

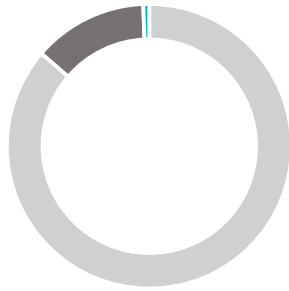
CCLA Vote Report

July to September 2024



Section 1: Overview

Chart 1: All Votes this quarter



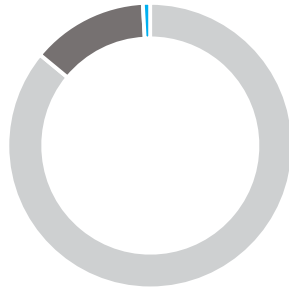
■ For ■ Against ■ Abstain

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 290 resolutions across 20 company meetings. We did not support management proposals on 39 occasions, 13.7% of all such resolutions. In addition, we supported 4 shareholder resolutions on a variety of sustainability themes.

We aim to support all pro-active shareholder proposals, particularly where a proposal complements one of our existing engagement priorities. Indeed, in order to escalate our engagement, where appropriate, we co-file resolutions. During the quarter shareholders at Nike, ourselves included, voted on a resolution we filed about labour standards within their supply chain. The industry practice of relying on social auditing to ensure compliance with supply chain labour policies is easily abused and fails workers, particularly those in high-risk countries. In the resolution we asked Nike to utilise a more worker centric approach which would involve binding agreements between the company and the workers in its supply chain. 12.3% of shareholders supported this resolution.

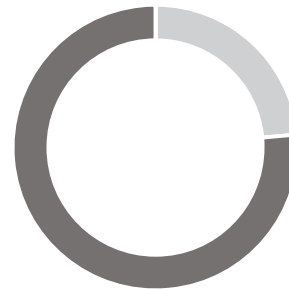
Chart 2. CCLA Vote by theme this quarter

Director Elections



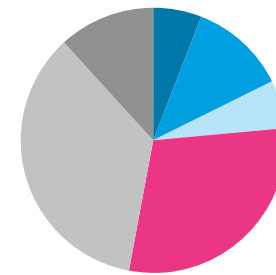
■ For ■ Against ■ Abstain

Executive Remuneration



■ For ■ Against ■ Abstain

Factors affecting remuneration votes



- Local market good practice
- Annual bonus construction
- Focus on short term over long term
- Lack of non-financial targets
- Overall quantum
- Not a Living Wage Employer (UK)

Table 1: Meeting Overview

Meeting Overview					
Region	Asia	Europe	North America	Oceania	United Kingdom
Number of Meetings	0	4	2	0	14
Number of Resolutions	0	31	11	0	248
Vote Instruction (all resolutions)					
For	0	25	8	0	217
Against/Withhold	0	6	3	0	29
Abstain	0	0	0	0	2
One Year	0	0	0	0	0

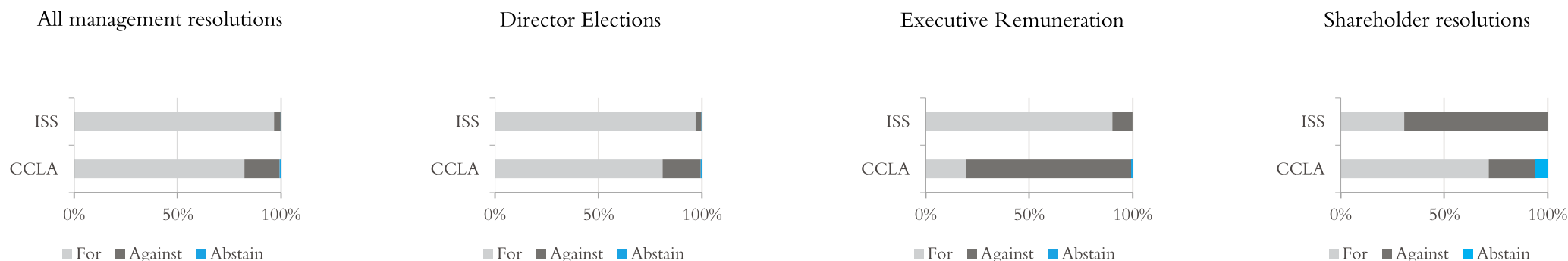
Section 2: Impact of CCLA Vote Template

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.

A comparison of CCLA vote instructions and ISS vote recommendations for the same management proposals illustrates the template’s impact. During the quarter in accordance with the CCLA vote policy, we did not support 13.7% of 285 resolutions proposed by management. During the same period, the ISS Standard Vote Report recommended against supporting 2.8% of the same proposals.

Chart 3: Impact of CCLA Vote Template – Calendar Year to Date

To increase the impact of our votes we write to all companies, where possible 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 around 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 calendar year to 30th September 2024).



Section 3a: CCLA Vote History Summary

Percentage vote	2024 (to end of September)	2023	2022	2021
All Management Resolutions				
For	82.4	82.4	86.4	86.5
Abstain	0.6	1.3	0.5	0.9
Against	17.0	16.3	13.1	12.6
Executive Remuneration				
For	19.6	17.8	20.5	19.9
Abstain	0.7	8.0	2.9	4.4
Against	79.7	74.1	76.6	75.7
Director Election				
For	81.0	79.8	86.9	85.8
Abstain	0.5	1.0	0.2	0.7
Against	18.5	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	Proposal Number	Proposal Text	Voting Policy Recommendation	Vote Instruction	Rationale
Auto Trader Group Plc	Annual	19-Sep-24	Management	1	Accept Financial Statements and Statutory Reports	Against	Abstain	Whilst AutoTrader were rated in Tier 4 of the 2023 Modern Slavery Benchmark we have had positive engagement with them over the last year and as such amended this vote to an Abstain.
Halma Plc	Annual	25-Jul-24	Management	12	Re-elect Jo Harlow as Director	Against	For	Whilst Halma report paying above a real living wage to their staff in the UK they are not accredited and mention nothing about others working at their UK sites like cleaners and security staff who are likely sub-contractors. As such we are overriding our policy to vote against the Remuneration Committee Chair in this instance as recognition for meeting some of the requirements but maintain our vote against the Remuneration Policy and Report.
Kainos Group Plc	Annual	24-Sep-24	Management	7	Re-elect Rosaleen Blair as Director	Against	Abstain	Whilst there remain concerns about the sub-board level gender diversity at the company, the company has committed to several other board level diversity improvements. As such at this AGM we will abstain on the re-election of the chair of the nomination committee and review next year.
NIKE, Inc.	Annual	10-Sep-24	Management	1b	Elect Director John Rogers, Jr.	Withhold	For	ISS have recommended a vote against Mr Rogers Jr. due to his Governance Committee membership which oversees a multi-class capital structure with disparate voting rights. Whilst we are supportive of the principle one share-one vote, we invested in Nike knowing about the current capital structure and thus don't see a vote against this resolution as consistent with that approach.

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	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction	Rationale
NICE Ltd. (Israel)	Annual	03-Jul-24	3	Management	Approve Updated Compensation Policy for the Directors and Officers of the Company	Against	A vote against is warranted given a lack of disclosure that prevents our guidelines on remuneration being applied fully. Additionally there are some concerns over the use of RSU grants, the peer group the company has used in setting remuneration and the large increase in a cap on total remuneration that hasn't historically been fully utilised.
NICE Ltd. (Israel)	Annual	03-Jul-24	4	Management	Approve CEO Equity Award	Against	A vote against is warranted given concerns around the structure of the reward, possible early vesting and the fact we do not support the overall remuneration policy.
Assura Plc	Annual	04-Jul-24	2	Management	Approve Remuneration Report	Against	A vote against this proposal is warranted given concerns about recent company performance.
Intermediate Capital Group Plc	Annual	16-Jul-24	1	Management	Accept Financial Statements and Statutory Reports	Against	Concern over the company’s actions in addressing modern slavery.
Intermediate Capital Group Plc	Annual	16-Jul-24	10	Management	Re-elect Virginia Holmes as Director	Against	Responsible for oversight of remuneration which does not comply with CCLA approach.
Intermediate Capital Group Plc	Annual	16-Jul-24	2	Management	Approve Remuneration Report	Against	CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA approach. Concerns over multiples of salary.
Intermediate Capital Group Plc	Annual	16-Jul-24	6	Management	Re-elect William Rucker as Director	Against	Board does not contain 40% gender diversity. Board does not contain at least one member from ethnic minority. Concerns over sub-board level gender diversity.
Experian Plc	Annual	17-Jul-24	11	Management	Re-elect Louise Pentland as Director	Against	Responsible for oversight of remuneration which does not comply with CCLA approach.
Experian Plc	Annual	17-Jul-24	13	Management	Re-elect Mike Rogers as Director	Against	Concerns over sub-board level gender diversity.
Experian Plc	Annual	17-Jul-24	2	Management	Approve Remuneration Report	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 approach. Concerns over multiples of salary.
Halma Plc	Annual	25-Jul-24	3	Management	Approve Remuneration Report	Against	Not Living Wage accredited.
Halma Plc	Annual	25-Jul-24	4	Management	Approve Remuneration Policy	Against	Not Living Wage accredited.
Halma Plc	Annual	25-Jul-24	7	Management	Re-elect Dame Louise Makin as Director	Against	Concerns over sub-board level gender diversity.
discoverIE Group Plc	Annual	26-Jul-24	22	Management	Approve Amendments to the 2021 Long Term Incentive Plan	Against	We have voted against other remuneration proposals at this meeting because the company is not a Living Wage Employer – one of the ways we assess whether executive pay is aligned with lower paid workers. Given this we cannot support an increase to the LTIP prior to a commitment to accreditation from the Living Wage Foundation.
discoverIE Group Plc	Annual	26-Jul-24	3	Management	Approve Remuneration Report	Against	Not Living Wage accredited.

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	Proposal Number	Proponent	Proposal Text	Vote Instruction	Rationale
discoverIE Group Plc	Annual	26-Jul-24	4	Management	Approve Remuneration Policy	Against	Not Living Wage accredited.
discoverIE Group Plc	Annual	26-Jul-24	5	Management	Re-elect Bruce Thompson as Director	Against	Concerns over sub-board level gender diversity.
discoverIE Group Plc	Annual	26-Jul-24	8	Management	Re-elect Tracey Graham as Director	Against	Responsible for oversight of remuneration which does not comply with CCLA approach.
DiaSorin SpA	Extraordinary Shareholders	04-Sep-24	1.1	Management	Amend Company Bylaws Re: Articles 8 and 9	Against	Concerns - impact on shareholder rights.
Ashtead Group Plc	Annual	04-Sep-24	10	Management	Re-elect Tanya Fratto as Director	Against	Concerns over sub-board level gender diversity.
Ashtead Group Plc	Annual	04-Sep-24	11	Management	Re-elect Jill Easterbrook as Director	Against	Concerns over sub-board level gender diversity.
Ashtead Group Plc	Annual	04-Sep-24	12	Management	Re-elect Renata Ribeiro as Director	Against	Concerns over sub-board level gender diversity.
Ashtead Group Plc	Annual	04-Sep-24	16	Management	Amend Long-Term Incentive Plan	Against	Scheme does not comply with CCLA approach to remuneration policy.
Ashtead Group Plc	Annual	04-Sep-24	2	Management	Approve Remuneration Report	Against	Concerns over multiples of salary.
Ashtead Group Plc	Annual	04-Sep-24	3	Management	Approve Remuneration Policy	Against	Remuneration schemes should not breach local good practice.
Ashtead Group Plc	Annual	04-Sep-24	5	Management	Re-elect Paul Walker as Director	Against	Concerns over sub-board level gender diversity.
Ashtead Group Plc	Annual	04-Sep-24	8	Management	Re-elect Angus Cockburn as Director	Against	Concerns over sub-board level gender diversity.
Ashtead Group Plc	Annual	04-Sep-24	9	Management	Re-elect Lucinda Riches as Director	Against	Responsible for oversight of remuneration which does not comply with CCLA approach. Concerns over sub-board level gender diversity.
Berkeley Group Holdings Plc	Annual	06-Sep-24	2	Management	Approve Remuneration Report	Against	Not Living Wage accredited. Concerns over multiples of salary.
Berkeley Group Holdings Plc	Annual	06-Sep-24	8	Management	Re-elect Natasha Adams as Director	Against	Responsible for oversight of remuneration which does not comply with CCLA approach.
NIKE, Inc.	Annual	10-Sep-24	1c	Management	Elect Director Robert Swan	Withhold	Concerns - audit independence
NIKE, Inc.	Annual	10-Sep-24	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA approach. Concerns over multiples of salary.
NIKE, Inc.	Annual	10-Sep-24	4	Shareholder	Report on Median Gender/Racial Pay Gaps	For	A vote FOR this proposal is warranted, as median pay gap statistics across race and gender would allow shareholders to compare and measure the progress of the company's diversity and inclusion initiatives.
NIKE, Inc.	Annual	10-Sep-24	5	Shareholder	Report on Effectiveness of Supply Chain Management on Equity Goals and Human Rights Commitments	For	When we engage with companies we often ask them about the effectiveness of their policies. This resolution is aligned with that approach and as such has our support.

Company Name	Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction	Rationale
NIKE, Inc.	Annual	10-Sep-24	6	Shareholder	Report on the Impact of Work-Driven Responsibility Principles and Supporting Binding Agreements in Sourcing from High-Risk Countries	For	We co-filed this resolution as part of ongoing engagement with Nike around their approach to sourcing in high-risk countries. It reflects our support for companies moving away from a reliance on social audits as a means of ensuring compliance with their supply chain labour policies.
NIKE, Inc.	Annual	10-Sep-24	7	Shareholder	Report on Environmental Targets	For	A vote FOR this proposal is warranted, as the company missed and restated many of its FY20 targets without adequate discussion of how the company's management and oversight of its sustainability targets would change in the future to avoid such a situation.
Auto Trader Group Plc	Annual	19-Sep-24	1	Management	Accept Financial Statements and Statutory Reports	Abstain	Whilst AutoTrader were rated in Tier 4 of the 2023 Modern Slavery Benchmark we have had positive engagement with them over the last year and as such amended this vote to an Abstain.
Kainos Group Plc	Annual	24-Sep-24	2	Management	Approve Remuneration Report	Against	Not Living Wage accredited.
Kainos Group Plc	Annual	24-Sep-24	6	Management	Re-elect Katie Davis as Director	Against	Responsible for oversight of remuneration which does not comply with CCLA approach.
Kainos Group Plc	Annual	24-Sep-24	7	Management	Re-elect Rosaleen Blair as Director	Abstain	Whilst there remain concerns about the sub-board level gender diversity at the company, the company has committed to several other board level diversity improvements. As such at this AGM we will abstain on the re-election of the chair of the nomination committee and review next year.

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 Number	Proposal Text	Vote Instruction	Rationale
NIKE, Inc.	Annual	10-Sep-24	4	Report on Median Gender/Racial Pay Gaps	For	A vote FOR this proposal is warranted, as median pay gap statistics across race and gender would allow shareholders to compare and measure the progress of the company's diversity and inclusion initiatives.
NIKE, Inc.	Annual	10-Sep-24	5	Report on Effectiveness of Supply Chain Management on Equity Goals and Human Rights Commitments	For	When we engage with companies we often ask them about the effectiveness of their policies. This resolution is aligned with that approach and as such has our support.
NIKE, Inc.	Annual	10-Sep-24	6	Report on the Impact of Work-Driven Responsibility Principles and Supporting Binding Agreements in Sourcing from High-Risk Countries	For	We co-filed this resolution as part of ongoing engagement with Nike around their approach to sourcing in high-risk countries. It reflects our support for companies moving away from a reliance on social audits as a means of ensuring compliance with their supply chain labour policies.

Company Name	Type	Meeting Date	Proposal Number	Proposal Text	Vote Instruction	Rationale
NIKE, Inc.	Annual	10-Sep-24	7	Report on Environmental Targets	For	A vote FOR this proposal is warranted, as the company missed and restated many of its FY20 targets without adequate discussion of how the company's management and oversight of its sustainability targets would change in the future to avoid such a situation.
NIKE, Inc.	Annual	10-Sep-24	8	Report on Congruency of Voluntary Partnerships with Company's Fiduciary Duties	Against	The board's approach to the disclosure of charitable donations is sufficient.

Section 5d: All vote instructions

Company Name	Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
NICE Ltd. (Israel)	Annual	03-Jul-24	1a	Management	Reelect David Kostman as Director	For
NICE Ltd. (Israel)	Annual	03-Jul-24	1b	Management	Reelect Rimon Ben-Shaoul as Director	For
NICE Ltd. (Israel)	Annual	03-Jul-24	1c	Management	Reelect Yehoshua (Shuki) Ehrlich as Director	For
NICE Ltd. (Israel)	Annual	03-Jul-24	1d	Management	Reelect Leo Apotheker as Director	For
NICE Ltd. (Israel)	Annual	03-Jul-24	1e	Management	Reelect Joseph (Joe) Cowan as Director	For
NICE Ltd. (Israel)	Annual	03-Jul-24	2	Management	Reelect Zehava Simon as External Director	For
NICE Ltd. (Israel)	Annual	03-Jul-24	3	Management	Approve Updated Compensation Policy for the Directors and Officers of the Company	Against
NICE Ltd. (Israel)	Annual	03-Jul-24	4	Management	Approve CEO Equity Award	Against
NICE Ltd. (Israel)	Annual	03-Jul-24	5	Management	Reappoint Kost Forer Gabbay & Kasierer as Auditors and Authorize Board to Fix Their Remuneration	For
Assura Plc	Annual	04-Jul-24	1	Management	Accept Financial Statements and Statutory Reports	For
Assura Plc	Annual	04-Jul-24	10	Management	Re-elect Samantha Barrell as Director	For
Assura Plc	Annual	04-Jul-24	11	Management	Re-elect Emma Cariaga as Director	For
Assura Plc	Annual	04-Jul-24	12	Management	Re-elect Noel Gordon as Director	For
Assura Plc	Annual	04-Jul-24	13	Management	Authorise Issue of Equity	For
Assura Plc	Annual	04-Jul-24	14	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Assura Plc	Annual	04-Jul-24	15	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
Assura Plc	Annual	04-Jul-24	16	Management	Authorise Market Purchase of Ordinary Shares	For

Company Name	Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Assura Plc	Annual	04-Jul-24	17	Management	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Assura Plc	Annual	04-Jul-24	18	Management	Amend Articles of Association	For
Assura Plc	Annual	04-Jul-24	2	Management	Approve Remuneration Report	Against
Assura Plc	Annual	04-Jul-24	3	Management	Reappoint Ernst & Young LLP as Auditors	For
Assura Plc	Annual	04-Jul-24	4	Management	Authorise the Audit Committee to Fix Remuneration of Auditors	For
Assura Plc	Annual	04-Jul-24	5	Management	Re-elect Ed Smith as Director	For
Assura Plc	Annual	04-Jul-24	6	Management	Re-elect Louise Fowler as Director	For
Assura Plc	Annual	04-Jul-24	7	Management	Re-elect Jonathan Murphy as Director	For
Assura Plc	Annual	04-Jul-24	8	Management	Re-elect Jayne Cottam as Director	For
Assura Plc	Annual	04-Jul-24	9	Management	Re-elect Jonathan Davies as Director	For
Intermediate Capital Group Plc	Annual	16-Jul-24	1	Management	Accept Financial Statements and Statutory Reports	Against
Intermediate Capital Group Plc	Annual	16-Jul-24	10	Management	Re-elect Virginia Holmes as Director	Against
Intermediate Capital Group Plc	Annual	16-Jul-24	11	Management	Re-elect Rosemary Leith as Director	For
Intermediate Capital Group Plc	Annual	16-Jul-24	12	Management	Re-elect Matthew Lester as Director	For
Intermediate Capital Group Plc	Annual	16-Jul-24	13	Management	Re-elect Andrew Sykes as Director	For
Intermediate Capital Group Plc	Annual	16-Jul-24	14	Management	Re-elect Stephen Welton as Director	For
Intermediate Capital Group Plc	Annual	16-Jul-24	15	Management	Authorise Issue of Equity	For
Intermediate Capital Group Plc	Annual	16-Jul-24	16	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Intermediate Capital Group Plc	Annual	16-Jul-24	17	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
Intermediate Capital Group Plc	Annual	16-Jul-24	18	Management	Authorise Market Purchase of Ordinary Shares	For
Intermediate Capital Group Plc	Annual	16-Jul-24	19	Management	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Intermediate Capital Group Plc	Annual	16-Jul-24	2	Management	Approve Remuneration Report	Against
Intermediate Capital Group Plc	Annual	16-Jul-24	3	Management	Reappoint Ernst & Young LLP as Auditors	For
Intermediate Capital Group Plc	Annual	16-Jul-24	4	Management	Authorise the Audit Committee to Fix Remuneration of Auditors	For
Intermediate Capital Group Plc	Annual	16-Jul-24	5	Management	Approve Final Dividend	For
Intermediate Capital Group Plc	Annual	16-Jul-24	6	Management	Re-elect William Rucker as Director	Against
Intermediate Capital Group Plc	Annual	16-Jul-24	7	Management	Re-elect David Bicarregui as Director	For
Intermediate Capital Group Plc	Annual	16-Jul-24	8	Management	Re-elect Benoit Durteste as Director	For

Company Name	Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Intermediate Capital Group Plc	Annual	16-Jul-24	9	Management	Re-elect Antje Hensel-Roth as Director	For
Experian Plc	Annual	17-Jul-24	1	Management	Accept Financial Statements and Statutory Reports	For
Experian Plc	Annual	17-Jul-24	10	Management	Re-elect Esther Lee as Director	For
Experian Plc	Annual	17-Jul-24	11	Management	Re-elect Louise Pentland as Director	Against
Experian Plc	Annual	17-Jul-24	12	Management	Re-elect Lloyd Pitchford as Director	For
Experian Plc	Annual	17-Jul-24	13	Management	Re-elect Mike Rogers as Director	Against
Experian Plc	Annual	17-Jul-24	14	Management	Ratify KPMG LLP as Auditors	For
Experian Plc	Annual	17-Jul-24	15	Management	Authorise Board to Fix Remuneration of Auditors	For
Experian Plc	Annual	17-Jul-24	16	Management	Authorise Issue of Equity	For
Experian Plc	Annual	17-Jul-24	17	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Experian Plc	Annual	17-Jul-24	18	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
Experian Plc	Annual	17-Jul-24	19	Management	Authorise Market Purchase of Ordinary Shares	For
Experian Plc	Annual	17-Jul-24	2	Management	Approve Remuneration Report	Against
Experian Plc	Annual	17-Jul-24	3	Management	Re-elect Craig Boundy as Director	For
Experian Plc	Annual	17-Jul-24	4	Management	Re-elect Alison Brittain as Director	For
Experian Plc	Annual	17-Jul-24	5	Management	Re-elect Brian Cassin as Director	For
Experian Plc	Annual	17-Jul-24	6	Management	Re-elect Kathleen DeRose as Director	For
Experian Plc	Annual	17-Jul-24	7	Management	Re-elect Caroline Donahue as Director	For
Experian Plc	Annual	17-Jul-24	8	Management	Re-elect Luiz Fleury as Director	For
Experian Plc	Annual	17-Jul-24	9	Management	Re-elect Jonathan Howell as Director	For
HICL Infrastructure PLC	Annual	17-Jul-24	1	Management	Accept Financial Statements and Statutory Reports	For
HICL Infrastructure PLC	Annual	17-Jul-24	10	Management	Approve Remuneration Policy	For
HICL Infrastructure PLC	Annual	17-Jul-24	11	Management	Reappoint KPMG LLP as Auditors	For
HICL Infrastructure PLC	Annual	17-Jul-24	12	Management	Authorise Board to Fix Remuneration of Auditors	For
HICL Infrastructure PLC	Annual	17-Jul-24	13	Management	Approve Company's Dividend Policy	For
HICL Infrastructure PLC	Annual	17-Jul-24	14	Management	Authorise Market Purchase of Ordinary Shares	For
HICL Infrastructure PLC	Annual	17-Jul-24	15	Management	Authorise Issue of Equity	For
HICL Infrastructure PLC	Annual	17-Jul-24	16	Management	Authorise Issue of Equity without Pre-emptive Rights	For
HICL Infrastructure PLC	Annual	17-Jul-24	2	Management	Re-elect Michael Bane as Director	For
HICL Infrastructure PLC	Annual	17-Jul-24	3	Management	Re-elect Rita Akushie as Director	For

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Company Name	Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
HICL Infrastructure PLC	Annual	17-Jul-24	4	Management	Re-elect Elizabeth Barber as Director	For
HICL Infrastructure PLC	Annual	17-Jul-24	5	Management	Re-elect Susanna Davies as Director	For
HICL Infrastructure PLC	Annual	17-Jul-24	6	Management	Re-elect Simon Holden as Director	For
HICL Infrastructure PLC	Annual	17-Jul-24	7	Management	Re-elect Martin Pugh as Director	For
HICL Infrastructure PLC	Annual	17-Jul-24	8	Management	Re-elect Kenneth Reid as Director	For
HICL Infrastructure PLC	Annual	17-Jul-24	9	Management	Approve Remuneration Report	For
ICON plc	Annual	23-Jul-24	1.1	Management	Elect Director Ciaran Murray	For
ICON plc	Annual	23-Jul-24	1.2	Management	Elect Director Steve Cutler	For
ICON plc	Annual	23-Jul-24	1.3	Management	Elect Director Ronan Murphy	For
ICON plc	Annual	23-Jul-24	1.4	Management	Elect Director John Climax	For
ICON plc	Annual	23-Jul-24	1.5	Management	Elect Director Julie O'Neill	For
ICON plc	Annual	23-Jul-24	1.6	Management	Elect Director Eugene McCague	For
ICON plc	Annual	23-Jul-24	1.7	Management	Elect Director Linda Grais	For
ICON plc	Annual	23-Jul-24	2	Management	Accept Financial Statements and Statutory Reports	For
ICON plc	Annual	23-Jul-24	3	Management	Authorise Board to Fix Remuneration of Auditors	For
ICON plc	Annual	23-Jul-24	4	Management	Authorise Issue of Equity	For
ICON plc	Annual	23-Jul-24	5	Management	Authorise Issue of Equity without Pre-emptive Rights	For
ICON plc	Annual	23-Jul-24	6	Management	Authorize Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
ICON plc	Annual	23-Jul-24	7	Management	Authorise Market Purchase of Ordinary Shares	For
ICON plc	Annual	23-Jul-24	8	Management	Approve the Price Range for the Reissuance of Shares	For
Halma Plc	Annual	25-Jul-24	1	Management	Accept Financial Statements and Statutory Reports	For
Halma Plc	Annual	25-Jul-24	10	Management	Re-elect Jennifer Ward as Director	For
Halma Plc	Annual	25-Jul-24	11	Management	Re-elect Carole Cran as Director	For
Halma Plc	Annual	25-Jul-24	12	Management	Re-elect Jo Harlow as Director	For
Halma Plc	Annual	25-Jul-24	13	Management	Re-elect Dharmash Mistry as Director	For
Halma Plc	Annual	25-Jul-24	14	Management	Re-elect Sharmila Nebhrajani as Director	For
Halma Plc	Annual	25-Jul-24	15	Management	Reappoint PricewaterhouseCoopers LLP as Auditors	For
Halma Plc	Annual	25-Jul-24	16	Management	Authorise Board to Fix Remuneration of Auditors	For
Halma Plc	Annual	25-Jul-24	17	Management	Authorise Issue of Equity	For

Company Name	Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Halma Plc	Annual	25-Jul-24	18	Management	Authorise UK Political Donations and Expenditure	For
Halma Plc	Annual	25-Jul-24	19	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Halma Plc	Annual	25-Jul-24	2	Management	Approve Final Dividend	For
Halma Plc	Annual	25-Jul-24	20	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
Halma Plc	Annual	25-Jul-24	21	Management	Authorise Market Purchase of Ordinary Shares	For
Halma Plc	Annual	25-Jul-24	22	Management	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Halma Plc	Annual	25-Jul-24	3	Management	Approve Remuneration Report	Against
Halma Plc	Annual	25-Jul-24	4	Management	Approve Remuneration Policy	Against
Halma Plc	Annual	25-Jul-24	5	Management	Elect Liam Condon as Director	For
Halma Plc	Annual	25-Jul-24	6	Management	Elect Giles Kerr as Director	For
Halma Plc	Annual	25-Jul-24	7	Management	Re-elect Dame Louise Makin as Director	Against
Halma Plc	Annual	25-Jul-24	8	Management	Re-elect Marc Ronchetti as Director	For
Halma Plc	Annual	25-Jul-24	9	Management	Re-elect Steve Gunning as Director	For
discoverIE Group Plc	Annual	26-Jul-24	1	Management	Accept Financial Statements and Statutory Reports	For
discoverIE Group Plc	Annual	26-Jul-24	10	Management	Re-elect Rosalind Kainyah as Director	For
discoverIE Group Plc	Annual	26-Jul-24	11	Management	Re-elect Celia Baxter as Director	For
discoverIE Group Plc	Annual	26-Jul-24	12	Management	Appoint Deloitte LLP as Auditors	For
discoverIE Group Plc	Annual	26-Jul-24	13	Management	Authorise Board to Fix Remuneration of Auditors	For
discoverIE Group Plc	Annual	26-Jul-24	14	Management	Authorise Issue of Equity	For
discoverIE Group Plc	Annual	26-Jul-24	15	Management	Authorise Issue of Equity with Pre-emptive Rights in Connection with a Pre-emptive Offer	For
discoverIE Group Plc	Annual	26-Jul-24	16	Management	Authorise Issue of Equity without Pre-emptive Rights	For
discoverIE Group Plc	Annual	26-Jul-24	17	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
discoverIE Group Plc	Annual	26-Jul-24	18	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with a Pre-emptive Offer	For
discoverIE Group Plc	Annual	26-Jul-24	19	Management	Authorise Market Purchase of Ordinary Shares	For
discoverIE Group Plc	Annual	26-Jul-24	2	Management	Approve Final Dividend	For

Company Name	Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
discoverIE Group Plc	Annual	26-Jul-24	20	Management	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
discoverIE Group Plc	Annual	26-Jul-24	21	Management	Authorise UK Political Donations and Expenditure	For
discoverIE Group Plc	Annual	26-Jul-24	22	Management	Approve Amendments to the 2021 Long Term Incentive Plan	Against
discoverIE Group Plc	Annual	26-Jul-24	23	Management	Approve Deferred Share Bonus Plan	For
discoverIE Group Plc	Annual	26-Jul-24	3	Management	Approve Remuneration Report	Against
discoverIE Group Plc	Annual	26-Jul-24	4	Management	Approve Remuneration Policy	Against
discoverIE Group Plc	Annual	26-Jul-24	5	Management	Re-elect Bruce Thompson as Director	Against
discoverIE Group Plc	Annual	26-Jul-24	6	Management	Re-elect Nick Jefferies as Director	For
discoverIE Group Plc	Annual	26-Jul-24	7	Management	Re-elect Simon Gibbins as Director	For
discoverIE Group Plc	Annual	26-Jul-24	8	Management	Re-elect Tracey Graham as Director	Against
discoverIE Group Plc	Annual	26-Jul-24	9	Management	Re-elect Clive Watson as Director	For
Ares Capital Corporation	Special	08-Aug-24	1	Management	Approve Issuance of Shares Below Net Asset Value (NAV)	For
Watches of Switzerland Group Plc	Annual	03-Sep-24	1	Management	Accept Financial Statements and Statutory Reports	For
Watches of Switzerland Group Plc	Annual	03-Sep-24	10	Management	Reappoint Ernst & Young LLP as Auditors	For
Watches of Switzerland Group Plc	Annual	03-Sep-24	11	Management	Authorise Board to Fix Remuneration of Auditors	For
Watches of Switzerland Group Plc	Annual	03-Sep-24	12	Management	Authorise UK Political Donations and Expenditure	For
Watches of Switzerland Group Plc	Annual	03-Sep-24	13	Management	Authorise Issue of Equity	For
Watches of Switzerland Group Plc	Annual	03-Sep-24	14	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Watches of Switzerland Group Plc	Annual	03-Sep-24	15	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
Watches of Switzerland Group Plc	Annual	03-Sep-24	16	Management	Authorise Market Purchase of Ordinary Shares	For
Watches of Switzerland Group Plc	Annual	03-Sep-24	17	Management	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Watches of Switzerland Group Plc	Annual	03-Sep-24	2	Management	Approve Remuneration Report	For

Company Name	Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Watches of Switzerland Group Plc	Annual	03-Sep-24	3	Management	Re-elect Ian Carter as Director	For
Watches of Switzerland Group Plc	Annual	03-Sep-24	4	Management	Re-elect Brian Duffy as Director	For
Watches of Switzerland Group Plc	Annual	03-Sep-24	5	Management	Re-elect Anders Romberg as Director	For
Watches of Switzerland Group Plc	Annual	03-Sep-24	6	Management	Re-elect Tea Colaianni as Director	For
Watches of Switzerland Group Plc	Annual	03-Sep-24	7	Management	Re-elect Rosa Monckton as Director	For
Watches of Switzerland Group Plc	Annual	03-Sep-24	8	Management	Re-elect Robert Moorhead as Director	For
Watches of Switzerland Group Plc	Annual	03-Sep-24	9	Management	Re-elect Chabi Nouri as Director	For
DiaSorin SpA	Extraordinary Shareholders	04-Sep-24	1	Management	Approve Ernst & Young SpA as Auditors and Authorize Board to Fix Their Remuneration	For
DiaSorin SpA	Extraordinary Shareholders	04-Sep-24	1.1	Management	Amend Company Bylaws Re: Articles 8 and 9	Against
DiaSorin SpA	Extraordinary Shareholders	04-Sep-24	1.2	Management	Amend Company Bylaws Re: Articles 1 and 13	For
SDCL ENERGY EFFICIENCY INCOME TRUST PLC	Annual	04-Sep-24	1	Management	Accept Financial Statements and Statutory Reports	For
SDCL ENERGY EFFICIENCY INCOME TRUST PLC	Annual	04-Sep-24	10	Management	Authorise Issue of Equity	For
SDCL ENERGY EFFICIENCY INCOME TRUST PLC	Annual	04-Sep-24	11	Management	Authorise Issue of Equity without Pre-emptive Rights	For
SDCL ENERGY EFFICIENCY INCOME TRUST PLC	Annual	04-Sep-24	12	Management	Authorise Market Purchase of Ordinary Shares	For
SDCL ENERGY EFFICIENCY INCOME TRUST PLC	Annual	04-Sep-24	13	Management	Authorise the Company to Call General Meeting with Two Weeks' Notice	For

Company Name	Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
SDCL ENERGY EFFICIENCY INCOME TRUST PLC	Annual	04-Sep-24	2	Management	Approve Remuneration Report	For
SDCL ENERGY EFFICIENCY INCOME TRUST PLC	Annual	04-Sep-24	3	Management	Re-elect Tony Roper as Director	For
SDCL ENERGY EFFICIENCY INCOME TRUST PLC	Annual	04-Sep-24	4	Management	Re-elect Helen Clarkson as Director	For
SDCL ENERGY EFFICIENCY INCOME TRUST PLC	Annual	04-Sep-24	5	Management	Re-elect Christopher Knowles as Director	For
SDCL ENERGY EFFICIENCY INCOME TRUST PLC	Annual	04-Sep-24	6	Management	Re-elect Sarika Patel as Director	For
SDCL ENERGY EFFICIENCY INCOME TRUST PLC	Annual	04-Sep-24	7	Management	Reappoint PricewaterhouseCoopers LLP as Auditors	For
SDCL ENERGY EFFICIENCY INCOME TRUST PLC	Annual	04-Sep-24	8	Management	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For
SDCL ENERGY EFFICIENCY INCOME TRUST PLC	Annual	04-Sep-24	9	Management	Approve Company's Dividend Policy	For
Ashtead Group Plc	Annual	04-Sep-24	1	Management	Accept Financial Statements and Statutory Reports	For
Ashtead Group Plc	Annual	04-Sep-24	10	Management	Re-elect Tanya Fratto as Director	Against
Ashtead Group Plc	Annual	04-Sep-24	11	Management	Re-elect Jill Easterbrook as Director	Against
Ashtead Group Plc	Annual	04-Sep-24	12	Management	Re-elect Renata Ribeiro as Director	Against
Ashtead Group Plc	Annual	04-Sep-24	13	Management	Elect Roy Twite as Director	For
Ashtead Group Plc	Annual	04-Sep-24	14	Management	Reappoint PricewaterhouseCoopers LLP as Auditors	For
Ashtead Group Plc	Annual	04-Sep-24	15	Management	Authorise the Audit Committee to Fix Remuneration of Auditors	For
Ashtead Group Plc	Annual	04-Sep-24	16	Management	Amend Long-Term Incentive Plan	Against
Ashtead Group Plc	Annual	04-Sep-24	17	Management	Authorise Issue of Equity	For

Company Name	Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Ashtead Group Plc	Annual	04-Sep-24	18	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Ashtead Group Plc	Annual	04-Sep-24	19	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
Ashtead Group Plc	Annual	04-Sep-24	2	Management	Approve Remuneration Report	Against
Ashtead Group Plc	Annual	04-Sep-24	20	Management	Authorise Market Purchase of Ordinary Shares	For
Ashtead Group Plc	Annual	04-Sep-24	21	Management	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Ashtead Group Plc	Annual	04-Sep-24	3	Management	Approve Remuneration Policy	Against
Ashtead Group Plc	Annual	04-Sep-24	4	Management	Approve Final Dividend	For
Ashtead Group Plc	Annual	04-Sep-24	5	Management	Re-elect Paul Walker as Director	Against
Ashtead Group Plc	Annual	04-Sep-24	6	Management	Re-elect Brendan Horgan as Director	For
Ashtead Group Plc	Annual	04-Sep-24	7	Management	Re-elect Michael Pratt as Director	For
Ashtead Group Plc	Annual	04-Sep-24	8	Management	Re-elect Angus Cockburn as Director	Against
Ashtead Group Plc	Annual	04-Sep-24	9	Management	Re-elect Lucinda Riches as Director	Against
Berkeley Group Holdings Plc	Annual	06-Sep-24	1	Management	Accept Financial Statements and Statutory Reports	For
Berkeley Group Holdings Plc	Annual	06-Sep-24	10	Management	Re-elect Elizabeth Adekunle as Director	For
Berkeley Group Holdings Plc	Annual	06-Sep-24	11	Management	Re-elect Sarah Sands as Director	For
Berkeley Group Holdings Plc	Annual	06-Sep-24	12	Management	Reappoint KPMG LLP as Auditors	For
Berkeley Group Holdings Plc	Annual	06-Sep-24	13	Management	Authorise the Audit Committee to Fix Remuneration of Auditors	For
Berkeley Group Holdings Plc	Annual	06-Sep-24	14	Management	Authorise Issue of Equity	For
Berkeley Group Holdings Plc	Annual	06-Sep-24	15	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Berkeley Group Holdings Plc	Annual	06-Sep-24	16	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
Berkeley Group Holdings Plc	Annual	06-Sep-24	17	Management	Authorise Market Purchase of Ordinary Shares	For
Berkeley Group Holdings Plc	Annual	06-Sep-24	18	Management	Authorise UK Political Donations and Expenditure	For
Berkeley Group Holdings Plc	Annual	06-Sep-24	19	Management	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Berkeley Group Holdings Plc	Annual	06-Sep-24	2	Management	Approve Remuneration Report	Against
Berkeley Group Holdings Plc	Annual	06-Sep-24	20	Management	Approve Special Dividend and Share Consolidation	For

Company Name	Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Berkeley Group Holdings Plc	Annual	06-Sep-24	3	Management	Re-elect Michael Dobson as Director	For
Berkeley Group Holdings Plc	Annual	06-Sep-24	4	Management	Re-elect Rachel Downey as Director	For
Berkeley Group Holdings Plc	Annual	06-Sep-24	5	Management	Re-elect Rob Perrins as Director	For
Berkeley Group Holdings Plc	Annual	06-Sep-24	6	Management	Re-elect Richard Stearn as Director	For
Berkeley Group Holdings Plc	Annual	06-Sep-24	7	Management	Re-elect Andy Kemp as Director	For
Berkeley Group Holdings Plc	Annual	06-Sep-24	8	Management	Re-elect Natasha Adams as Director	Against
Berkeley Group Holdings Plc	Annual	06-Sep-24	9	Management	Re-elect William Jackson as Director	For
NIKE, Inc.	Annual	10-Sep-24	1a	Management	Elect Director Cathleen Benko	For
NIKE, Inc.	Annual	10-Sep-24	1b	Management	Elect Director John Rogers, Jr.	For
NIKE, Inc.	Annual	10-Sep-24	1c	Management	Elect Director Robert Swan	Withhold
NIKE, Inc.	Annual	10-Sep-24	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
NIKE, Inc.	Annual	10-Sep-24	3	Management	Ratify PricewaterhouseCoopers LLP as Auditors	For
NIKE, Inc.	Annual	10-Sep-24	4	Shareholder	Report on Median Gender/Racial Pay Gaps	For
NIKE, Inc.	Annual	10-Sep-24	5	Shareholder	Report on Effectiveness of Supply Chain Management on Equity Goals and Human Rights Commitments	For
NIKE, Inc.	Annual	10-Sep-24	6	Shareholder	Report on the Impact of Work-Driven Responsibility Principles and Supporting Binding Agreements in Sourcing from High-Risk Countries	For
NIKE, Inc.	Annual	10-Sep-24	7	Shareholder	Report on Environmental Targets	For
NIKE, Inc.	Annual	10-Sep-24	8	Shareholder	Report on Congruency of Voluntary Partnerships with Company's Fiduciary Duties	Against
PIMCO Fds: Gbl Invs Series - Climate Bond Fund	Annual	11-Sep-24	1	Management	Ratify PricewaterhouseCoopers as Auditors	For
PIMCO Fds: Gbl Invs Series - Climate Bond Fund	Annual	11-Sep-24	2	Management	Authorise Board to Fix Remuneration of Auditors	For
Auto Trader Group Plc	Annual	19-Sep-24	1	Management	Accept Financial Statements and Statutory Reports	Abstain
Auto Trader Group Plc	Annual	19-Sep-24	10	Management	Re-elect Sigga Sigurdardottir as Director	For
Auto Trader Group Plc	Annual	19-Sep-24	11	Management	Re-elect Jasvinder Gakhil as Director	For
Auto Trader Group Plc	Annual	19-Sep-24	12	Management	Elect Geeta Gopalan as Director	For
Auto Trader Group Plc	Annual	19-Sep-24	13	Management	Elect Amanda James as Director	For
Auto Trader Group Plc	Annual	19-Sep-24	14	Management	Reappoint KPMG LLP as Auditors	For
Auto Trader Group Plc	Annual	19-Sep-24	15	Management	Authorise Board to Fix Remuneration of Auditors	For

Company Name	Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Auto Trader Group Plc	Annual	19-Sep-24	16	Management	Authorise Issue of Equity	For
Auto Trader Group Plc	Annual	19-Sep-24	17	Management	Approve Long Term Incentive Plan	For
Auto Trader Group Plc	Annual	19-Sep-24	18	Management	Approve Deferred Bonus Plan	For
Auto Trader Group Plc	Annual	19-Sep-24	19	Management	Approve Savings Related Share Option Plan	For
Auto Trader Group Plc	Annual	19-Sep-24	2	Management	Approve Remuneration Policy	For
Auto Trader Group Plc	Annual	19-Sep-24	20	Management	Amend Share Incentive Plan	For
Auto Trader Group Plc	Annual	19-Sep-24	21	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Auto Trader Group Plc	Annual	19-Sep-24	22	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
Auto Trader Group Plc	Annual	19-Sep-24	23	Management	Authorise Market Purchase of Ordinary Shares	For
Auto Trader Group Plc	Annual	19-Sep-24	24	Management	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Auto Trader Group Plc	Annual	19-Sep-24	3	Management	Approve Remuneration Report	For
Auto Trader Group Plc	Annual	19-Sep-24	4	Management	Approve Final Dividend	For
Auto Trader Group Plc	Annual	19-Sep-24	5	Management	Re-elect Matt Davies as Director	For
Auto Trader Group Plc	Annual	19-Sep-24	6	Management	Re-elect Nathan Coe as Director	For
Auto Trader Group Plc	Annual	19-Sep-24	7	Management	Re-elect Jeni Mundy as Director	For
Auto Trader Group Plc	Annual	19-Sep-24	8	Management	Re-elect Catherine Faiers as Director	For
Auto Trader Group Plc	Annual	19-Sep-24	9	Management	Re-elect Jamie Warner as Director	For
Kainos Group Plc	Annual	24-Sep-24	1	Management	Accept Financial Statements and Statutory Reports	For
Kainos Group Plc	Annual	24-Sep-24	10	Management	Authorise the Audit Committee to Fix Remuneration of Auditors	For
Kainos Group Plc	Annual	24-Sep-24	11	Management	Authorise Issue of Equity	For
Kainos Group Plc	Annual	24-Sep-24	12	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Kainos Group Plc	Annual	24-Sep-24	13	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
Kainos Group Plc	Annual	24-Sep-24	14	Management	Authorise Market Purchase of Ordinary Shares	For
Kainos Group Plc	Annual	24-Sep-24	15	Management	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Kainos Group Plc	Annual	24-Sep-24	2	Management	Approve Remuneration Report	Against
Kainos Group Plc	Annual	24-Sep-24	3	Management	Approve Final Dividend	For

Company Name	Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Kainos Group Plc	Annual	24-Sep-24	4	Management	Re-elect Richard McCann as Director	For
Kainos Group Plc	Annual	24-Sep-24	5	Management	Elect Russell Sloan as Director	For
Kainos Group Plc	Annual	24-Sep-24	6	Management	Re-elect Katie Davis as Director	Against
Kainos Group Plc	Annual	24-Sep-24	7	Management	Re-elect Rosaleen Blair as Director	Abstain
Kainos Group Plc	Annual	24-Sep-24	8	Management	Elect James Kidd as Director	For
Kainos Group Plc	Annual	24-Sep-24	9	Management	Reappoint KPMG as Auditors	For
RM Infrastructure Income PLC	Special	25-Sep-24	1	Management	Authorise Market Purchase of Ordinary Shares in Connection with a Tender Offer	For
Diageo Plc	Annual	26-Sep-24	1	Management	Accept Financial Statements and Statutory Reports	For
Diageo Plc	Annual	26-Sep-24	10	Management	Re-elect Javier Ferran as Director	For
Diageo Plc	Annual	26-Sep-24	11	Management	Re-elect Susan Kilsby as Director	For
Diageo Plc	Annual	26-Sep-24	12	Management	Re-elect Sir John Manzoni as Director	For
Diageo Plc	Annual	26-Sep-24	13	Management	Re-elect Ireena Vittal as Director	For
Diageo Plc	Annual	26-Sep-24	14	Management	Reappoint PricewaterhouseCoopers LLP as Auditors	For
Diageo Plc	Annual	26-Sep-24	15	Management	Authorise the Audit Committee to Fix Remuneration of Auditors	For
Diageo Plc	Annual	26-Sep-24	16	Management	Authorise UK Political Donations and Expenditure	For
Diageo Plc	Annual	26-Sep-24	17	Management	Authorise Issue of Equity	For
Diageo Plc	Annual	26-Sep-24	18	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Diageo Plc	Annual	26-Sep-24	19	Management	Authorise Market Purchase of Ordinary Shares	For
Diageo Plc	Annual	26-Sep-24	2	Management	Approve Remuneration Report	For
Diageo Plc	Annual	26-Sep-24	20	Management	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Diageo Plc	Annual	26-Sep-24	3	Management	Approve Final Dividend	For
Diageo Plc	Annual	26-Sep-24	4	Management	Elect Julie Brown as Director	For
Diageo Plc	Annual	26-Sep-24	5	Management	Elect Nik Jhangiani as Director	For
Diageo Plc	Annual	26-Sep-24	6	Management	Re-elect Melissa Bethell as Director	For
Diageo Plc	Annual	26-Sep-24	7	Management	Re-elect Karen Blackett as Director	For
Diageo Plc	Annual	26-Sep-24	8	Management	Re-elect Valerie Chapoulaud-Floquet as Director	For
Diageo Plc	Annual	26-Sep-24	9	Management	Re-elect Debra Crew as Director	For