Mar-24	1.2	Management	Approve Non-Financial Report	For
SGS SA	Annual	26-Mar-24	1.3	Management	Approve Remuneration Report (Non-Binding)	For
SGS SA	Annual	26-Mar-24	2	Management	Approve Discharge of Board and Senior Management	For
SGS SA	Annual	26-Mar-24	3.1	Management	Approve Allocation of Income and Dividends of CHF 3.20 per Share, if Item 3.2 is Approved	For
SGS SA	Annual	26-Mar-24	3.2	Management	Approve CHF 360,000 Ordinary Share Capital Increase without Preemptive Rights, if Item 3.1 is Approved	For
SGS SA	Annual	26-Mar-24	3.3	Management	Approve CHF 113,499 Reduction in Share Capital via Cancellation of Repurchased Shares	For
SGS SA	Annual	26-Mar-24	4.1.1	Management	Reelect Calvin Grieder as Director	Against
SGS SA	Annual	26-Mar-24	4.1.2	Management	Reelect Sami Atiya as Director	For
SGS SA	Annual	26-Mar-24	4.1.3	Management	Reelect Phyllis Cheung as Director	For
SGS SA	Annual	26-Mar-24	4.1.4	Management	Reelect Ian Gallienne as Director	For
SGS SA	Annual	26-Mar-24	4.1.5	Management	Reelect Tobias Hartmann as Director	For
SGS SA	Annual	26-Mar-24	4.1.6	Management	Reelect Jens Riedl as Director	For
SGS SA	Annual	26-Mar-24	4.1.7	Management	Reelect Kory Sorenson as Director	For
SGS SA	Annual	26-Mar-24	4.1.8	Management	Reelect Janet Vergis as Director	For
SGS SA	Annual	26-Mar-24	4.2	Management	Reelect Calvin Grieder as Board Chair	Against
SGS SA	Annual	26-Mar-24	4.3.1	Management	Reappoint Sami Atiya as Member of the Compensation Committee	For
SGS SA	Annual	26-Mar-24	4.3.2	Management	Reappoint Ian Gallienne as Member of the Compensation Committee	For
SGS SA	Annual	26-Mar-24	4.3.3	Management	Reappoint Kory Sorenson as Member of the Compensation Committee	For
SGS SA	Annual	26-Mar-24	4.4	Management	Ratify PricewaterhouseCoopers SA as Auditors	For
SGS SA	Annual	26-Mar-24	4.5	Management	Designate Notaires Carouge as Independent Proxy	For
SGS SA	Annual	26-Mar-24	5.1	Management	Approve Remuneration of Directors in the Amount of CHF 2.7 Million	For

Company Name	Type	Meeting Date	Prop No.	Proponent	Proposal Text	Vote Instruction
SGS SA	Annual	26-Mar-24	5.2	Management	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 10.5 Million	For
SGS SA	Annual	26-Mar-24	5.3	Management	Approve Variable Remuneration of Executive Committee in the Amount of CHF 5 Million	For
SGS SA	Annual	26-Mar-24	5.4	Management	Approve Long Term Incentive Plan for Executive Committee in the Amount of CHF 12 Million for Fiscal Year 2024	For
SGS SA	Annual	26-Mar-24	5.5	Management	Approve Long Term Incentive Plan for Executive Committee in the Amount of CHF 13 Million for Fiscal Year 2025	For
SGS SA	Annual	26-Mar-24	6.1	Management	Amend Articles Re: Remuneration of Executive Committee	For
SGS SA	Annual	26-Mar-24	6.2	Management	Amend Articles of Association	For
SGS SA	Annual	26-Mar-24	7	Management	Transact Other Business (Voting)	Against