

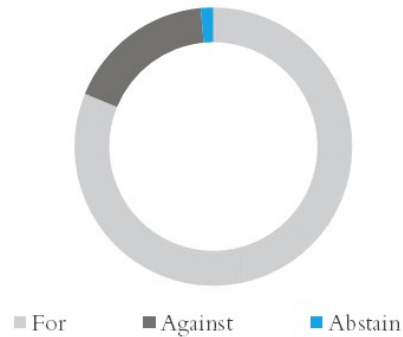
CCLA Vote Report

April to June 2023



Section 1: Overview

Chart 1: All Votes



Headlines: CCLA aims to vote at all UK and overseas company meetings where we have portfolio holdings, and it is practical to do so. During the quarter we voted on 2225 resolutions across 126 company meetings. We did not support management proposals on 384 occasions, 18.2% of all such resolutions. In addition, we supported 86 shareholder resolutions on a variety of sustainability themes.

One such resolution at Amazon.com was co-filed by CCLA funds and represents the part of our ongoing engagement with the company that began at the end of 2022, when we co-signed a letter to Amazon. The letter called for the Board of Directors to commission an independent, third-party assessment of Amazon’s adherence to its stated commitment to workers’ freedom of association and collective bargaining rights as outlined in its Global Human Rights Principles. Having received no meaningful response, we escalated the engagement by co-filing a shareholder resolution at the company for its 2023 annual general meeting. The proposal went to vote on 24 May. Our resolution achieved 34.6% of the overall vote and 41.8% of independent shareholders’ vote. The resolution may not have passed, but we have continued to engage with Amazon on its approach to worker rights.

Chart 2. CCLA Vote by theme

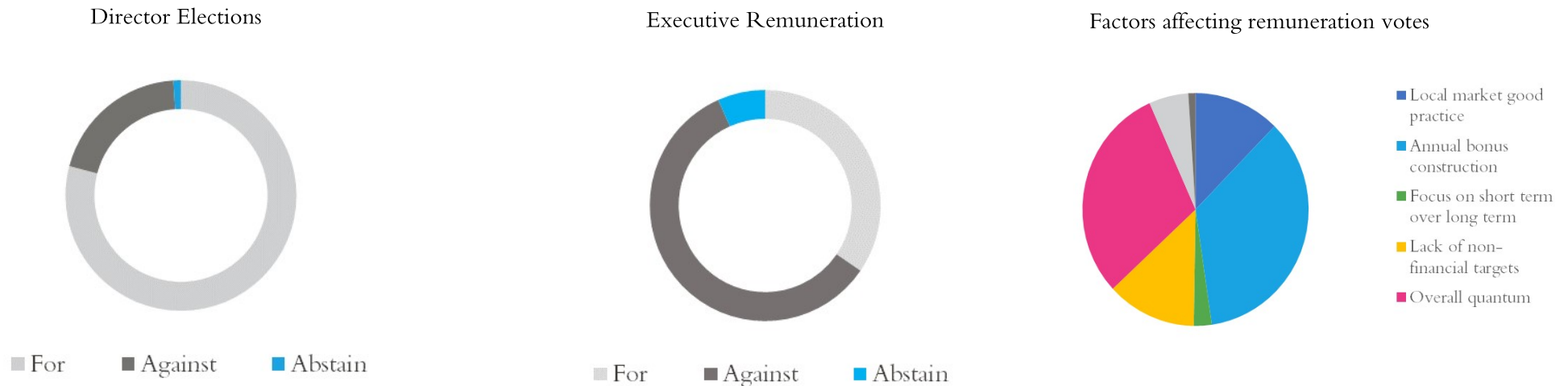


Table 1: Meeting Overview

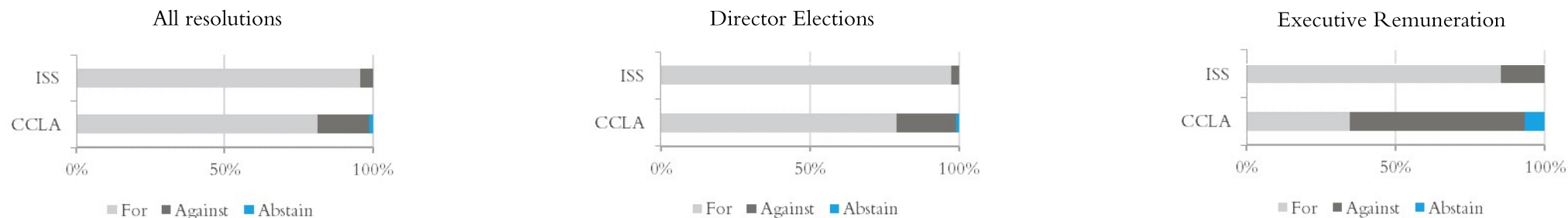
| Meeting Overview | | | | | |
|------------------------------|------|--------|---------------|---------|----------------|
| Region | Asia | Europe | North America | Oceania | United Kingdom |
| Number of Meetings | 3 | 28 | 52 | 1 | 42 |
| Number of Resolutions | 29 | 563 | 838 | 5 | 790 |
| Vote Instruction | | | | | |
| For | 29 | 453 | 575 | 3 | 710 |
| Against/Withhold | 0 | 97 | 215 | 2 | 64 |
| Abstain | 0 | 11 | 5 | 0 | 16 |
| One Year | 0 | 2 | 43 | 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 18.6% of 2068 resolutions proposed by management. During the same period, the ISS Standard Vote Report recommended opposing 4.3% of the same proposals.

Chart 3: Impact of CCLA Vote Template – April to June 2023



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

| | 2020–2021 | 2021–2022 | 2022–2023 | Total |
|-------------------------|-----------|-----------|-----------|--------|
| No. Meetings | 208 | 212 | 196 | 616 |
| | | | | |
| All Resolutions | Vote % | Vote % | Vote % | Vote % |
| For | 86.23 | 86.04 | 82.14 | 84.80 |
| Abstain | 0.86 | 0.86 | 1.21 | 0.98 |
| Against | 12.90 | 13.00 | 15.12 | 13.67 |
| One Year | 0.00 | 0.10 | 1.52 | 0.54 |
| | | | | |
| Management Resolutions | Vote % | Vote % | Vote % | Vote % |
| For | 86.06 | 86.08 | 82.31 | 84.82 |
| Abstain | 0.76 | 0.76 | 1.1 | 0.87 |
| Against | 13.18 | 13.06 | 15.01 | 13.75 |
| One Year | 0.00 | 0.10 | 1.58 | 0.56 |
| | | | | |
| Shareholder Resolutions | Vote % | Vote % | Vote % | Vote % |
| For | 92.59 | 85.12 | 78.13 | 85.28 |
| Abstain | 4.94 | 3.31 | 3.91 | 4.05 |
| Against | 2.47 | 11.57 | 17.97 | 10.67 |

Key: AGAINST Votes include withhold votes.

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 45 occasions. The table below sets out a brief rationale for each of these votes. The Standard Operating Procedures require all votes outside our standard policy to be approved by CCLA's Head of Sustainability.

| Company | Type | Date | Proponent | Prop No. | Proposal Text | Policy Rec. | Vote Instruction | Rationale |
|-----------------------------------|--------|-----------|------------|----------|---|-------------|------------------|---|
| Nestle SA | Annual | 20-Apr-23 | Management | 1.2 | Approve Remuneration Report | Against | Abstain | Vote amended to "abstain" due to the company showing good practice by incorporating healthy nutrition into the ESG metrics that apply to the annual bonus. Not a "for" given the CEO's target and maximum bonus levels. |
| Nestle SA | Annual | 20-Apr-23 | Management | 4.1.c | Reelect Henri de Castries as Director | Against | Abstain | Amended to "abstain" in line with the approach to remuneration in resolution 1.2. |
| Nestle SA | Annual | 20-Apr-23 | Management | 4.1.e | Reelect Pablo Isla as Director | Against | Abstain | Amended to "abstain" in line with the approach to remuneration in resolution 1.2. |
| Nestle SA | Annual | 20-Apr-23 | Management | 4.3.1 | Reappoint Pablo Isla as Member of the Compensation Committee | Against | Abstain | Amended to "abstain" in line with the approach to remuneration in resolution 1.2. |
| Nestle SA | Annual | 20-Apr-23 | Management | 5.2 | Approve Remuneration of Executive Committee in the Amount of CHF 72 Million | Against | Abstain | Amended to "abstain" in line with the approach to remuneration in resolution 1.2. |
| InterContinental Hotels Group Plc | Annual | 05-May-23 | Management | 2 | Approve Remuneration Policy | Against | Abstain | The vote has been amended to reflect the ongoing Living Wage Accreditation engagement. |
| InterContinental Hotels Group Plc | Annual | 05-May-23 | Management | 3 | Approve Remuneration Report | Against | Abstain | The vote has been amended to reflect the ongoing Living Wage Accreditation engagement. |
| Danaher Corporation | Annual | 09-May-23 | Management | 1d | Elect Director Teri List | Against | For | The company's pledging policy was considered at time of investment and number of shares pledged is kept under review. |
| Danaher Corporation | Annual | 09-May-23 | Management | 1j | Elect Director A. Shane Sanders | Against | For | The company's pledging policy was considered at time of investment and number of shares pledged is kept under review. |
| Danaher Corporation | Annual | 09-May-23 | Management | 1m | Elect Director Raymond C. Stevens | Against | For | The company's pledging policy was considered at time of investment and number of shares pledged is kept under review. |

| Company | Type | Date | Proponent | Prop No. | Proposal Text | Policy Rec. | Vote Instruction | Rationale |
|--------------------------------------|--------|-----------|------------|----------|--|-------------|------------------|---|
| Wolters Kluwer NV | Annual | 10-May-23 | Management | 2.c | Approve Remuneration Report | Against | Abstain | Given positive engagement about the company's latest remuneration policy regarding ways to move into line with the CCLA approach we have abstained from voting on the remuneration report instead of voting against. |
| Universal Music Group NV | Annual | 11-May-23 | Management | 8.a | Reelect Sherry Lansing as Non-Executive Director | For | Against | Responsible for oversight of remuneration which does not comply with CCLA Global approach. |
| GCP Asset Backed Income Fund Limited | Annual | 15-May-23 | Management | 4 | Re-elect Alex Ohlsson as Director | For | Against | Company has failed to respond to engagement during the year and has failed to obtain increased resourcing for the fund following the resignation of the lead fund managers at the external advisor. It has been reluctant to introduce measures that will improve shareholder returns or give them the ability to have a return of capital. |
| GCP Asset Backed Income Fund Limited | Annual | 15-May-23 | Management | 5 | Re-elect Joanna Dentskevich as Director | For | Against | Company has failed to respond to engagement during the year and has failed to obtain increased resourcing for the fund following the resignation of the lead fund managers at the external advisor. It has been reluctant to introduce measures that will improve shareholder returns or give them the ability to have a return of capital. |
| GCP Asset Backed Income Fund Limited | Annual | 15-May-23 | Management | 6 | Re-elect Colin Huelin as Director | For | Against | Company has failed to respond to engagement during the year and has failed to obtain increased resourcing for the fund following the resignation of the lead fund managers at the external advisor. It has been reluctant to introduce measures that will improve shareholder returns or give them the ability to have a return of capital. |
| GCP Asset Backed Income Fund Limited | Annual | 15-May-23 | Management | 7 | Re-elect Marykay Fuller as Director | For | Against | Company has failed to respond to engagement during the year and has failed to obtain increased resourcing for the fund following the resignation of the lead fund managers at the external advisor. It has been reluctant to introduce measures that will improve shareholder returns or give them the ability to have a return of capital. |
| JPMorgan Chase & Co. | Annual | 16-May-23 | Management | 1a | Elect Director Linda B. Bammann | For | Against | Other: approach to climate change |
| JPMorgan Chase & Co. | Annual | 16-May-23 | Management | 1d | Elect Director James S. Crown | For | Against | Other: approach to climate change |

| Company | Type | Date | Proponent | Prop No. | Proposal Text | Policy Rec. | Vote Instruction | Rationale |
|---------------------------------------|--------|-----------|------------|----------|--|-------------|------------------|--|
| Alexandria Real Estate Equities, Inc. | Annual | 16-May-23 | Management | 1g | 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 bylaws 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. We will continue to engage with the company for the time being rather than vote against Governance Committee members. |
| Ares Capital Corporation | Annual | 17-May-23 | Management | 1c | Elect Director Steven B. McKeever | Against | For | Whilst we support the ability for shareholders to amend bylaws we recognise it is typical for Delaware registered companies to not have this within their charters. We will support Mr McKeever at this time and continue engaging with the company. |
| HgCapital Trust PLC | Annual | 17-May-23 | Management | 2 | Approve Remuneration Report | Against | For | The Trust has no employees of its own and thus the lack Living Wage accreditation does not warrant a vote against the remuneration report. |
| Greggs Plc | Annual | 17-May-23 | Management | 12 | Approve Remuneration Report | Against | Abstain | Greggs is not a living wage accredited employer and as such we cannot support the remuneration report and policy. However, there is ongoing engagement with the company at this time around their approach to employees and as such an abstention is warranted. |
| CT Private Equity Trust PLC | Annual | 23-May-23 | Management | 14 | Authorise Market Purchase of Ordinary Shares | Against | For | Having looked at the capital structure we are happy with the levels set for this resolution. |
| Empiric Student Property PLC | Annual | 24-May-23 | Management | 12 | Re-elect Martin Ratchford as Director | For | Abstain | Lack of alignment with shareholders |
| US SOLAR FUND PLC | Annual | 24-May-23 | Management | 6 | Re-elect Gill Nott as Director | For | Abstain | Whilst unhappy with the investment performance, a vote to abstain on the directors is warranted whilst shareholders await the results of the tender for a new investment manager. |
| US SOLAR FUND PLC | Annual | 24-May-23 | Management | 7 | Re-elect Jamie Richards as Director | For | Abstain | Whilst unhappy with the investment performance, a vote to abstain on the directors is warranted whilst shareholders await the results of the tender for a new investment manager. |
| US SOLAR FUND PLC | Annual | 24-May-23 | Management | 8 | Re-elect Rachael Nutter as Director | For | Abstain | Whilst unhappy with the investment performance, a vote to abstain on the directors is warranted whilst shareholders await the results of the tender for a new investment manager. |
| US SOLAR FUND PLC | Annual | 24-May-23 | Management | 9 | Re-elect Thomas Plagemann as Director | For | Abstain | Whilst unhappy with the investment performance, a vote to abstain on the directors is warranted whilst shareholders await the results of the tender for a new investment manager. |

| Company | Type | Date | Proponent | Prop No. | Proposal Text | Policy Rec. | Vote Instruction | Rationale |
|---|--------|-----------|------------|----------|--|-------------|------------------|--|
| Prudential Plc | Annual | 25-May-23 | Management | 19 | Approve Long Term Incentive Plan | For | Against | Concerns over multiples of salary. |
| International Public Partnerships Limited | Annual | 31-May-23 | Management | 1 | Accept Financial Statements and Statutory Reports | Against | For | IPP have engaged with the Votes Against Slavery project and have confirmed they will provide further disclosure regarding the fact they do not need to provide a modern slavery statement. |
| Foresight Solar Fund Limited | Annual | 14-Jun-23 | Management | 1 | Accept Financial Statements and Statutory Reports | Against | For | Foresight have engaged with the VAS initiative confirming they do not need to comply with the Modern Slavery Act. They publish details of their approach in their R&A and they also noted the Fund's investment manager has a statement. |
| Foresight Solar Fund Limited | Annual | 14-Jun-23 | Management | 6 | Re-elect Ann Markey as Director | For | Abstain | Director holds no shares leading to less alignment with shareholder interests. |
| Foresight Solar Fund Limited | Annual | 14-Jun-23 | Management | 7 | Re-elect Monique O'Keefe as Director | For | Abstain | Director holds no shares leading to less alignment with shareholder interests. |
| Ingersoll Rand Inc. | Annual | 15-Jun-23 | Management | 1c | Elect Director Kirk E. Arnold | For | Against | Responsible for remuneration that breaches our policy. |
| Ingersoll Rand Inc. | Annual | 15-Jun-23 | Management | 1g | Elect Director Marc E. Jones | For | Against | Responsible for remuneration that breaches our policy. |
| Veeva Systems Inc. | Annual | 21-Jun-23 | Management | 1h | Elect Director Gordon Ritter | For | Against | Mr Ritter chairs the compensation committee which takes an approach to remuneration that does not meet local market good practice. |
| UK Commercial Property REIT Ltd. | Annual | 21-Jun-23 | Management | 13 | Authorise Market Purchase of Ordinary Shares | Against | For | Having looked at the capital structure we are happy with the levels set for this resolution. |
| Blackstone Mortgage Trust, Inc. | Annual | 23-Jun-23 | Management | 1.7 | Elect Director Henry N. Nassau | Withhold | For | ISS' concerns are mitigated by the fund not providing these execs on the board with performance related compensation and the presence of an independent chair of the compensation committee. |
| Blackstone Mortgage Trust, Inc. | Annual | 23-Jun-23 | Management | 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against | For | ISS' concerns are mitigated by the fund not providing these execs on the board with performance related compensation and the presence of an independent chair of the compensation committee. |
| Princess Private Equity Holding Limited | Annual | 23-Jun-23 | Management | 3 | Re-elect Felix Haldner as Director | For | Against | Mr Haldner is an employee of the investment manager and may have undue influence on the Board. |
| Princess Private Equity Holding Limited | Annual | 23-Jun-23 | Management | 7 | Re-elect Steve Le Page as Director | For | Against | Mr Le Page was part of the board during a period when an interim dividend was cancelled in unusual circumstances. We would prefer the new chair to have greater private equity experience. |

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

| Company | Type | Date | Prop No. | Proposal Text | Vote Instruction | Rationale |
|-------------------------|--------|-----------|----------|--|------------------|--|
| The Walt Disney Company | Annual | 03-Apr-23 | 1h | Elect Director Maria Elena Lagomasino | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| The Walt Disney Company | Annual | 03-Apr-23 | 1k | Elect Director Derica W. Rice | Against | Audit: Audit independence. |
| The Walt Disney Company | Annual | 03-Apr-23 | 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against | Remuneration: Annual bonus scheme does not comply with CCLA's approach and concerns over multiples of salary. |
| Broadcom Inc. | Annual | 03-Apr-23 | 1a | Elect Director Diane M. Bryant | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| Broadcom Inc. | Annual | 03-Apr-23 | 1d | Elect Director Eddy W. Hartenstein | Against | Remuneration and Diversity: Responsible for oversight of remuneration which does not comply with CCLA's approach. Board does not contain 40% gender diversity. |
| Broadcom Inc. | Annual | 03-Apr-23 | 1e | Elect Director Check Kian Low | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| Broadcom Inc. | Annual | 03-Apr-23 | 1i | Elect Director Harry L. You | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| Broadcom Inc. | Annual | 03-Apr-23 | 3 | Amend Omnibus Stock Plan | Against | Remuneration: does not comply with CCLA's approach to remuneration policy. |
| Broadcom Inc. | Annual | 03-Apr-23 | 4 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against | Remuneration: Scheme breaches local good practice, annual bonus scheme does not comply with CCLA's approach, non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes and concerns over multiples of salary. |
| Rio Tinto Plc | Annual | 06-Apr-23 | 10 | Re-elect Sam Laidlaw as Director | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| Rio Tinto Plc | Annual | 06-Apr-23 | 2 | Approve Remuneration Report for UK Law Purposes | Against | Remuneration: Not Living Wage Accredited. |
| Rio Tinto Plc | Annual | 06-Apr-23 | 3 | Approve Remuneration Report for Australian Law Purposes | Against | Remuneration: Not Living Wage Accredited. |

| Company | Type | Date | Prop No. | Proposal Text | Vote Instruction | Rationale |
|---------------------------|----------------|-----------|----------|---|------------------|---|
| Rio Tinto Plc | Annual | 06-Apr-23 | 6 | Re-elect Dominic Barton as Director | Against | Diversity: Board does not contain 40% gender diversity Concerns over sub-board level gender diversity. Concerns over lack of gender diversity in senior board roles. |
| Zurich Insurance Group AG | Annual | 06-Apr-23 | 1.2 | Approve Remuneration Report | Against | Remuneration: Concerns over multiples of salary. |
| Zurich Insurance Group AG | Annual | 06-Apr-23 | 4.1e | Reelect Christoph Franz as Director | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| Zurich Insurance Group AG | Annual | 06-Apr-23 | 4.2.3 | Reappoint Christoph Franz as Member of the Compensation Committee | Against | Responsible for oversight of remuneration which does not comply with CCLA Global approach. |
| Zurich Insurance Group AG | Annual | 06-Apr-23 | 7 | Transact Other Business (Voting) | Against | Typically we do not support resolutions where the content is not known at the time of voting. |
| Synopsys, Inc. | Annual | 12-Apr-23 | 1a | Elect Director Aart J. de Geus | Against | Governance: Chair/CEO: no intention to separate. |
| Synopsys, Inc. | Annual | 12-Apr-23 | 1d | Elect Director Janice D. Chaffin | Against | Diversity: Board does not contain 40% gender diversity. |
| Synopsys, Inc. | Annual | 12-Apr-23 | 1f | Elect Director Mercedes Johnson | Against | Audit: Audit independence. |
| Synopsys, Inc. | Annual | 12-Apr-23 | 4 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against | Remuneration: Annual bonus scheme does not comply with CCLA's approach and concerns over multiples of salary. |
| U.S. Bancorp | Annual | 18-Apr-23 | 1d | Elect Director Andrew Cecere | Against | Governance: Chair/CEO: no intention to separate. |
| U.S. Bancorp | Annual | 18-Apr-23 | 1g | Elect Director Kimberly J. Harris | Against | Diversity: Board does not contain 40% gender diversity. |
| U.S. Bancorp | Annual | 18-Apr-23 | 1m | Elect Director Scott W. Wine | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| U.S. Bancorp | Annual | 18-Apr-23 | 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against | Remuneration: Annual bonus scheme does not comply with CCLA's approach and concerns over multiples of salary. |
| Adobe Inc. | Annual | 20-Apr-23 | 1a | Elect Director Amy Banse | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| Adobe Inc. | Annual | 20-Apr-23 | 1d | Elect Director Frank Calderoni | Against | Diversity: Board does not contain 40% gender diversity. |
| Adobe Inc. | Annual | 20-Apr-23 | 1f | Elect Director Shantanu Narayen | Against | Governance: Chair/CEO: no intention to separate. |
| Adobe Inc. | Annual | 20-Apr-23 | 1h | Elect Director Kathleen Oberg | Against | Audit: Audit independence. |
| Adobe Inc. | Annual | 20-Apr-23 | 4 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against | Remuneration: Annual bonus scheme does not comply with CCLA's approach and concerns over multiples of salary. |
| Hermes International SCA | Annual/Special | 20-Apr-23 | 11 | Approve Remuneration Policy of General Managers | Against | Remuneration: Scheme breaches local good practice. |

| Company | Type | Date | Prop No. | Proposal Text | Vote Instruction | Rationale |
|--------------------------|----------------|-----------|----------|---|------------------|--|
| Hermes International SCA | Annual/Special | 20-Apr-23 | 14 | Reelect Monique Cohen as Supervisory Board Member | Against | Concerns - audit independence. |
| Hermes International SCA | Annual/Special | 20-Apr-23 | 16 | Reelect Eric de Seynes as Supervisory Board Member | Against | Concerns about the Board's ability to operate independently from controlling shareholders. |
| Hermes International SCA | Annual/Special | 20-Apr-23 | 21 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Capital | Against | Votes AGAINST Items 21, 22, 24 and 25 are warranted as the possibility of use during a takeover period is not excluded. |
| Hermes International SCA | Annual/Special | 20-Apr-23 | 22 | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to 40 Percent of Issued Capital | Against | Votes AGAINST Items 21, 22, 24 and 25 are warranted as the possibility of use during a takeover period is not excluded. Votes AGAINST the authorizations under Items 22 and 24 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights |
| Hermes International SCA | Annual/Special | 20-Apr-23 | 24 | Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to 20 Percent of Issued Capital | Against | Votes AGAINST Items 21, 22, 24 and 25 are warranted as the possibility of use during a takeover period is not excluded. Votes AGAINST the authorizations under Items 22 and 24 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights |
| Hermes International SCA | Annual/Special | 20-Apr-23 | 25 | Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind | Against | Votes AGAINST Items 21, 22, 24 and 25 are warranted as the possibility of use during a takeover period is not excluded. |
| Hermes International SCA | Annual/Special | 20-Apr-23 | 26 | Delegate Powers to the Management Board to Decide on Merger, Spin-Off Agreement and Acquisition | Against | Votes AGAINST these delegations are warranted as they are not considered in shareholders' interests. |
| Hermes International SCA | Annual/Special | 20-Apr-23 | 27 | Delegate Powers to the Management Board to Issue Shares up to 40 Percent of Issued Capital in Connection with Item 26 Above | Against | Votes AGAINST these delegations are warranted as they are not considered in shareholders' interests. |
| Hermes International SCA | Annual/Special | 20-Apr-23 | 28 | Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans | Against | Remuneration: does not comply with CCLA's approach to remuneration policy. |
| Hermes International SCA | Annual/Special | 20-Apr-23 | 5 | 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 related party transactions. It is therefore impossible to ascertain that the continuation of these transactions is in shareholders' interests. |
| Hermes International SCA | Annual/Special | 20-Apr-23 | 6 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against | Concerns - creeping control |
| Hermes International SCA | Annual/Special | 20-Apr-23 | 7 | Approve Compensation Report of Corporate Officers | Against | Remuneration schemes should not breach local good practice |

| Company | Type | Date | Prop No. | Proposal Text | Vote Instruction | Rationale |
|-------------------------------------|----------------|-----------|----------|--|------------------|--|
| Hermes International SCA | Annual/Special | 20-Apr-23 | 8 | Approve Compensation of Axel Dumas, General Manager | Against | Remuneration: Scheme breaches local good practice. |
| Hermes International SCA | Annual/Special | 20-Apr-23 | 9 | Approve Compensation of Emile Hermes SAS, General Manager | Against | Remuneration: Scheme breaches local good practice. |
| Humana Inc. | Annual | 20-Apr-23 | 1c | Elect Director Frank A. D'Amelio | Against | Audit: Audit independence. |
| Humana Inc. | Annual | 20-Apr-23 | 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against | Remuneration: Annual bonus scheme does not comply with CCLA's approach and concerns over multiples of salary. |
| RELX Plc | Annual | 20-Apr-23 | 14 | Re-elect Robert MacLeod as Director | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| RELX Plc | Annual | 20-Apr-23 | 17 | Approve Long-Term Incentive Plan | Against | Remuneration: does not comply with CCLA's approach to remuneration policy. |
| RELX Plc | Annual | 20-Apr-23 | 2 | Approve Remuneration Policy | Against | Remuneration: Annual bonus scheme does not comply with CCLA's approach and concerns over multiples of salary. |
| RELX Plc | Annual | 20-Apr-23 | 3 | Approve Remuneration Report | Against | Remuneration: Annual bonus scheme does not comply with CCLA's approach and concerns over multiples of salary. |
| RELX Plc | Annual | 20-Apr-23 | 8 | Re-elect Paul Walker as Director | Against | Audit: Audit independence. |
| LVMH Moet Hennessy Louis Vuitton SE | Annual/Special | 20-Apr-23 | 11 | Renew Appointment of Lord Powell of Bayswater as Censor | Against | Votes AGAINST these items are warranted because the company has failed to provide an adequate rationale on the proposed nominations. |
| LVMH Moet Hennessy Louis Vuitton SE | Annual/Special | 20-Apr-23 | 12 | Appoint Diego Della Valle as Censor | Against | Votes AGAINST these items are warranted because the company has failed to provide an adequate rationale on the proposed nominations. |
| LVMH Moet Hennessy Louis Vuitton SE | Annual/Special | 20-Apr-23 | 13 | Approve Compensation Report of Corporate Officers | Against | Remuneration schemes should not breach local good practice |
| LVMH Moet Hennessy Louis Vuitton SE | Annual/Special | 20-Apr-23 | 14 | Approve Compensation of Bernard Arnault, Chairman and CEO | Against | Remuneration: Scheme breaches local good practice, annual bonus scheme does not comply with CCLA's approach, non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes and concerns over multiples of salary. |
| LVMH Moet Hennessy Louis Vuitton SE | Annual/Special | 20-Apr-23 | 15 | Approve Compensation of Antonio Belloni, Vice-CEO | Against | Remuneration: Scheme breaches local good practice and the balance of short-/long-term remuneration does not comply with CCLA's approach. |

| Company | Type | Date | Prop No. | Proposal Text | Vote Instruction | Rationale |
|-------------------------------------|----------------|-----------|----------|---|------------------|---|
| LVMH Moet Hennessy Louis Vuitton SE | Annual/Special | 20-Apr-23 | 17 | Approve Remuneration Policy of Chairman and CEO | Against | Remuneration: Scheme breaches local good practice and annual bonus scheme does not comply with CCLA's approach. |
| LVMH Moet Hennessy Louis Vuitton SE | Annual/Special | 20-Apr-23 | 18 | Approve Remuneration Policy of Vice-CEO | Against | Remuneration: Scheme breaches local good practice. |
| LVMH Moet Hennessy Louis Vuitton SE | Annual/Special | 20-Apr-23 | 19 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against | Concerns - creeping control |
| LVMH Moet Hennessy Louis Vuitton SE | Annual/Special | 20-Apr-23 | 23 | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to Aggregate Nominal Amount of EUR 20 Million | Against | Votes AGAINST the authorizations under Items 23-26 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. |
| LVMH Moet Hennessy Louis Vuitton SE | Annual/Special | 20-Apr-23 | 24 | Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million | Against | Votes AGAINST the authorizations under Items 23-26 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. |
| LVMH Moet Hennessy Louis Vuitton SE | Annual/Special | 20-Apr-23 | 25 | Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above | Against | Votes AGAINST the authorizations under Items 23-26 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. |
| LVMH Moet Hennessy Louis Vuitton SE | Annual/Special | 20-Apr-23 | 26 | Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers | Against | Votes AGAINST the authorizations under Items 23-26 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. |
| LVMH Moet Hennessy Louis Vuitton SE | Annual/Special | 20-Apr-23 | 28 | Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers | Against | Remuneration: does not comply with CCLA's approach to remuneration policy. |
| LVMH Moet Hennessy Louis Vuitton SE | Annual/Special | 20-Apr-23 | 4 | Approve Auditors' Special Report on Related-Party Transactions | Against | Typically we do not support resolutions where the content is not known at the time of voting. |
| LVMH Moet Hennessy Louis Vuitton SE | Annual/Special | 20-Apr-23 | 8 | Reelect Marie-Laure Sauty de Chalon as Director | Against | Repeated concerns over the auditors' special report on related-party transactions warrant a vote against Ms Sauty de Chalon as a member of the audit committee. |
| LVMH Moet Hennessy Louis Vuitton SE | Annual/Special | 20-Apr-23 | 9 | Reelect Natacha Valla as Director | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| SEGRO PLC | Annual | 20-Apr-23 | 4 | Re-elect Andy Harrison as Director | Against | Audit: Audit independence. |
| Heineken NV | Annual | 20-Apr-23 | 1.b | Approve Remuneration Report | Against | Remuneration: Annual bonus scheme does not comply with CCLA's approach. |

| Company | Type | Date | Prop No. | Proposal Text | Vote Instruction | Rationale |
|----------------------|----------------|-----------|----------|--|------------------|---|
| Heineken NV | Annual | 20-Apr-23 | 2.a | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against | Concerns - creeping control |
| Nestle SA | Annual | 20-Apr-23 | 1.2 | Approve Remuneration Report | Abstain | Vote amended to "abstain" due to the company showing good practice by incorporating healthy nutrition into the ESG metrics that apply to the annual bonus. Not a "for" given the CEO's target and maximum bonus levels. |
| Nestle SA | Annual | 20-Apr-23 | 4.1.c | Reelect Henri de Castries as Director | Abstain | Amended to "abstain" in line with the approach to remuneration in resolution 1.2. |
| Nestle SA | Annual | 20-Apr-23 | 4.1.e | Reelect Pablo Isla as Director | Abstain | Amended to "abstain" in line with the approach to remuneration in resolution 1.2. |
| Nestle SA | Annual | 20-Apr-23 | 4.3.1 | Reappoint Pablo Isla as Member of the Compensation Committee | Abstain | Amended to "abstain" in line with the approach to remuneration in resolution 1.2. |
| Nestle SA | Annual | 20-Apr-23 | 5.2 | Approve Remuneration of Executive Committee in the Amount of CHF 72 Million | Abstain | Amended to "abstain" in line with the approach to remuneration in resolution 1.2. |
| Haleon Plc | Annual | 20-Apr-23 | 26 | Authorise Market Purchase of Ordinary Shares | Against | Concerns - creeping control |
| L'Oreal SA | Annual/Special | 21-Apr-23 | 11 | Approve Remuneration Policy of Chairman of the Board | Abstain | A lack of disclosure as to the reasons for the high remuneration to the board chair warrants an abstention - particularly in light of his former position as CEO. |
| L'Oreal SA | Annual/Special | 21-Apr-23 | 12 | Approve Remuneration Policy of CEO | Abstain | Given a lack of sufficient disclosure on performance conditions and the balance of short and long term rewards there is enough concern to warrant an abstention. |
| L'Oreal SA | Annual/Special | 21-Apr-23 | 13 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against | Concerns - creeping control |
| L'Oreal SA | Annual/Special | 21-Apr-23 | 4 | Reelect Sophie Bellon as Director | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| L'Oreal SA | Annual/Special | 21-Apr-23 | 7 | Approve Compensation Report of Corporate Officers | Against | Remuneration schemes should not breach local good practice |
| L'Oreal SA | Annual/Special | 21-Apr-23 | 8 | Approve Compensation of Jean-Paul Agon, Chairman of the Board | Against | Remuneration: Non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes. |
| L'Oreal SA | Annual/Special | 21-Apr-23 | 9 | Approve Compensation of Nicolas Hieronimus, CEO | Abstain | Given a lack of sufficient disclosure on performance conditions and the balance of short and long term rewards there is enough concern to warrant an abstention. |
| Cembra Money Bank AG | Annual | 21-Apr-23 | 5.1.5 | Reelect Susanne Kloess-Braekler as Director | Against | Diversity: Board does not contain 40% gender diversity. |
| Cembra Money Bank AG | Annual | 21-Apr-23 | 5.1.6 | Reelect Monica Maechler as Director | Against | Audit: Audit independence. |
| Cembra Money Bank AG | Annual | 21-Apr-23 | 5.4.1 | Reappoint Susanne Kloess-Braekler as Member of the Compensation and Nomination Committee | Against | Board does not contain 40% gender diversity. |

| Company | Type | Date | Prop No. | Proposal Text | Vote Instruction | Rationale |
|-----------------------------|--------|-----------|----------|--|------------------|---|
| Cembra Money Bank AG | Annual | 21-Apr-23 | 8 | Transact Other Business (Voting) | Against | Typically we do not support resolutions where the content is not known at the time of voting. |
| The Coca-Cola Company | Annual | 25-Apr-23 | 1.11 | Elect Director James Quincey | Against | Governance: Chair/CEO: no intention to separate. |
| The Coca-Cola Company | Annual | 25-Apr-23 | 1.13 | Elect Director David B. Weinberg | Against | Audit: Audit independence. |
| The Coca-Cola Company | Annual | 25-Apr-23 | 1.7 | Elect Director Helene D. Gayle | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| The Coca-Cola Company | Annual | 25-Apr-23 | 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against | Remuneration: Annual bonus scheme does not comply with CCLA's approach and concerns over multiples of salary. |
| Bank of America Corporation | Annual | 25-Apr-23 | 1a | Elect Director Sharon L. Allen | Against | Audit: Audit independence. |
| Bank of America Corporation | Annual | 25-Apr-23 | 1c | Elect Director Frank P. Bramble, Sr. | Against | Diversity: Board does not contain 40% gender diversity. |
| Bank of America Corporation | Annual | 25-Apr-23 | 1g | Elect Director Monica C. Lozano | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| Bank of America Corporation | Annual | 25-Apr-23 | 1h | Elect Director Brian T. Moynihan | Against | Governance: Chair/CEO: no intention to separate. |
| Bank of America Corporation | Annual | 25-Apr-23 | 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against | Remuneration: Scheme breaches local good practice and concerns over multiples of salary. |
| Eaton Corporation plc | Annual | 26-Apr-23 | 1a | Elect Director Craig Arnold | Against | Governance: Chair/CEO: no intention to separate. |
| Eaton Corporation plc | Annual | 26-Apr-23 | 1g | Elect Director Lori J. Ryerkerk | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| Eaton Corporation plc | Annual | 26-Apr-23 | 1h | Elect Director Gerald B. Smith | Against | Audit: Audit independence. |
| Eaton Corporation plc | Annual | 26-Apr-23 | 1i | Elect Director Dorothy C. Thompson | Against | Diversity: Board does not contain 40% gender diversity. |
| Eaton Corporation plc | Annual | 26-Apr-23 | 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against | Remuneration: Annual bonus scheme does not comply with CCLA's approach and concerns over multiples of salary. |
| Anglo American Plc | Annual | 26-Apr-23 | 12 | Re-elect Ian Tyler as Director | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| Anglo American Plc | Annual | 26-Apr-23 | 16 | Approve Remuneration Report | Against | Remuneration: Annual bonus scheme does not comply with CCLA's approach. |
| Anglo American Plc | Annual | 26-Apr-23 | 4 | Re-elect Stuart Chambers as Director | Against | Audit: Audit independence. |

| Company | Type | Date | Prop No. | Proposal Text | Vote Instruction | Rationale |
|--------------------------------|--------|-----------|----------|---|------------------|--|
| Bunzl Plc | Annual | 26-Apr-23 | 14 | Approve Remuneration Report | Against | Remuneration: Not Living Wage Accredited. |
| Bunzl Plc | Annual | 26-Apr-23 | 3 | Re-elect Peter Ventress as Director | Against | Audit: Audit independence. |
| Bunzl Plc | Annual | 26-Apr-23 | 6 | Re-elect Vanda Murray as Director | Against | Audit: Audit independence. |
| Bunzl Plc | Annual | 26-Apr-23 | 7 | Re-elect Lloyd Pitchford as Director | Against | Audit: Audit independence. |
| Bunzl Plc | Annual | 26-Apr-23 | 8 | Re-elect Stephan Nanninga as Director | Against | Audit: Audit independence. |
| Bunzl Plc | Annual | 26-Apr-23 | 9 | Re-elect Vin Murria as Director | Against | Audit: Audit independence. |
| Smith & Nephew plc | Annual | 26-Apr-23 | 14 | Re-elect Roberto Quarta as Director | Against | Diversity: Board does not contain 40% gender diversity. |
| Smith & Nephew plc | Annual | 26-Apr-23 | 15 | Re-elect Angie Risley as Director | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| Smith & Nephew plc | Annual | 26-Apr-23 | 2 | Approve Remuneration Policy | Against | Remuneration: Annual bonus scheme does not comply with CCLA's approach. |
| Smith & Nephew plc | Annual | 26-Apr-23 | 3 | Approve Remuneration Report | Against | Remuneration: Annual bonus scheme does not comply with CCLA's approach. |
| Assa Abloy AB | Annual | 26-Apr-23 | 12 | Reelect Carl Douglas (Vice Chair), Erik Ekudden, Johan Hjertonsso (Chair), Sofia Schorling Hogberg, Lena Olving, Joakim Weidemanis and Susanne Pahlen Aklundh as Directors; Elect Victoria Van Camp as New Director | Against | A vote AGAINST this item is warranted because: - The independence level of the audit committee is insufficient, - And candidate Johan Hjertonsso is overboarded. |
| Assa Abloy AB | Annual | 26-Apr-23 | 15 | Approve Remuneration Report | Against | Remuneration: Non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes. |
| Assa Abloy AB | Annual | 26-Apr-23 | 17 | Approve Performance Share Matching Plan LTI 2023 | Against | Remuneration: does not comply with CCLA's approach to remuneration policy. |
| Texas Instruments Incorporated | Annual | 27-Apr-23 | 1c | Elect Director Janet F. Clark | Against | Audit: Audit independence. |
| Texas Instruments Incorporated | Annual | 27-Apr-23 | 1i | Elect Director Ronald Kirk | Against | Diversity: Board does not contain 40% gender diversity. |
| Texas Instruments Incorporated | Annual | 27-Apr-23 | 1j | Elect Director Pamela H. Patsley | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |

| Company | Type | Date | Prop No. | Proposal Text | Vote Instruction | Rationale |
|---------------------------------|--------|-----------|----------|--|------------------|---|
| Texas Instruments Incorporated | Annual | 27-Apr-23 | 4 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against | Remuneration: Annual bonus scheme does not comply with CCLA's approach, non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes and concerns over multiples of salary. |
| Pfizer Inc. | Annual | 27-Apr-23 | 1.10 | Elect Director Suzanne Nora Johnson | Against | Audit: Audit independence. |
| Pfizer Inc. | Annual | 27-Apr-23 | 1.12 | Elect Director James C. Smith | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| Pfizer Inc. | Annual | 27-Apr-23 | 1.2 | Elect Director Albert Bourla | Against | Governance: Chair/CEO: no intention to separate. |
| Pfizer Inc. | Annual | 27-Apr-23 | 1.4 | Elect Director Joseph J. Echevarria | Against | Diversity: Board does not contain 40% gender diversity. |
| Pfizer Inc. | Annual | 27-Apr-23 | 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against | Remuneration: Annual bonus scheme does not comply with CCLA's approach and concerns over multiples of salary. |
| Johnson & Johnson | Annual | 27-Apr-23 | 1c | Elect Director D. Scott Davis | Against | Audit: Audit independence. |
| Johnson & Johnson | Annual | 27-Apr-23 | 1e | Elect Director Joaquin Duato | Against | Governance: Chair/CEO: no intention to separate. |
| Johnson & Johnson | Annual | 27-Apr-23 | 1f | Elect Director Marillyn A. Hewson | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| Johnson & Johnson | Annual | 27-Apr-23 | 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against | Remuneration: Annual bonus scheme does not comply with CCLA's approach and concerns over multiples of salary. |
| London Stock Exchange Group Plc | Annual | 27-Apr-23 | 12 | Re-elect Don Robert as Director | Against | Diversity: Board does not contain 40% gender diversity. |
| Admiral Group Plc | Annual | 27-Apr-23 | 2 | Approve Remuneration Report | Against | Remuneration: Annual bonus scheme does not comply with CCLA's approach. Not Living Wage accredited. |
| Admiral Group Plc | Annual | 27-Apr-23 | 5 | Re-elect Evelyn Bourke as Director | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| Kerry Group Plc | Annual | 27-Apr-23 | 4e | Re-elect Emer Gilvarry as Director | Against | Diversity: Board does not contain 40% gender diversity. |
| AstraZeneca Plc | Annual | 27-Apr-23 | 5h | Re-elect Sheri McCoy as Director | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| AstraZeneca Plc | Annual | 27-Apr-23 | 6 | Approve Remuneration Report | Against | Remuneration: Annual bonus scheme does not comply with CCLA's approach and concerns over multiples of salary. |
| AstraZeneca Plc | Annual | 27-Apr-23 | 7 | Authorise UK Political Donations and Expenditure | Against | Concerns over level of political donations. |
| Intuitive Surgical, Inc. | Annual | 27-Apr-23 | 1d | Elect Director Amal M. Johnson | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| Intuitive Surgical, Inc. | Annual | 27-Apr-23 | 1h | Elect Director Alan J. Levy | Against | Diversity: Board does not contain 40% gender diversity. |

| Company | Type | Date | Prop No. | Proposal Text | Vote Instruction | Rationale |
|--------------------------|--------|-----------|----------|---|------------------|---|
| Intuitive Surgical, Inc. | Annual | 27-Apr-23 | 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against | Remuneration: Annual bonus scheme does not comply with CCLA's approach and concerns over multiples of salary. |
| Abbott Laboratories | Annual | 28-Apr-23 | 1.4 | Elect Director Robert B. Ford | Against | Governance: Chair/CEO: no intention to separate. |
| Abbott Laboratories | Annual | 28-Apr-23 | 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against | Remuneration: Annual bonus scheme does not comply with CCLA's approach and concerns over multiples of salary. |
| Smurfit Kappa Group Plc | Annual | 28-Apr-23 | 2 | Approve Remuneration Report | Against | Remuneration: Not Living Wage Accredited. |
| DiaSorin SpA | Annual | 28-Apr-23 | 1.1 | 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 | 28-Apr-23 | 2.1 | Approve Remuneration Policy | Against | Remuneration: Scheme breaches local good practice. |
| DiaSorin SpA | Annual | 28-Apr-23 | 2.2 | Approve Second Section of the Remuneration Report | Against | Remuneration: Concerns over multiples of salary. |
| DiaSorin SpA | Annual | 28-Apr-23 | 3 | Approve Stock Option Plan | Against | Remuneration: does not comply with CCLA's approach to remuneration policy. |
| DiaSorin SpA | Annual | 28-Apr-23 | 4 | Authorize Share Repurchase Program and Reissuance of Repurchased Shares | Against | Concerns - creeping control |
| Hexagon AB | Annual | 02-May-23 | 12.1 | Reelect Marta Schorling Andreen as Director | Against | Governance: Concerns about the Board's ability to operate independently from controlling shareholders. |
| Hexagon AB | Annual | 02-May-23 | 12.3 | Reelect Sofia Schorling Hogberg as Director | Against | Governance: Concerns about the Board's ability to operate independently from controlling shareholders. |
| Hexagon AB | Annual | 02-May-23 | 12.5 | Reelect Gun Nilsson as Director | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| Hexagon AB | Annual | 02-May-23 | 14 | Approve Remuneration Report | Against | Remuneration: Balance of short-/long-term remuneration does not comply with CCLA's approach and non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes. |
| Hexagon AB | Annual | 02-May-23 | 15 | Approve Performance Share Program 2023/2026 for Key Employees | Against | Remuneration: does not comply with CCLA's approach to remuneration policy. |
| Hexagon AB | Annual | 02-May-23 | 16 | Authorize Share Repurchase Program and Reissuance of Repurchased Shares | Against | Concerns - creeping control |
| S&P Global Inc. | Annual | 03-May-23 | 1.10 | Elect Director Maria R. Morris | Against | Audit: Audit independence. |
| S&P Global Inc. | Annual | 03-May-23 | 1.4 | Elect Director William D. Green | Against | Diversity: Board does not contain 40% gender diversity. |

| Company | Type | Date | Prop No. | Proposal Text | Vote Instruction | Rationale |
|-----------------------------|--------|-----------|----------|--|------------------|--|
| S&P Global Inc. | Annual | 03-May-23 | 1.7 | Elect Director Robert P. Kelly | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| S&P Global Inc. | Annual | 03-May-23 | 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against | Remuneration: Annual bonus scheme does not comply with CCLA's approach and concerns over multiples of salary. |
| PepsiCo, Inc. | Annual | 03-May-23 | 1i | Elect Director Ramon L. Laguarta | Against | Governance: Chair/CEO: no intention to separate. |
| PepsiCo, Inc. | Annual | 03-May-23 | 1l | Elect Director Robert C. Pohlad | Against | Diversity: Board does not contain 40% gender diversity Concerns over lack of gender diversity in senior board roles. |
| PepsiCo, Inc. | Annual | 03-May-23 | 1o | Elect Director Alberto Weisser | Against | Audit: Audit independence. |
| PepsiCo, Inc. | Annual | 03-May-23 | 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against | Remuneration: Annual bonus scheme does not comply with CCLA's approach and concerns over multiples of salary. |
| Barclays PLC | Annual | 03-May-23 | 13 | Re-elect Nigel Higgins as Director | Against | Diversity: Board does not contain 40% gender diversity Concerns over sub-board level gender diversity. |
| Barclays PLC | Annual | 03-May-23 | 19 | Authorise UK Political Donations and Expenditure | Against | Concerns over level of political donations. |
| Unilever Plc | Annual | 03-May-23 | 14 | Elect Nelson Peltz as Director | Abstain | We have concerns regarding Mr Petlz's membership of the remuneration committee that recently approved a salary increase for the incoming CEO noting his prior working relationship with the new CEO. This is mitigated by the expertise he brings to the board and the independence level of the board excluding Mr Peltz. |
| Unilever Plc | Annual | 03-May-23 | 2 | Approve Remuneration Report | Against | Remuneration: Scheme breaches local good practice and annual bonus scheme does not comply with CCLA's approach. |
| Unilever Plc | Annual | 03-May-23 | 3 | Re-elect Nils Andersen as Director | Against | Diversity: Board does not contain 40% gender diversity. |
| Unilever Plc | Annual | 03-May-23 | 7 | Re-elect Andrea Jung as Director | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| Reckitt Benckiser Group Plc | Annual | 03-May-23 | 12 | Re-elect Chris Sinclair as Director | Against | Diversity: Board does not contain 40% gender diversity Concerns over lack of gender diversity in senior board roles. |
| Reckitt Benckiser Group Plc | Annual | 03-May-23 | 14 | Re-elect Alan Stewart as Director | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| Reckitt Benckiser Group Plc | Annual | 03-May-23 | 2 | Approve Remuneration Report | Against | Remuneration: Annual bonus scheme does not comply with CCLA's approach. Not Living Wage accredited. |
| GSK Plc | Annual | 03-May-23 | 13 | Re-elect Urs Rohner as Director | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| GSK Plc | Annual | 03-May-23 | 2 | Approve Remuneration Report | Against | Remuneration: Concerns over multiples of salary. |
| GSK Plc | Annual | 03-May-23 | 6 | Re-elect Sir Jonathan Symonds as Director | Against | Diversity: Board does not contain 40% gender diversity. |

| Company | Type | Date | Prop No. | Proposal Text | Vote Instruction | Rationale |
|-------------------|--------|-----------|----------|--|------------------|--|
| TELUS Corporation | Annual | 04-May-23 | 1.7 | Elect Director Mary Jo Haddad | Withhold | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| TELUS Corporation | Annual | 04-May-23 | 3 | Advisory Vote on Executive Compensation Approach | Against | Remuneration: Concerns over multiples of salary. |
| BCE Inc. | Annual | 04-May-23 | 1.2 | Elect Director David F. Denison | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| BCE Inc. | Annual | 04-May-23 | 3 | Advisory Vote on Executive Compensation Approach | Against | Remuneration: Annual bonus scheme and balance of short-/long-term remuneration does not comply with CCLA's approach. Additional concerns over multiples of salary. |
| CME Group Inc. | Annual | 04-May-23 | 1a | Elect Director Terrence A. Duffy | Against | Governance: Chair/CEO: no intention to separate. |
| CME Group Inc. | Annual | 04-May-23 | 1c | Elect Director Timothy S. Bitsberger | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| CME Group Inc. | Annual | 04-May-23 | 1d | Elect Director Charles P. Carey | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| CME Group Inc. | Annual | 04-May-23 | 1i | Elect Director Daniel R. Glickman | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| CME Group Inc. | Annual | 04-May-23 | 1j | Elect Director Daniel G. Kaye | Against | Audit: Audit independence. |
| CME Group Inc. | Annual | 04-May-23 | 1k | Elect Director Phyllis M. Lockett | Against | Diversity and Governance: Board does not contain 40% gender diversity. Concerns over negative impacts on shareholder rights. |

| Company | Type | Date | Prop No. | Proposal Text | Vote Instruction | Rationale |
|-----------------------|----------------|-----------|----------|--|------------------|--|
| CME Group Inc. | Annual | 04-May-23 | 1m | Elect Director Terry L. Savage | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| CME Group Inc. | Annual | 04-May-23 | 1n | Elect Director Rahael Seifu | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| CME Group Inc. | Annual | 04-May-23 | 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against | Remuneration: Scheme breaches local good practice, annual bonus scheme does not comply with CCLA's approach, non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes and concerns over multiples of salary. |
| AMETEK, Inc. | Annual | 04-May-23 | 1a | Elect Director Thomas A. Amato | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| AMETEK, Inc. | Annual | 04-May-23 | 1b | Elect Director Anthony J. Conti | Against | Audit: Audit independence. |
| AMETEK, Inc. | Annual | 04-May-23 | 1c | Elect Director Gretchen W. McClain | Against | Diversity: Board does not contain 40% gender diversity. |
| AMETEK, Inc. | Annual | 04-May-23 | 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against | Remuneration: Annual bonus scheme does not comply with CCLA's approach and concerns over multiples of salary. |
| IRESS Limited | Annual | 04-May-23 | 2 | Elect Trudy Vonhoff as Director | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| IRESS Limited | Annual | 04-May-23 | 3 | Approve Remuneration Report | Against | Remuneration: Scheme breaches local good practice and concerns over multiples of salary. |
| TransUnion | Annual | 04-May-23 | 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against | Remuneration: Annual bonus scheme does not comply with CCLA's approach and concerns over multiples of salary. |
| Schneider Electric SE | Annual/Special | 04-May-23 | 6 | Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO | Against | Remuneration: Scheme breaches local good practice, annual bonus scheme does not comply with CCLA's approach, and concerns over multiples of salary. |

| Company | Type | Date | Prop No. | Proposal Text | Vote Instruction | Rationale |
|---|----------------|-----------|----------|---|------------------|---|
| Schneider Electric SE | Annual/Special | 04-May-23 | 7 | Approve Remuneration Policy of Jean-Pascal Tricoire, Chairman and CEO fom January 1, 2023 until May 3, 2023 | Against | Remuneration: Annual bonus scheme does not comply with CCLA's approach. |
| Schneider Electric SE | Annual/Special | 04-May-23 | 9 | Approve Remuneration Policy of Jean-Pascal Tricoire, Chairman of the Board since May 4, 2023 | Against | A vote against the remuneration policy here reflects concerns about how the salary for the Chairman has been benchmarked and the continued lack of an independent chair of the board. |
| Lonza Group AG | Annual | 05-May-23 | 12 | Transact Other Business (Voting) | Against | Typically we do not support resolutions where the content is not known at the time of voting. |
| Lonza Group AG | Annual | 05-May-23 | 5.1.4 | Reelect Christoph Maeder as Director | Against | Diversity: Board does not contain 40% gender diversity. |
| Lonza Group AG | Annual | 05-May-23 | 5.3.2 | Reappoint Christoph Maeder as Member of the Nomination and Compensation Committee | Against | Board does not contain 40% gender diversity. |
| Muenchener Rueckversicherungs-Gesellschaft AG | Annual | 05-May-23 | 6 | Approve Remuneration Report | Abstain | Whilst much of the structure of the remuneration falls within CCLA guidelines an abstention is warranted due to the extraordinarily high level of pension payments that seem out of line with what other employees receive. |
| InterContinental Hotels Group Plc | Annual | 05-May-23 | 2 | Approve Remuneration Policy | Abstain | The vote has been amended to reflect the ongoing Living Wage Accreditation engagement. |
| InterContinental Hotels Group Plc | Annual | 05-May-23 | 3 | Approve Remuneration Report | Abstain | The vote has been amended to reflect the ongoing Living Wage Accreditation engagement. |
| InterContinental Hotels Group Plc | Annual | 05-May-23 | 5i | Re-elect Jo Harlow as Director | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| Danaher Corporation | Annual | 09-May-23 | 1c | Elect Director Linda Filler | Against | Diversity: Board does not contain 40% gender diversity. |
| Danaher Corporation | Annual | 09-May-23 | 1h | Elect Director Steven M. Rales | Against | Governance: Executive chairman and no indication of temporary position. |
| Danaher Corporation | Annual | 09-May-23 | 1k | Elect Director John T. Schwieters | Against | Audit: Audit independence. |
| Danaher Corporation | Annual | 09-May-23 | 1l | Elect Director Alan G. Spoon | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |

| Company | Type | Date | Prop No. | Proposal Text | Vote Instruction | Rationale |
|----------------------------------|--------|-----------|----------|--|------------------|---|
| Danaher Corporation | Annual | 09-May-23 | 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against | Remuneration: Annual bonus scheme does not comply with CCLA's approach, non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes and concerns over multiples of salary. |
| Stryker Corporation | Annual | 10-May-23 | 1d | Elect Director Allan C. Golston | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| Stryker Corporation | Annual | 10-May-23 | 1e | Elect Director Kevin A. Lobo | Against | Governance: Chair/CEO: no intention to separate. |
| Stryker Corporation | Annual | 10-May-23 | 1g | Elect Director Andrew K. Silvernail | Against | Audit: Audit independence. |
| Stryker Corporation | Annual | 10-May-23 | 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against | Remuneration: Annual bonus scheme does not comply with CCLA's approach and concerns over multiples of salary. |
| Wolters Kluwer NV | Annual | 10-May-23 | 2.c | Approve Remuneration Report | Abstain | Given positive engagement about the company's latest remuneration policy regarding ways to move into line with the CCLA approach we have abstained from voting on the remuneration report instead of voting against. |
| Spirax-Sarco Engineering Plc | Annual | 10-May-23 | 2 | Approve Remuneration Policy | Against | Remuneration: Not Living Wage Accredited. |
| Spirax-Sarco Engineering Plc | Annual | 10-May-23 | 3 | Approve Remuneration Report | Against | Remuneration: Not Living Wage Accredited. |
| Spirax-Sarco Engineering Plc | Annual | 10-May-23 | 7 | Re-elect Jamie Pike as Director | Against | Diversity: Board does not contain 40% gender diversity Concerns over sub-board level gender diversity. |
| Verizon Communications Inc. | Annual | 11-May-23 | 1.1 | Elect Director Shellye Archambeau | Against | Diversity: Board does not contain 40% gender diversity. |
| Verizon Communications Inc. | Annual | 11-May-23 | 1.11 | Elect Director Hans Vestberg | Against | Governance: Chair/CEO: no intention to separate. |
| Verizon Communications Inc. | Annual | 11-May-23 | 1.12 | Elect Director Gregory Weaver | Against | Audit: Audit independence. |
| Verizon Communications Inc. | Annual | 11-May-23 | 1.8 | Elect Director Daniel Schulman | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| Verizon Communications Inc. | Annual | 11-May-23 | 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against | Remuneration: Annual bonus scheme does not comply with CCLA's approach and concerns over multiples of salary. |
| Edwards Lifesciences Corporation | Annual | 11-May-23 | 1.2 | Elect Director Leslie S. Heisz | Against | Audit: Audit independence. |
| Edwards Lifesciences Corporation | Annual | 11-May-23 | 1.8 | Elect Director Nicholas J. Valeriani | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |

| Company | Type | Date | Prop No. | Proposal Text | Vote Instruction | Rationale |
|----------------------------------|--------|-----------|----------|--|------------------|---|
| Edwards Lifesciences Corporation | Annual | 11-May-23 | 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against | Remuneration: Annual bonus scheme does not comply with CCLA's approach, non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes and concerns over multiples of salary. |
| SAP SE | Annual | 11-May-23 | 5 | Approve Remuneration Report | Against | Remuneration: Annual bonus scheme does not comply with CCLA's approach. |
| SAP SE | Annual | 11-May-23 | 9 | Approve Remuneration Policy for the Management Board | Against | Remuneration: Annual bonus scheme does not comply with CCLA's approach. |
| Universal Music Group NV | Annual | 11-May-23 | 3 | Approve Remuneration Report | Against | Remuneration: Scheme breaches local good practice and non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes. |
| Universal Music Group NV | Annual | 11-May-23 | 7.b | Approve Supplement to the Company's Remuneration Policy in Respect of Lucian Grainge | Against | Remuneration: Scheme breaches local good practice and non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes. |
| Universal Music Group NV | Annual | 11-May-23 | 8.a | Reelect Sherry Lansing as Non-Executive Director | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| Universal Music Group NV | Annual | 11-May-23 | 8.b | Reelect Anna Jones as Non-Executive Director | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| Universal Music Group NV | Annual | 11-May-23 | 8.c | Reelect Luc van Os as Non-Executive Director | Against | Governance: Concerns over level of board and committee independence. |
| Universal Music Group NV | Annual | 11-May-23 | 9 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against | Concerns - creeping control |
| ANSYS, Inc. | Annual | 12-May-23 | 1a | Elect Director Robert M. Calderoni | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |

| Company | Type | Date | Prop No. | Proposal Text | Vote Instruction | Rationale |
|--------------------------------------|--------|-----------|----------|--|------------------|---|
| ANSYS, Inc. | Annual | 12-May-23 | 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against | Remuneration: Annual bonus scheme does not comply with CCLA's approach, non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes and concerns over multiples of salary. |
| GCP Asset Backed Income Fund Limited | Annual | 15-May-23 | 4 | Re-elect Alex Ohlsson as Director | Against | Company has failed to respond to engagement during the year and has failed to obtain increased resourcing for the fund following the resignation of the lead fund managers at the external advisor. It has been reluctant to introduce measures that will improve shareholder returns or give them the ability to have a return of capital. |
| GCP Asset Backed Income Fund Limited | Annual | 15-May-23 | 5 | Re-elect Joanna Dentskevich as Director | Against | Company has failed to respond to engagement during the year and has failed to obtain increased resourcing for the fund following the resignation of the lead fund managers at the external advisor. It has been reluctant to introduce measures that will improve shareholder returns or give them the ability to have a return of capital. |
| GCP Asset Backed Income Fund Limited | Annual | 15-May-23 | 6 | Re-elect Colin Huelin as Director | Against | Company has failed to respond to engagement during the year and has failed to obtain increased resourcing for the fund following the resignation of the lead fund managers at the external advisor. It has been reluctant to introduce measures that will improve shareholder returns or give them the ability to have a return of capital. |
| GCP Asset Backed Income Fund Limited | Annual | 15-May-23 | 7 | Re-elect Marykay Fuller as Director | Against | Company has failed to respond to engagement during the year and has failed to obtain increased resourcing for the fund following the resignation of the lead fund managers at the external advisor. It has been reluctant to introduce measures that will improve shareholder returns or give them the ability to have a return of capital. |
| Deutsche Boerse AG | Annual | 16-May-23 | 7 | Approve Remuneration Report | Against | Remuneration: Concerns over multiples of salary. |
| JPMorgan Chase & Co. | Annual | 16-May-23 | 1a | Elect Director Linda B. Bammann | Against | Other: approach to climate change |
| JPMorgan Chase & Co. | Annual | 16-May-23 | 1b | Elect Director Stephen B. Burke | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| JPMorgan Chase & Co. | Annual | 16-May-23 | 1c | Elect Director Todd A. Combs | Against | Diversity: Concerns over lack of gender diversity in senior board roles. |
| JPMorgan Chase & Co. | Annual | 16-May-23 | 1d | Elect Director James S. Crown | Against | Other: approach to climate change |
| JPMorgan Chase & Co. | Annual | 16-May-23 | 1f | Elect Director James Dimon | Against | Governance: Chair/CEO: no intention to separate. |
| JPMorgan Chase & Co. | Annual | 16-May-23 | 1g | Elect Director Timothy P. Flynn | Against | Audit: Audit independence. |

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

| Company | Type | Date | Prop No. | Proposal Text | Vote Instruction | Rationale |
|---------------------------------------|----------------|-----------|----------|--|------------------|---|
| JPMorgan Chase & Co. | Annual | 16-May-23 | 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against | Remuneration: Annual bonus scheme does not comply with CCLA's approach and concerns over multiples of salary. |
| Alexandria Real Estate Equities, Inc. | Annual | 16-May-23 | 1a | Elect Director Joel S. Marcus | Against | Governance: Executive chairman and no indication of temporary position. |
| Alexandria Real Estate Equities, Inc. | Annual | 16-May-23 | 1b | Elect Director Steven R. Hash | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| Alexandria Real Estate Equities, Inc. | Annual | 16-May-23 | 1c | Elect Director James P. Cain | Against | Diversity: Board does not contain 40% gender diversity Concerns over lack of gender diversity in senior board roles. |
| Alexandria Real Estate Equities, Inc. | Annual | 16-May-23 | 1f | Elect Director Richard H. Klein | Against | Audit: Audit independence. |
| Alexandria Real Estate Equities, Inc. | Annual | 16-May-23 | 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against | Remuneration: Annual bonus scheme does not comply with CCLA's approach and concerns over multiples of salary. |
| Verisk Analytics, Inc. | Annual | 17-May-23 | 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against | Remuneration: Annual bonus scheme does not comply with CCLA's approach, non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes and concerns over multiples of salary. |
| EssilorLuxottica SA | Annual/Special | 17-May-23 | 11 | Approve Remuneration Policy of Chairman and CEO | Against | Remuneration: Scheme breaches local good practice and annual bonus scheme does not comply with CCLA's approach. |

| Company | Type | Date | Prop No. | Proposal Text | Vote Instruction | Rationale |
|----------------------|----------------|-----------|----------|--|------------------|---|
| EssilorLuxottica SA | Annual/Special | 17-May-23 | 12 | Approve Remuneration Policy of Vice-CEO | Against | Remuneration: Multiple other concerns over remuneration structure. |
| EssilorLuxottica SA | Annual/Special | 17-May-23 | 13 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against | Concerns - creeping control |
| Greggs Plc | Annual | 17-May-23 | 12 | Approve Remuneration Report | Abstain | Greggs is not a living wage accredited employer and as such we cannot support the remuneration report and policy. However, there is ongoing engagement with the company at this time around their approach to employees and as such an abstention is warranted. |
| Greggs Plc | Annual | 17-May-23 | 13 | Approve Remuneration Policy | Abstain | Greggs is not a living wage accredited employer and as such we cannot support the remuneration report and policy. However, there is ongoing engagement with the company at this time around their approach to employees and as such an abstention is warranted. |
| Greggs Plc | Annual | 17-May-23 | 14 | Amend Performance Share Plan | Abstain | Greggs is not a living wage accredited employer and as such we cannot support the remuneration report and policy. However, there is ongoing engagement with the company at this time around their approach to employees and as such an abstention is warranted. |
| NextEra Energy, Inc. | Annual | 18-May-23 | 1e | Elect Director Naren K. Gursahaney | Against | Audit: Audit independence. |
| NextEra Energy, Inc. | Annual | 18-May-23 | 1f | Elect Director Kirk S. Hachigian | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| NextEra Energy, Inc. | Annual | 18-May-23 | 1g | Elect Director John W. Ketchum | Against | Governance: Chair/CEO: no intention to separate. |
| NextEra Energy, Inc. | Annual | 18-May-23 | 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against | Remuneration: Annual bonus scheme does not comply with CCLA's approach, non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes and concerns over multiples of salary. |

| Company | Type | Date | Prop No. | Proposal Text | Vote Instruction | Rationale |
|----------------------------------|--------|-----------|----------|--|------------------|---|
| Union Pacific Corporation | Annual | 18-May-23 | 1a | Elect Director William J. DeLaney | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| Union Pacific Corporation | Annual | 18-May-23 | 1b | Elect Director David B. Dillon | Against | Audit: Audit independence. |
| Union Pacific Corporation | Annual | 18-May-23 | 1e | Elect Director Lance M. Fritz | Against | Governance: Chair/CEO: no intention to separate. |
| Union Pacific Corporation | Annual | 18-May-23 | 1h | Elect Director Michael R. McCarthy | Against | Diversity: Concerns over lack of gender diversity in senior board roles. |
| Union Pacific Corporation | Annual | 18-May-23 | 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against | Remuneration: Annual bonus scheme does not comply with CCLA's approach and concerns over multiples of salary. |
| Zoetis Inc. | Annual | 18-May-23 | 1h | Elect Director Robert W. Scully | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| Zoetis Inc. | Annual | 18-May-23 | 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against | Remuneration: Annual bonus scheme does not comply with CCLA's approach, non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes and concerns over multiples of salary. |
| The Home Depot, Inc. | Annual | 18-May-23 | 1c | Elect Director Jeffery H. Boyd | Against | Diversity: Board does not contain 40% gender diversity Concerns over lack of gender diversity in senior board roles. |
| The Home Depot, Inc. | Annual | 18-May-23 | 1e | Elect Director J. Frank Brown | Against | Audit: Audit independence. |
| The Home Depot, Inc. | Annual | 18-May-23 | 1f | Elect Director Albert P. Carey | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| The Home Depot, Inc. | Annual | 18-May-23 | 1g | Elect Director Edward P. Decker | Against | Governance: Chair/CEO: no intention to separate. |
| The Home Depot, Inc. | Annual | 18-May-23 | 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against | Remuneration: Annual bonus scheme does not comply with CCLA's approach, non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes and concerns over multiples of salary. |
| Marsh & McLennan Companies, Inc. | Annual | 18-May-23 | 1d | Elect Director Oscar Fanjul | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| Marsh & McLennan Companies, Inc. | Annual | 18-May-23 | 1e | Elect Director H. Edward Hanway | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |

| Company | Type | Date | Prop No. | Proposal Text | Vote Instruction | Rationale |
|----------------------------------|--------|-----------|----------|--|------------------|--|
| Marsh & McLennan Companies, Inc. | Annual | 18-May-23 | 1j | Elect Director Steven A. Mills | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| Marsh & McLennan Companies, Inc. | Annual | 18-May-23 | 1k | Elect Director Bruce P. Nolop | Against | Audit: Audit independence. |
| Marsh & McLennan Companies, Inc. | Annual | 18-May-23 | 1l | Elect Director Morton O. Schapiro | Against | Remuneration and Diversity: Responsible for oversight of remuneration which does not comply with CCLA's approach. Board does not contain 40% gender diversity. |
| Marsh & McLennan Companies, Inc. | Annual | 18-May-23 | 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against | Remuneration: Scheme breaches local good practice, annual bonus scheme does not comply with CCLA's approach, non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes and concerns over multiples of salary. |
| Genuit Group Plc | Annual | 18-May-23 | 1 | Accept Financial Statements and Statutory Reports | Against | Concern over the company's actions in addressing modern slavery. |
| Genuit Group Plc | Annual | 18-May-23 | 2 | Approve Remuneration Report | Against | Remuneration: Not Living Wage Accredited. |
| Genuit Group Plc | Annual | 18-May-23 | 7 | Re-elect Kevin Boyd as Director | Against | Diversity: Board does not contain 40% gender diversity. |
| Lloyds Banking Group Plc | Annual | 18-May-23 | 13 | Approve Remuneration Policy | Abstain | Whilst the new LTIP technically falls within our voting guidelines there is concern at switching from previous pay arrangements after only three years and as such we do not think it appropriate to support. |
| Lloyds Banking Group Plc | Annual | 18-May-23 | 18 | Approve Long-Term Incentive Plan | Abstain | Whilst the new LTIP technically falls with our voting guidelines there is concern at switching from previous pay arrangements after only three years and as such we do not think it appropriate to support. |
| Lloyds Banking Group Plc | Annual | 18-May-23 | 19 | Authorise UK Political Donations and Expenditure | Against | Concerns over level of political donations. |
| Lloyds Banking Group Plc | Annual | 18-May-23 | 7 | Re-elect Alan Dickinson as Director | Abstain | Whilst the new LTIP technically falls with our voting guidelines there is concern at switching from previous pay arrangements after only three years and as such we do not think it appropriate to support. |
| Intercontinental Exchange, Inc. | Annual | 19-May-23 | 1e | Elect Director Mark F. Mulhern | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| Intercontinental Exchange, Inc. | Annual | 19-May-23 | 1h | Elect Director Jeffrey C. Sprecher | Against | Governance: Chair/CEO: no intention to separate. |
| Intercontinental | Annual | 19-May-23 | 1i | Elect Director Judith A. Sprieser | Against | Audit: Audit independence. |

| Company | Type | Date | Prop No. | Proposal Text | Vote Instruction | Rationale |
|---------------------------------|--------|-----------|----------|--|------------------|---|
| Exchange, Inc. | | | | | | |
| Intercontinental Exchange, Inc. | Annual | 19-May-23 | 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against | Remuneration: Annual bonus scheme does not comply with CCLA's approach, non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes and concerns over multiples of salary. |
| Honeywell International Inc. | Annual | 19-May-23 | 1A | Elect Director Darius Adamczyk | Against | Governance: Chair/CEO: no intention to separate. |
| Honeywell International Inc. | Annual | 19-May-23 | 1C | Elect Director William S. Ayer | Against | Diversity: Board does not contain 40% gender diversity. |
| Honeywell International Inc. | Annual | 19-May-23 | 1I | Elect Director Grace Lieblein | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| Honeywell International Inc. | Annual | 19-May-23 | 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against | Remuneration: Annual bonus scheme does not comply with CCLA's approach and concerns over multiples of salary. |
| Judges Scientific Plc | Annual | 22-May-23 | 2 | Approve Remuneration Policy and Remuneration Report | Against | Remuneration: Balance of short-/long-term remuneration does not comply with CCLA's approach and non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes. |
| Merck & Co., Inc. | Annual | 23-May-23 | 1c | Elect Director Pamela J. Craig | Against | Audit: Audit independence. |
| Merck & Co., Inc. | Annual | 23-May-23 | 1d | Elect Director Robert M. Davis | Against | Governance: Chair/CEO: no intention to separate. |
| Merck & Co., Inc. | Annual | 23-May-23 | 1i | Elect Director Patricia F. Russo | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| Merck & Co., Inc. | Annual | 23-May-23 | 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against | Remuneration: Annual bonus scheme does not comply with CCLA's approach and concerns over multiples of salary. |
| PayPal Holdings, Inc. | Annual | 24-May-23 | 1d | Elect Director David W. Dorman | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| PayPal Holdings, Inc. | Annual | 24-May-23 | 1g | Elect Director Gail J. McGovern | Against | Diversity: Board does not contain 40% gender diversity. |
| PayPal Holdings, Inc. | Annual | 24-May-23 | 1i | Elect Director David M. Moffett | Against | Audit: Audit independence. |
| PayPal Holdings, Inc. | Annual | 24-May-23 | 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against | Remuneration: Annual bonus scheme does not comply with CCLA's approach and concerns over multiples of salary. |
| NXP Semiconductors N.V. | Annual | 24-May-23 | 3i | Reelect Karl-Henrik Sundstrom as Non-Executive Director | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |

| Company | Type | Date | Prop No. | Proposal Text | Vote Instruction | Rationale |
|------------------------------|--------|-----------|----------|--|------------------|---|
| NXP Semiconductors N.V. | Annual | 24-May-23 | 9 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against | Remuneration: Annual bonus scheme does not comply with CCLA's approach and concerns over multiples of salary. |
| Amazon.com, Inc. | Annual | 24-May-23 | 1a | Elect Director Jeffrey P. Bezos | Against | Governance: Executive chairman and no indication of temporary position. |
| Amazon.com, Inc. | Annual | 24-May-23 | 1d | Elect Director Edith W. Cooper | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| Amazon.com, Inc. | Annual | 24-May-23 | 1f | Elect Director Daniel P. Huttenlocher | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| Amazon.com, Inc. | Annual | 24-May-23 | 1g | Elect Director Judith A. McGrath | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| Amazon.com, Inc. | Annual | 24-May-23 | 1h | Elect Director Indra K. Nooyi | Against | Audit: Audit independence. |
| Amazon.com, Inc. | Annual | 24-May-23 | 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against | Remuneration: Scheme breaches local good practice and non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes. |
| Intertek Group Plc | Annual | 24-May-23 | 10 | Re-elect Gurnek Bains as Director | Against | Audit: Audit independence. |
| Intertek Group Plc | Annual | 24-May-23 | 7 | Re-elect Andrew Martin as Director | Against | Diversity: Board does not contain 40% gender diversity Concerns over sub-board level gender diversity. |
| Intertek Group Plc | Annual | 24-May-23 | 9 | Re-elect Graham Allan as Director | Against | Audit: Audit independence. |
| American Tower Corporation | Annual | 24-May-23 | 1h | Elect Director Craig Macnab | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| American Tower Corporation | Annual | 24-May-23 | 1i | Elect Director JoAnn A. Reed | Against | Audit: Audit independence. |
| American Tower Corporation | Annual | 24-May-23 | 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against | Remuneration: Annual bonus scheme does not comply with CCLA's approach and concerns over multiples of salary. |
| Empiric Student Property PLC | Annual | 24-May-23 | 12 | Re-elect Martin Ratchford as Director | Abstain | Lack of alignment with shareholders |

| Company | Type | Date | Prop No. | Proposal Text | Vote Instruction | Rationale |
|-------------------------------|--------|-----------|----------|---|------------------|---|
| US SOLAR FUND PLC | Annual | 24-May-23 | 6 | Re-elect Gill Nott as Director | Abstain | Whilst unhappy with the investment performance, a vote to abstain on the directors is warranted whilst shareholders await the results of the tender for a new investment manager. |
| US SOLAR FUND PLC | Annual | 24-May-23 | 7 | Re-elect Jamie Richards as Director | Abstain | Whilst unhappy with the investment performance, a vote to abstain on the directors is warranted whilst shareholders await the results of the tender for a new investment manager. |
| US SOLAR FUND PLC | Annual | 24-May-23 | 8 | Re-elect Rachael Nutter as Director | Abstain | Whilst unhappy with the investment performance, a vote to abstain on the directors is warranted whilst shareholders await the results of the tender for a new investment manager. |
| US SOLAR FUND PLC | Annual | 24-May-23 | 9 | Re-elect Thomas Plagemann as Director | Abstain | Whilst unhappy with the investment performance, a vote to abstain on the directors is warranted whilst shareholders await the results of the tender for a new investment manager. |
| Thermo Fisher Scientific Inc. | Annual | 24-May-23 | 1a | Elect Director Marc N. Casper | Against | Governance: Chair/CEO: no intention to separate. |
| Thermo Fisher Scientific Inc. | Annual | 24-May-23 | 1b | Elect Director Nelson J. Chai | Against | Audit: Audit independence. |
| Thermo Fisher Scientific Inc. | Annual | 24-May-23 | 1h | Elect Director Lars R. Sorensen | Against | Diversity: Board does not contain 40% gender diversity Concerns over lack of gender diversity in senior board roles. |
| Thermo Fisher Scientific Inc. | Annual | 24-May-23 | 1k | Elect Director Dion J. Weisler | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| Thermo Fisher Scientific Inc. | Annual | 24-May-23 | 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against | Remuneration: Annual bonus scheme does not comply with CCLA's approach and concerns over multiples of salary. |
| Partners Group Holding AG | Annual | 24-May-23 | 7.1.1 | Reelect Steffen Meister as Director and Board Chair | Against | Governance: Executive chairman and no indication of temporary position. |
| Partners Group Holding AG | Annual | 24-May-23 | 7.1.6 | Reelect Martin Strobel as Director | Against | Audit: Audit independence. |
| Partners Group Holding AG | Annual | 24-May-23 | 7.1.8 | Reelect Flora Zhao as Director | Against | Diversity: Board does not contain 40% gender diversity. |
| Partners Group Holding AG | Annual | 24-May-23 | 7.2.1 | Reappoint Flora Zhao as Member of the Nomination and Compensation Committee | Against | Board does not contain 40% gender diversity. |
| Partners Group Holding AG | Annual | 24-May-23 | 7.2.3 | Reappoint Martin Strobel as Member of the Nomination and Compensation Committee | Against | Concerns - audit independence. |

| Company | Type | Date | Prop No. | Proposal Text | Vote Instruction | Rationale |
|---------------------------|--------|-----------|----------|--|------------------|---|
| Partners Group Holding AG | Annual | 24-May-23 | 8 | Transact Other Business (Voting) | Against | Typically we do not support resolutions where the content is not known at the time of voting. |
| IDEX Corporation | Annual | 25-May-23 | 1b | Elect Director Mark A. Beck | Against | Diversity: Board does not contain 40% gender diversity. |
| IDEX Corporation | Annual | 25-May-23 | 1c | Elect Director Carl R. Christenson | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| IDEX Corporation | Annual | 25-May-23 | 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against | Remuneration: Annual bonus scheme does not comply with CCLA's approach and concerns over multiples of salary. |
| McDonald's Corporation | Annual | 25-May-23 | 1d | Elect Director Catherine Engelbert | Against | Audit: Audit independence. |
| McDonald's Corporation | Annual | 25-May-23 | 1h | Elect Director Richard Lenny | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| McDonald's Corporation | Annual | 25-May-23 | 1m | Elect Director Miles White | Against | Diversity: Board does not contain 40% gender diversity. |
| McDonald's Corporation | Annual | 25-May-23 | 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against | Remuneration: Annual bonus scheme does not comply with CCLA's approach, non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes and concerns over multiples of salary. |
| Prudential Plc | Annual | 25-May-23 | 19 | Approve Long Term Incentive Plan | Against | Concerns over multiples of salary. |
| Prudential Plc | Annual | 25-May-23 | 2 | Approve Remuneration Report | Against | Remuneration: Concerns over multiples of salary. Not Living Wage accredited. |
| Prudential Plc | Annual | 25-May-23 | 3 | Approve Remuneration Policy | Against | Remuneration: Concerns over multiples of salary. |
| ServiceNow, Inc. | Annual | 01-Jun-23 | 1a | Elect Director Susan L. Bostrom | Against | Remuneration and Diversity: Responsible for oversight of remuneration which does not comply with CCLA's approach. Board does not contain 40% gender diversity. |
| ServiceNow, Inc. | Annual | 01-Jun-23 | 1g | Elect Director William R. McDermott | Against | Governance: Chair/CEO: no intention to separate. |
| ServiceNow, Inc. | Annual | 01-Jun-23 | 1h | Elect Director Jeffrey A. Miller | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |

| Company | Type | Date | Prop No. | Proposal Text | Vote Instruction | Rationale |
|---------------------------------|--------|-----------|----------|--|------------------|--|
| ServiceNow, Inc. | Annual | 01-Jun-23 | 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against | Remuneration: Scheme breaches local good practice, annual bonus scheme does not comply with CCLA's approach, non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes and concerns over multiples of salary. |
| Trane Technologies Plc | Annual | 01-Jun-23 | 1d | Elect Director Gary D. Forsee | Against | Diversity: Concerns over lack of gender diversity in senior board roles. |
| Trane Technologies Plc | Annual | 01-Jun-23 | 1i | Elect Director David S. Regnery | Against | Governance: Chair/CEO: no intention to separate. |
| Trane Technologies Plc | Annual | 01-Jun-23 | 1k | Elect Director John P. Surma | Against | Audit: Audit independence. |
| Trane Technologies Plc | Annual | 01-Jun-23 | 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against | Remuneration: Annual bonus scheme does not comply with CCLA's approach and concerns over multiples of salary. |
| UnitedHealth Group Incorporated | Annual | 05-Jun-23 | 1a | Elect Director Timothy Flynn | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| UnitedHealth Group Incorporated | Annual | 05-Jun-23 | 1f | Elect Director F. William McNabb, III | Against | Audit: Audit independence. |
| UnitedHealth Group Incorporated | Annual | 05-Jun-23 | 1h | Elect Director John Noseworthy | Against | Diversity: Board does not contain 40% gender diversity. |
| UnitedHealth Group Incorporated | Annual | 05-Jun-23 | 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against | Remuneration: Annual bonus scheme does not comply with CCLA's approach. |
| Roper Technologies, Inc. | Annual | 13-Jun-23 | 1.7 | Elect Director Laura G. Thatcher | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| Roper Technologies, Inc. | Annual | 13-Jun-23 | 1.8 | Elect Director Richard F. Wallman | Against | Audit: Audit independence. |
| Roper Technologies, Inc. | Annual | 13-Jun-23 | 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against | Remuneration: Annual bonus scheme does not comply with CCLA's approach, non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes and concerns over multiples of salary. |
| Foresight Solar Fund Limited | Annual | 14-Jun-23 | 6 | Re-elect Ann Markey as Director | Abstain | Director holds no shares leading to less alignment with shareholder interests. |
| Foresight Solar Fund Limited | Annual | 14-Jun-23 | 7 | Re-elect Monique O'Keefe as Director | Abstain | Director holds no shares leading to less alignment with shareholder interests. |

| Company | Type | Date | Prop No. | Proposal Text | Vote Instruction | Rationale |
|--|--------|-----------|----------|--|------------------|--|
| AQUILA EUROPEAN RENEWABLES INCOME FUND PLC | Annual | 14-Jun-23 | 4 | Approve Continuation of Company as Closed-Ended Investment Company | Against | Investment team note poor returns compared to peers and the prospect of selling assets to return capital as a reason to vote against the continuation vote. |
| Ingersoll Rand Inc. | Annual | 15-Jun-23 | 1a | Elect Director Vicente Reynal | Against | Governance: Chair/CEO: no intention to separate. |
| Ingersoll Rand Inc. | Annual | 15-Jun-23 | 1c | Elect Director Kirk E. Arnold | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| Ingersoll Rand Inc. | Annual | 15-Jun-23 | 1g | Elect Director Marc E. Jones | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| Ingersoll Rand Inc. | Annual | 15-Jun-23 | 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against | Remuneration: Scheme breaches local good practice, annual bonus scheme does not comply with CCLA's approach, non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes and concerns over multiples of salary. |
| Veeva Systems Inc. | Annual | 21-Jun-23 | 1h | Elect Director Gordon Ritter | Against | Mr Ritter chairs the compensation committee which takes an approach to remuneration that does not meet local market good practice. |
| UK Commercial Property REIT Ltd. | Annual | 21-Jun-23 | 8 | Re-elect Fionnuala Hogan as Director | Against | Diversity: Board does not contain 40% gender diversity. |
| NVIDIA Corporation | Annual | 22-Jun-23 | 1f | Elect Director Dawn Hudson | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| NVIDIA Corporation | Annual | 22-Jun-23 | 1i | Elect Director Stephen C. Neal | Against | Diversity: Board does not contain 40% gender diversity. |
| NVIDIA Corporation | Annual | 22-Jun-23 | 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against | Remuneration: Annual bonus scheme does not comply with CCLA's approach, non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes and concerns over multiples of salary. |
| Blackstone Mortgage Trust, Inc. | Annual | 23-Jun-23 | 1.1 | Elect Director Michael B. Nash | Withhold | Governance: Executive chairman and no indication of temporary position. |
| Princess Private Equity Holding Limited | Annual | 23-Jun-23 | 3 | Re-elect Felix Haldner as Director | Against | Mr Haldner is an employee of the investment manager and may have undue influence on the Board. |
| Princess Private Equity Holding Limited | Annual | 23-Jun-23 | 7 | Re-elect Steve Le Page as Director | Against | Mr Le Page was part of the board during a period when an interim dividend was cancelled in unusual circumstances. We would prefer the new chair to have greater private equity experience. |
| Mastercard Incorporated | Annual | 27-Jun-23 | 1a | Elect Director Merit E. Janow | Against | Diversity: Board does not contain 40% gender diversity. |

| Company | Type | Date | Prop No. | Proposal Text | Vote Instruction | Rationale |
|-------------------------|--------|-----------|----------|--|------------------|---|
| Mastercard Incorporated | Annual | 27-Jun-23 | 1c | Elect Director Richard K. Davis | Against | Remuneration: Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| Mastercard Incorporated | Annual | 27-Jun-23 | 1d | Elect Director Julius Genachowski | Against | Audit: Audit independence. |
| Mastercard Incorporated | Annual | 27-Jun-23 | 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against | Remuneration: Annual bonus scheme does not comply with CCLA's approach and concerns over multiples of salary. |

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

| Company | Type | Date | Prop No. | Proposal Text | Vote Instruction | Rationale |
|-------------------------|--------|-----------|----------|---|------------------|---|
| The Walt Disney Company | Annual | 03-Apr-23 | 5 | Report on Risks Related to Operations in China | Abstain | The proposal highlights issues of concern but does not provide the correct specific ask. |
| The Walt Disney Company | Annual | 03-Apr-23 | 6 | Report on Charitable Contributions | 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 Walt Disney Company | Annual | 03-Apr-23 | 7 | Report on Political 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. |
| Synopsis, Inc. | Annual | 12-Apr-23 | 6 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | For | A vote FOR this proposal is warranted, as it would enhance the existing shareholder right to call special meetings. Although the proposal also requests the elimination of a one-year holding period provision, the precatory proposal inherently affords the board flexibility to maintain appropriate safeguards against abuse. |
| Adobe Inc. | Annual | 20-Apr-23 | 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. |
| The Coca-Cola Company | Annual | 25-Apr-23 | 5 | Report on Third-Party Civil Rights Audit | Against | A vote AGAINST this proposal is warranted at this time as the company has ambitious DEI goals, has recently updated its racial equity plan, and publishes demographic information that allows shareholders to assess progress on its diversity and inclusion processes. |
| The Coca-Cola Company | Annual | 25-Apr-23 | 6 | 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. |

| Company | Type | Date | Prop No. | Proposal Text | Vote Instruction | Rationale |
|--------------------------------|--------|-----------|----------|---|------------------|---|
| The Coca-Cola Company | Annual | 25-Apr-23 | 7 | Report on Congruency of Political Spending with Company Values and Priorities | For | A vote FOR this proposal is warranted, as a report on the congruence of the company's political expenditures with its stated values would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political spending. |
| The Coca-Cola Company | Annual | 25-Apr-23 | 8 | Require Independent Board Chair | For | Separation of roles is considered best practice and supported by CCLA guidelines. |
| The Coca-Cola Company | Annual | 25-Apr-23 | 9 | Report on Risk Due to Restrictions on Reproductive Rights | Against | A vote AGAINST this proposal is warranted. On balance, the potential risks to the company and therefore to shareholders from issuing the requested report appear to be greater than the potential benefits. |
| Bank of America Corporation | Annual | 25-Apr-23 | 6 | Require Independent Board Chair | For | Separation of roles is considered best practice and supported by CCLA guidelines. |
| Bank of America Corporation | Annual | 25-Apr-23 | 7 | Submit Severance Agreement (Change-in-Control) to Shareholder Vote | For | Shareholder approval of executive remuneration is considered best practice. |
| Bank of America Corporation | Annual | 25-Apr-23 | 8 | Disclose 2030 Absolute GHG Reduction Targets Associated with Lending and Underwriting | Against | As a co-filer of resolution 9 we decided against supporting different climate resolutions at BoA this year to facilitate a clear and consistent ask of the board. |
| Bank of America Corporation | Annual | 25-Apr-23 | 9 | Report on Climate Transition Plan Describing Efforts to Align Financing Activities with GHG Targets | For | A vote FOR this resolution is warranted. Additional disclosure about the company's climate transition plan would help shareholders better evaluate the company's strategy for implementing its commitments to advance a low-carbon economy and the company's management of related risks and opportunities. |
| Bank of America Corporation | Annual | 25-Apr-23 | 10 | Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development | Against | As a co-filer of resolution 9 we decided against supporting different climate resolutions at BoA this year to facilitate a clear and consistent ask of the board. |
| Bank of America Corporation | Annual | 25-Apr-23 | 11 | Commission Third Party Racial Equity Audit | Against | A vote AGAINST this resolution is warranted, as given the company's disclosures and actions, shareholders are likely better served by the board exercising its discretion on the scope of an assessment of the company's racial equity initiatives. |
| Texas Instruments Incorporated | Annual | 27-Apr-23 | 6 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | For | A vote FOR this proposal is warranted as the proposed 10 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 of the right is |

| Company | Type | Date | Prop No. | Proposal Text | Vote Instruction | Rationale |
|--------------------------------|--------|-----------|----------|--|------------------|--|
| | | | | | | small. |
| Texas Instruments Incorporated | Annual | 27-Apr-23 | 7 | Report on Due Diligence Efforts to Trace End-User Misuse of Company Products | For | The presence of semiconductors in Russian and Iranian weapons creates risks both for the company and the reputations of shareholders. A full understanding of TI's due diligence through this report would be helpful so a vote in favour is warranted. |
| Pfizer Inc. | Annual | 27-Apr-23 | 5 | Submit Severance Agreement (Change-in-Control) to Shareholder Vote | For | Shareholder approval of executive remuneration is considered best practice. |
| Pfizer Inc. | Annual | 27-Apr-23 | 6 | Require Independent Board Chair | For | Such proposals provide for more independent oversight of the company and improved governance. |
| Pfizer Inc. | Annual | 27-Apr-23 | 7 | Report on Feasibility of Intellectual Property Transfer to Boost Covid-19 Vaccine Production | For | The company has faced criticism for its role in global COVID-19 vaccine inequity and additional information would allow shareholders to understand how the company is managing related risks. |
| Pfizer Inc. | Annual | 27-Apr-23 | 8 | Report on Impact of Extended Patent Exclusivities on Product Access | For | A vote FOR this proposal is warranted because shareholders would benefit from more robust disclosure of the company's processes and oversight mechanisms for managing risks related to anticompetitive practices. |
| Pfizer Inc. | Annual | 27-Apr-23 | 9 | Report on Political Expenditures Congruence | For | Whilst the company produced a congruency report previously regarding the compatibility of its shared values with those of its major trade associations, the proponent raises questions about candidates that are linked to groups the Pfizer supports that hold views that do not align with these values. Greater transparency here would benefit shareholders. |
| Johnson & Johnson | Annual | 27-Apr-23 | 6 | Report on Government Financial Support and Equitable Access to Covid-19 Products | For | A vote FOR this proposal is warranted, as reporting on the impact of public funding on the company's pricing and access plans would allow shareholders to better assess the company's management of related risks throughout the expected lifetime of the vaccine. |

| Company | Type | Date | Prop No. | Proposal Text | Vote Instruction | Rationale |
|--------------------------|--------|-----------|----------|--|------------------|--|
| Johnson & Johnson | Annual | 27-Apr-23 | 7 | Adopt Policy to Include Legal and Compliance Costs in Incentive Compensation Metrics | For | A vote FOR this proposal is warranted. Shareholders continue to raise concern surrounding the company's exclusion of large litigation-related costs from the executive compensation program, as evidenced by significant shareholder support for this proposal at last year's annual meeting. In addition, shareholders may have expected more robust disclosure and reconciliation in the proxy in order to better understand how these specific expenses impacted pay for its top executives. Given that the proposal would provide the board with flexibility to adjust the application of the policy in individual circumstances, with an explanation to shareholders, the request is not viewed as overly prescriptive. |
| Johnson & Johnson | Annual | 27-Apr-23 | 8 | Report on Impact of Extended Patent Exclusivities on Product Access | For | A vote AGAINST this proposal is warranted, as Johnson and Johnson does not appear to face heightened risks related to overuse of the patent system. |
| Intuitive Surgical, Inc. | Annual | 27-Apr-23 | 5 | Report on Gender/Racial Pay Gap | For | Support is warranted given CCLA's commitment to promoting a fairer workplace for all. |
| Abbott Laboratories | Annual | 28-Apr-23 | 5 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | Abstain | Whilst we accept that the company cannot amend the articles in the way suggested by the proponent suggests due to business law we support the principles of this resolution due to the potential for improved oversight by shareholders and thus have abstained. |
| Abbott Laboratories | Annual | 28-Apr-23 | 6 | Require Independent Board Chair | For | We typically support proposals that increase independent oversight of the company. |
| Abbott Laboratories | Annual | 28-Apr-23 | 7 | Report on Lobbying Payments and Policy | For | Current lobbying disclosure is not sufficiently transparent to fully ensure expenditure is aligned fully with shareholder and company interests. As such support for the proposal is warranted. |
| Abbott Laboratories | Annual | 28-Apr-23 | 8 | Adopt Policy to Include Legal and Compliance Costs in Incentive Compensation Metrics | For | A vote in favour is warranted because of the potential misalignment between executives and shareholders if compensation metrics are adjusted for legal and compliance costs. We note the proposal does allow the board discretion so long as they are transparent and thus support the resolution. |
| PepsiCo, Inc. | Annual | 03-May-23 | 5 | Require Independent Board Chair | For | Separation of roles is considered best practice and supported by CCLA guidelines. |
| PepsiCo, Inc. | Annual | 03-May-23 | 6 | 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. |

| Company | Type | Date | Prop No. | Proposal Text | Vote Instruction | Rationale |
|----------------------------------|--------|-----------|----------|--|--|--|
| PepsiCo, Inc. | Annual | 03-May-23 | 7 | Report on Impacts of Restrictive Reproductive Healthcare Legislation | Abstain <i>(Against for some clients)</i> | PepsiCo note in their response to the proponent that if it were to complete such a report there is potential risks of being accused of contravening local laws. With this being the case, we cannot support the proposal and abstain. <i>Following consultation with our Faith Consistent Advisory Board we voted "Against" this resolution for mandates where clients explicitly invest in line with their Catholic faith.</i> |
| PepsiCo, Inc. | Annual | 03-May-23 | 8 | Publish Annual Congruency Report on Net-Zero Emissions Policy | Against | Reducing emissions inline with the publicly stated goals is of vital importance. However the companies reporting on this area of scope three emissions is adequate and shareholders would not be served by the requested additional information. |
| Danaher Corporation | Annual | 09-May-23 | 5 | Require Independent Board Chair | For | Separation of roles is considerers best practice and supported by CCLA guidelines. |
| Danaher Corporation | Annual | 09-May-23 | 6 | 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. |
| Stryker Corporation | Annual | 10-May-23 | 5 | 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. |
| Verizon Communications Inc. | Annual | 11-May-23 | 5 | Report on Government Requests to Remove Content | Against | A vote AGAINST this proposal is warranted, as the company seems to provide sufficient disclosure on government takedown requests and the requested disclosure on the names of government officials making such requests could harm the company. |
| Verizon Communications Inc. | Annual | 11-May-23 | 6 | Adopt a Policy Prohibiting Direct and Indirect Political Contributions to Candidates | For | Align company spending on political contributions to its policies. Transparency towards investors. |
| Verizon Communications Inc. | Annual | 11-May-23 | 7 | Amend Clawback Policy | For | The introduction of clawback into remuneration practice is seen as best practice. |
| Verizon Communications Inc. | Annual | 11-May-23 | 8 | Submit Severance Agreement (Change-in-Control) to Shareholder Vote | For | Shareholder approval of executive remuneration is considered best practice. |
| Verizon Communications Inc. | Annual | 11-May-23 | 9 | Require Independent Board Chair | For | Separation of roles is considerers best practice and supported by CCLA guidelines. |
| Edwards Lifesciences Corporation | Annual | 11-May-23 | 6 | Require Independent Board Chair | For | Separation of roles is considerers best practice and supported by CCLA guidelines. |
| JPMorgan Chase & Co. | Annual | 16-May-23 | 5 | Require Independent Board Chair | For | It is in shareholders interest to have independent oversight of executive directors. |

| Company | Type | Date | Prop No. | Proposal Text | Vote Instruction | Rationale |
|---------------------------|--------|-----------|----------|--|------------------|---|
| JPMorgan Chase & Co. | Annual | 16-May-23 | 6 | Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development | For | The proponent raises a valid contrast between a stated goal for net zero alignment by 2050 and current support for fossil fuel development. Shareholders would be served by greater information on the company's strategy on this point. Given the proposal is not overly proscriptive it warrants support. |
| JPMorgan Chase & Co. | Annual | 16-May-23 | 7 | Amend Public Responsibility Committee Charter to Include Animal Welfare | For | Whilst not fully aligned with all aspects of the proponents arguments there is sufficient enough support amongst CCLA clients for animal welfare initiatives that a vote in favour is warranted. |
| JPMorgan Chase & Co. | Annual | 16-May-23 | 8 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | For | Shareholders are served by the ability to more easily hold management accountable through a special meeting and the bar proposed is still sufficiently high to avoid abuse of the authority. |
| JPMorgan Chase & Co. | Annual | 16-May-23 | 9 | Report on Climate Transition Plan Describing Efforts to Align Financing Activities with GHG Targets | For | Additional disclosure about the company's climate transition plan would help shareholders better evaluate the company's strategy around the transition to a low-carbon economy and the company's management of related risks and opportunities. |
| JPMorgan Chase & Co. | Annual | 16-May-23 | 10 | Report on Risks Related to Discrimination Against Individuals Including Political Views | Against | In the absence of widespread controversies about discrimination by JPMorgan and the presence of policies and a code of conduct that prohibit discrimination of all kinds there is no reason to support this resolution. |
| JPMorgan Chase & Co. | Annual | 16-May-23 | 11 | Report on Political Expenditures Congruence | For | 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. |
| JPMorgan Chase & Co. | Annual | 16-May-23 | 12 | Disclose 2030 Absolute GHG Reduction Targets Associated with Lending and Underwriting | For | The company lacks a clear plan as to how its current carbon intensity targets will allow a transition to net zero by 2050. Shareholders would be well served by great clarification of targets to reduce absolute emissions. |
| NextEra Energy, Inc. | Annual | 18-May-23 | 5 | Disclose Board Skills and Diversity Matrix | For | Shareholders would benefit from this additional information, which is in line what a growing number of other companies are providing. |
| Union Pacific Corporation | Annual | 18-May-23 | 5 | Require Independent Board Chair | For | Separation of roles is considerers best practice and supported by CCLA guidelines. |
| Union Pacific Corporation | Annual | 18-May-23 | 6 | Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders | For | The proposed amendments help to ensure shareholders have the ability to enable a proxy contest if deemed necessary and are thus supported. |

| Company | Type | Date | Prop No. | Proposal Text | Vote Instruction | Rationale |
|---------------------------------|--------|-----------|----------|--|------------------|--|
| Union Pacific Corporation | Annual | 18-May-23 | 7 | Adopt a Paid Sick Leave Policy | For | CCLA work in various ways to improve and support employee health. Access to paid leave when sick is necessary to keep workers healthy and working well. As such we are in favour of this proposal. |
| Zoetis Inc. | Annual | 18-May-23 | 5 | Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold | For | The boards proposal to provide the right to call a special meeting in agenda item 4 is welcomed - it is a key lever and engagement mechanism to have if necessary. However, some details of the proposal could be improved as indeed they are in this shareholder proposal. A 10% ownership threshold and removal of restrictions on length of ownership is in shareholders interest and still a relatively high bar to avoid abuse. |
| The Home Depot, Inc. | Annual | 18-May-23 | 5 | Reduce Ownership Threshold for Shareholders to Request Action by Written Consent | For | A vote FOR this proposal is warranted given that a reduction in the ownership threshold would provide a more meaningful written consent right for shareholders. |
| The Home Depot, Inc. | Annual | 18-May-23 | 6 | Require Independent Board Chair | For | Separation of roles is considerers best practice and supported by CCLA guidelines. |
| The Home Depot, Inc. | Annual | 18-May-23 | 7 | Report on Political Expenditures Congruence | 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 | 18-May-23 | 8 | Rescind 2022 Racial Equity Audit Proposal | Against | We supported this proposal last year, as did a majority of shareholders, and continue to do so. As such we will not vote for it to be rescinded. |
| The Home Depot, Inc. | Annual | 18-May-23 | 9 | Encourage Senior Management Commitment to Avoid Political Speech | Against | Engagement in public policy can be of benefit to companies but must be appropriate. The company's policies outline who may speak on behalf of the company and it has a Government relations department to manage these communications which are overseen by the board. These measures are sufficient and we thus do not support the proposal. |
| Intercontinental Exchange, Inc. | Annual | 19-May-23 | 5 | Amend Right to Call Special Meeting | For | The ability to call a special meeting is an important shareholder right. We support proposals that facilitate the use of this right so it is available if it should be needed. |
| Honeywell International Inc. | Annual | 19-May-23 | 5 | Require Independent Board Chair | For | Separation of roles is considerers best practice and supported by CCLA guidelines. |
| Honeywell International Inc. | Annual | 19-May-23 | 6 | Issue Environmental Justice Report | For | Whilst we welcome recent disclosure by the company on their environmental due diligence approach the proponent highlights valid concerns about the lack of quality disclosure on environmental justice issues. Shareholders would benefit from increased disclosure on this issue. |

| Company | Type | Date | Prop No. | Proposal Text | Vote Instruction | Rationale |
|-----------------------|--------|-----------|----------|---|--|---|
| Merck & Co., Inc. | Annual | 23-May-23 | 5 | Report on Risks Related to Operations in China | Against | Having reviewed discussion of risk in the 10-K and proxy statement we believe disclosure on these risks is sufficient at this time. |
| Merck & Co., Inc. | Annual | 23-May-23 | 6 | Report on Access to COVID-19 Products | For | Shareholders would be served by greater information on Merck's approach and plans around public financing of COVID related products. |
| Merck & Co., Inc. | Annual | 23-May-23 | 7 | Adopt Policy to Require Third-Party Organizations to Annually Report Expenditures for Political Activities | For | Shareholders would be served by a greater understanding of the how the companies stated values are aligned with indirect support for candidates for office. |
| Merck & Co., Inc. | Annual | 23-May-23 | 8 | Report on Impact of Extended Patent Exclusivities on Product Access | For | A vote in favour is warranted due to concerns about the potential for regulatory risk and investigations. |
| Merck & Co., Inc. | Annual | 23-May-23 | 9 | Publish a Congruency Report of Partnerships with Globalist Organizations | Against | We agree with the board's position about such partnerships being of help to the company. |
| Merck & Co., Inc. | Annual | 23-May-23 | 10 | Require Independent Board Chair | For | Separation of roles is considered best practice and supported by CCLA guidelines. |
| PayPal Holdings, Inc. | Annual | 24-May-23 | 5 | Adopt a Policy on Services in Conflict Zones | Abstain | These are important issues, however, there is a disconnect between the wording of the resolution and what appears to be the intent of the proponent in the supporting statement. As such we will abstain. |
| PayPal Holdings, Inc. | Annual | 24-May-23 | 6 | Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access | Abstain <i>(Against for some clients)</i> | Whilst there are many issues at play we would like PayPal to respond to, the company must comply with legally issued requests from Government bodies to share data and as such we cannot support the proposal. <i>Following consultation with our Faith Consistent Advisory Board we voted "Against" this resolution for mandates where clients explicitly invest in line with their Catholic faith.</i> |
| PayPal Holdings, Inc. | Annual | 24-May-23 | 8 | Report on Ensuring Respect for Civil Liberties | Against | We agree with both ISS and the Company that the frameworks and policies already in place warrant a vote against this proposal. |
| PayPal Holdings, Inc. | Annual | 24-May-23 | 9 | Adopt Majority Vote Standard for Director Elections | For | The proposed adapted wording of the policy for directors failing to receive a majority of the vote is a better way to implement shareholders voting intentions on directors. |
| Amazon.com, Inc. | Annual | 24-May-23 | 6 | Report on Climate Risk in Retirement Plan Options | For | Amazon have the ability to engage with their pension provider around climate risk and thus we think it reasonable to ask them to do so. |
| Amazon.com, Inc. | Annual | 24-May-23 | 7 | Report on Customer Due Diligence | For | Shareholders would benefit from increased transparency and disclosure on how the company is managing human rights-related risks. |
| Amazon.com, Inc. | Annual | 24-May-23 | 8 | Revise Transparency Report to Provide Greater Disclosure on Government Requests | For | The requested information would allow shareholders to better understand how the company engages with various Governments around their content and products. |

| Company | Type | Date | Prop No. | Proposal Text | Vote Instruction | Rationale |
|------------------|--------|-----------|----------|--|------------------|---|
| Amazon.com, Inc. | Annual | 24-May-23 | 9 | Report on Government Take Down Requests | Against | The requested information is better covered through the resolution 8 and that resolution is more balanced. Thus we offer our support for that resolution. |
| Amazon.com, Inc. | Annual | 24-May-23 | 10 | Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines | For | We support companies addressing the implications of their climate strategy on their workers and society at large. |
| Amazon.com, Inc. | Annual | 24-May-23 | 11 | Publish a Tax Transparency Report | For | Shareholders would benefit from greater disclosure on tax rates paid in different jurisdictions. |
| Amazon.com, Inc. | Annual | 24-May-23 | 12 | Report on Climate Lobbying | For | Shareholders would benefit from greater transparency of the company's direct and indirect climate lobbying, and how the company would plan to mitigate any risks that might be identified. |
| Amazon.com, Inc. | Annual | 24-May-23 | 13 | Report on Median and Adjusted Gender/Racial Pay Gaps | For | Shareholders would benefit from additional information allowing them to better measure the progress of the company's diversity and inclusion initiatives and its management of related risks. |
| Amazon.com, Inc. | Annual | 24-May-23 | 14 | Report on Cost/Benefit Analysis of Diversity, Equity and Inclusion Programs | Against | The company provides sufficient disclosure on the benefits of its diversity, equity, and inclusion efforts. |
| Amazon.com, Inc. | Annual | 24-May-23 | 15 | Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders | For | The proposal would provide reassurance of our ability to exercise our rights as shareholders. |
| Amazon.com, Inc. | Annual | 24-May-23 | 16 | Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining | For | CCLA co-filed this Shareholder Resolution as part of ongoing engagement with the company. |
| Amazon.com, Inc. | Annual | 24-May-23 | 17 | Consider Pay Disparity Between Executives and Other Employees | For | In our stewardship work a priority for us is not just to look at details of the executives and high paid individuals but also the lowest paid. We support the principle that changes to executive compensation factor in how the remainder of employees are being rewarded. |
| Amazon.com, Inc. | Annual | 24-May-23 | 18 | Report on Animal Welfare Standards | For | Support for this proposal is warranted as it is an area of concern for many of our clients, and also has potential to impact on a variety of wider environmental issues. |
| Amazon.com, Inc. | Annual | 24-May-23 | 19 | Establish a Public Policy Committee | For | A company as large and complex as Amazon touches on many areas of evolving regulatory and reputational risk. A number of other companies address these risks through a committee, be it a board committee or advisory committee. We support Amazon doing the same. |
| Amazon.com, Inc. | Annual | 24-May-23 | 20 | Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates | For | The company continues to face significant controversies related to the treatment of its employees and the proposal would give the board more options for nominating director candidates that it considers could help it in considering worker grievances. |

| Company | Type | Date | Prop No. | Proposal Text | Vote Instruction | Rationale |
|------------------------|--------|-----------|----------|--|------------------|---|
| Amazon.com, Inc. | Annual | 24-May-23 | 21 | Commission a Third Party Audit on Working Conditions | For | Shareholders would benefit from increased disclosure through third-party auditing on warehouse working conditions. |
| Amazon.com, Inc. | Annual | 24-May-23 | 22 | Report on Efforts to Reduce Plastic Use | For | Shareholders would benefit from additional information on how the company is managing risks related to the creation of plastic waste. |
| Amazon.com, Inc. | Annual | 24-May-23 | 23 | Commission Third Party Study and Report on Risks Associated with Use of Rekognition | For | Shareholders would benefit from increased transparency and disclosure on how the company is managing human rights-related risks. |
| McDonald's Corporation | Annual | 25-May-23 | 5 | Adopt Policy to Phase Out Use of Medically-Important Antibiotics in Beef and Pork Supply Chain | For | As part of our better health strategy we support more responsible use of antibiotics and are signatories to the Business Benchmark on Farm Animal Welfare and FAIRR. As such we support this proposal. |
| McDonald's Corporation | Annual | 25-May-23 | 6 | Comply with World Health Organization Guidelines on Antimicrobial Use Throughout Supply Chains | For | As part of our better health strategy we support more responsible use of antibiotics and are signatories to the Business Benchmark on Farm Animal Welfare and FAIRR. As such we support this proposal. |
| McDonald's Corporation | Annual | 25-May-23 | 7 | Report on Risks Related to Operations in China | Against | In their Form 10-K McDonald's outlines the risks of their international operations sufficiently that we support the board's approach in this matter. |
| McDonald's Corporation | Annual | 25-May-23 | 8 | Report on Civil Rights and Non-Discrimination Audit | Against | This proposal appears to run counter to our commitment to equality, diversity and inclusiveness as well as our support for the Civil Rights Audit on the ballot last year. As such it does not merit support. |
| McDonald's Corporation | Annual | 25-May-23 | 9 | 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. |
| McDonald's Corporation | Annual | 25-May-23 | 10 | 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. |
| McDonald's Corporation | Annual | 25-May-23 | 11 | Report on Animal Welfare | 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. |

| Company | Type | Date | Prop No. | Proposal Text | Vote Instruction | Rationale |
|---------------------------------|---------------|-----------|----------|--|------------------|---|
| Illumina, Inc. | Proxy Contest | 25-May-23 | 1.1 | Elect Dissident Nominee Director Vincent J. Intrieri | Withhold | The unquantified nature of the potential upside of retaining GRAIL, the continuing expense of holding GRAIL separate, the relationship between the CEO and Chairman, and questions about insufficient management accountability lead to a conclusion that the dissident has made a case that change is warranted to enhance shareholder representation in the boardroom and bolster the board's credibility. We decided to support one of the dissident nominees. |
| Illumina, Inc. | Proxy Contest | 25-May-23 | 1.2 | Elect Dissident Nominee Director Jesse A. Lynn | Withhold | The unquantified nature of the potential upside of retaining GRAIL, the continuing expense of holding GRAIL separate, the relationship between the CEO and Chairman, and questions about insufficient management accountability lead to a conclusion that the dissident has made a case that change is warranted to enhance shareholder representation in the boardroom and bolster the board's credibility. We decided to support one of the dissident nominees. |
| Illumina, Inc. | Proxy Contest | 25-May-23 | 1.3 | Elect Dissident Nominee Director Andrew J. Teno | For | The unquantified nature of the potential upside of retaining GRAIL, the continuing expense of holding GRAIL separate, the relationship between the CEO and Chairman, and questions about insufficient management accountability lead to a conclusion that the dissident has made a case that change is warranted to enhance shareholder representation in the boardroom and bolster the board's credibility. We decided to support one of the dissident nominees. |
| UnitedHealth Group Incorporated | Annual | 05-Jun-23 | 5 | Report on Third-Party Racial Equity Audit | For | We support the proponents view that could go further in committing to publish information that is important to understand how the company is responding to reputations and regulatory risks. As such support for this proposal is warranted. |
| UnitedHealth Group Incorporated | Annual | 05-Jun-23 | 6 | Report on Congruency of Political Spending with Company Values and Priorities | For | A vote FOR this proposal is warranted, as 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. |
| UnitedHealth Group Incorporated | Annual | 05-Jun-23 | 7 | Submit Severance Agreement (Change-in-Control) to Shareholder Vote | For | Shareholder approval of executive remuneration is considered best practice. |
| Veeva Systems Inc. | Annual | 21-Jun-23 | 4 | Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders | For | The resolution, if passed, would better ensure shareholder rights could be implemented in a way that holds the company accountable and thus warrants support. |
| Mastercard Incorporated | Annual | 27-Jun-23 | 6 | Report on Overseeing Risks Related to Discrimination | Against | The company through its policies and practices already addresses the risks that the proponent raises. |

| Company | Type | Date | Prop No. | Proposal Text | Vote Instruction | Rationale |
|-------------------------|--------|-----------|----------|--|------------------|--|
| Mastercard Incorporated | Annual | 27-Jun-23 | 7 | Report on Establishing Merchant Category Code for Gun and Ammunition Stores | For | Given the concern from many of our clients around civilian firearms, and the company's changing stance on merchant category codes a report is warranted. |
| Mastercard Incorporated | Annual | 27-Jun-23 | 8 | Report on Lobbying Payments and Policy | For | Shareholders would benefit from increased transparency in the companies approach to lobbying. |
| Mastercard Incorporated | Annual | 27-Jun-23 | 9 | Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders | For | The amendments to the bylaws are supportive of the exercise of shareholder rights and therefore warrant support. |
| Mastercard Incorporated | Annual | 27-Jun-23 | 10 | Report on Cost-Benefit Analysis of Diversity and Inclusion Efforts | Against | We agree with the company when it states that diversity, equity and inclusion is fundamental to the success of the company. As such the requested report is not necessary. |

Section 5d: All vote instructions

| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|-------------------------|--------|-----------|-------------|----------|--|------------------|
| The Walt Disney Company | Annual | 03-Apr-23 | Management | 1a | Elect Director Mary T. Barra | For |
| The Walt Disney Company | Annual | 03-Apr-23 | Management | 1b | Elect Director Safra A. Catz | For |
| The Walt Disney Company | Annual | 03-Apr-23 | Management | 1c | Elect Director Amy L. Chang | For |
| The Walt Disney Company | Annual | 03-Apr-23 | Management | 1d | Elect Director Francis A. deSouza | For |
| The Walt Disney Company | Annual | 03-Apr-23 | Management | 1e | Elect Director Carolyn N. Everson | For |
| The Walt Disney Company | Annual | 03-Apr-23 | Management | 1f | Elect Director Michael B.G. Froman | For |
| The Walt Disney Company | Annual | 03-Apr-23 | Management | 1g | Elect Director Robert A. Iger | For |
| The Walt Disney Company | Annual | 03-Apr-23 | Management | 1h | Elect Director Maria Elena Lagomasino | Against |
| The Walt Disney Company | Annual | 03-Apr-23 | Management | 1i | Elect Director Calvin R. McDonald | For |
| The Walt Disney Company | Annual | 03-Apr-23 | Management | 1j | Elect Director Mark G. Parker | For |
| The Walt Disney Company | Annual | 03-Apr-23 | Management | 1k | Elect Director Derica W. Rice | Against |
| The Walt Disney Company | Annual | 03-Apr-23 | Management | 2 | Ratify PricewaterhouseCoopers LLP as Auditors | For |
| The Walt Disney Company | Annual | 03-Apr-23 | Management | 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| The Walt Disney Company | Annual | 03-Apr-23 | Management | 4 | Advisory Vote on Say on Pay Frequency | One Year |
| The Walt Disney Company | Annual | 03-Apr-23 | Shareholder | 5 | Report on Risks Related to Operations in China | Abstain |
| The Walt Disney Company | Annual | 03-Apr-23 | Shareholder | 6 | Report on Charitable Contributions | For |
| The Walt Disney Company | Annual | 03-Apr-23 | Shareholder | 7 | Report on Political Expenditures | For |
| Broadcom Inc. | Annual | 03-Apr-23 | Management | 1a | Elect Director Diane M. Bryant | Against |
| Broadcom Inc. | Annual | 03-Apr-23 | Management | 1b | Elect Director Gayla J. Delly | For |
| Broadcom Inc. | Annual | 03-Apr-23 | Management | 1c | Elect Director Raul J. Fernandez | For |

| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|---------------|--------|-----------|------------|----------|---|------------------|
| Broadcom Inc. | Annual | 03-Apr-23 | Management | 1d | Elect Director Eddy W. Hartenstein | Against |
| Broadcom Inc. | Annual | 03-Apr-23 | Management | 1e | Elect Director Check Kian Low | Against |
| Broadcom Inc. | Annual | 03-Apr-23 | Management | 1f | Elect Director Justine F. Page | For |
| Broadcom Inc. | Annual | 03-Apr-23 | Management | 1g | Elect Director Henry Samueli | For |
| Broadcom Inc. | Annual | 03-Apr-23 | Management | 1h | Elect Director Hock E. Tan | For |
| Broadcom Inc. | Annual | 03-Apr-23 | Management | 1i | Elect Director Harry L. You | Against |
| Broadcom Inc. | Annual | 03-Apr-23 | Management | 2 | Ratify PricewaterhouseCoopers LLP as Auditors | For |
| Broadcom Inc. | Annual | 03-Apr-23 | Management | 3 | Amend Omnibus Stock Plan | Against |
| Broadcom Inc. | Annual | 03-Apr-23 | Management | 4 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Broadcom Inc. | Annual | 03-Apr-23 | Management | 5 | Advisory Vote on Say on Pay Frequency | One Year |
| Rio Tinto Plc | Annual | 06-Apr-23 | Management | 1 | Accept Financial Statements and Statutory Reports | For |
| Rio Tinto Plc | Annual | 06-Apr-23 | Management | 2 | Approve Remuneration Report for UK Law Purposes | Against |
| Rio Tinto Plc | Annual | 06-Apr-23 | Management | 3 | Approve Remuneration Report for Australian Law Purposes | Against |
| Rio Tinto Plc | Annual | 06-Apr-23 | Management | 4 | Approve the Potential Termination of Benefits for Australian Law Purposes | For |
| Rio Tinto Plc | Annual | 06-Apr-23 | Management | 5 | Elect Kaisa Hietala as Director | For |
| Rio Tinto Plc | Annual | 06-Apr-23 | Management | 6 | Re-elect Dominic Barton as Director | Against |
| Rio Tinto Plc | Annual | 06-Apr-23 | Management | 7 | Re-elect Megan Clark as Director | For |
| Rio Tinto Plc | Annual | 06-Apr-23 | Management | 8 | Re-elect Peter Cunningham as Director | For |
| Rio Tinto Plc | Annual | 06-Apr-23 | Management | 9 | Re-elect Simon Henry as Director | For |
| Rio Tinto Plc | Annual | 06-Apr-23 | Management | 10 | Re-elect Sam Laidlaw as Director | Against |
| Rio Tinto Plc | Annual | 06-Apr-23 | Management | 11 | Re-elect Simon McKeon as Director | For |
| Rio Tinto Plc | Annual | 06-Apr-23 | Management | 12 | Re-elect Jennifer Nason as Director | For |
| Rio Tinto Plc | Annual | 06-Apr-23 | Management | 13 | Re-elect Jakob Stausholm as Director | For |
| Rio Tinto Plc | Annual | 06-Apr-23 | Management | 14 | Re-elect Ngaire Woods as Director | For |
| Rio Tinto Plc | Annual | 06-Apr-23 | Management | 15 | Re-elect Ben Wyatt as Director | For |
| Rio Tinto Plc | Annual | 06-Apr-23 | Management | 16 | Reappoint KPMG LLP as Auditors | For |
| Rio Tinto Plc | Annual | 06-Apr-23 | Management | 17 | Authorise the Audit and Risk Committee to Fix Remuneration of Auditors | For |
| Rio Tinto Plc | Annual | 06-Apr-23 | Management | 18 | Authorise UK Political Donations and Expenditure | For |
| Rio Tinto Plc | Annual | 06-Apr-23 | Management | 19 | Authorise Issue of Equity | For |
| Rio Tinto Plc | Annual | 06-Apr-23 | Management | 20 | Authorise Issue of Equity without Pre-emptive Rights | For |
| Rio Tinto Plc | Annual | 06-Apr-23 | Management | 21 | Authorise Market Purchase of Ordinary Shares | For |
| Rio Tinto Plc | Annual | 06-Apr-23 | Management | 22 | Authorise the Company to Call General Meeting with Two Weeks' Notice | For |

| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|---------------------------|--------|-----------|------------|----------|---|------------------|
| Zurich Insurance Group AG | Annual | 06-Apr-23 | Management | 1.1 | Accept Financial Statements and Statutory Reports | For |
| Zurich Insurance Group AG | Annual | 06-Apr-23 | Management | 1.2 | Approve Remuneration Report | Against |
| Zurich Insurance Group AG | Annual | 06-Apr-23 | Management | 2 | Approve Allocation of Income and Dividends of CHF 24.00 per Share | For |
| Zurich Insurance Group AG | Annual | 06-Apr-23 | Management | 3 | Approve Discharge of Board and Senior Management | For |
| Zurich Insurance Group AG | Annual | 06-Apr-23 | Management | 4.1a | Reelect Michel Lies as Director and Board Chair | For |
| Zurich Insurance Group AG | Annual | 06-Apr-23 | Management | 4.1b | Reelect Joan Amble as Director | For |
| Zurich Insurance Group AG | Annual | 06-Apr-23 | Management | 4.1c | Reelect Catherine Bessant as Director | For |
| Zurich Insurance Group AG | Annual | 06-Apr-23 | Management | 4.1d | Reelect Dame Carnwath as Director | For |
| Zurich Insurance Group AG | Annual | 06-Apr-23 | Management | 4.1e | Reelect Christoph Franz as Director | Against |
| Zurich Insurance Group AG | Annual | 06-Apr-23 | Management | 4.1f | Reelect Michael Halbherr as Director | For |
| Zurich Insurance Group AG | Annual | 06-Apr-23 | Management | 4.1g | Reelect Sabine Keller-Busse as Director | For |
| Zurich Insurance Group AG | Annual | 06-Apr-23 | Management | 4.1h | Reelect Monica Maechler as Director | For |
| Zurich Insurance Group AG | Annual | 06-Apr-23 | Management | 4.1i | Reelect Kishore Mahbubani as Director | For |
| Zurich Insurance Group AG | Annual | 06-Apr-23 | Management | 4.1j | Reelect Peter Maurer as Director | For |
| Zurich Insurance Group AG | Annual | 06-Apr-23 | Management | 4.1k | Reelect Jasmin Staiblin as Director | For |
| Zurich Insurance Group AG | Annual | 06-Apr-23 | Management | 4.1l | Reelect Barry Stowe as Director | For |
| Zurich Insurance Group AG | Annual | 06-Apr-23 | Management | 4.2.1 | Reappoint Michel Lies as Member of the Compensation Committee | For |
| Zurich Insurance Group AG | Annual | 06-Apr-23 | Management | 4.2.2 | Reappoint Catherine Bessant as Member of the Compensation Committee | For |
| Zurich Insurance Group AG | Annual | 06-Apr-23 | Management | 4.2.3 | Reappoint Christoph Franz as Member of the Compensation Committee | Against |
| Zurich Insurance Group AG | Annual | 06-Apr-23 | Management | 4.2.4 | Reappoint Sabine Keller-Busse as Member of the Compensation Committee | For |
| Zurich Insurance Group AG | Annual | 06-Apr-23 | Management | 4.2.5 | Reappoint Kishore Mahbubani as Member of the Compensation Committee | For |
| Zurich Insurance Group AG | Annual | 06-Apr-23 | Management | 4.2.6 | Reappoint Jasmin Staiblin as Member of the Compensation Committee | For |
| Zurich Insurance Group AG | Annual | 06-Apr-23 | Management | 4.3 | Designate Keller AG as Independent Proxy | For |
| Zurich Insurance Group AG | Annual | 06-Apr-23 | Management | 4.4 | Ratify Ernst & Young AG as Auditors | For |
| Zurich Insurance Group AG | Annual | 06-Apr-23 | Management | 5.1 | Approve Remuneration of Directors in the Amount of CHF 6 Million | For |
| Zurich Insurance Group AG | Annual | 06-Apr-23 | Management | 5.2 | Approve Remuneration of Executive Committee in the Amount of CHF 83 Million | For |

| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|---------------------------|--------|-----------|-------------|----------|--|------------------|
| Zurich Insurance Group AG | Annual | 06-Apr-23 | Management | 6.1 | Approve Creation of Capital Band within the Upper Limit of CHF 18.9 Million and the Lower Limit of CHF 13.5 Million with or without Exclusion of Preemptive Rights | For |
| Zurich Insurance Group AG | Annual | 06-Apr-23 | Management | 6.2 | Amend Articles Re: Share Register | For |
| Zurich Insurance Group AG | Annual | 06-Apr-23 | Management | 6.3 | Approve Virtual-Only Shareholder Meetings | For |
| Zurich Insurance Group AG | Annual | 06-Apr-23 | Management | 6.4 | Amend Articles of Association | For |
| Zurich Insurance Group AG | Annual | 06-Apr-23 | Management | 7 | Transact Other Business (Voting) | Against |
| Synopsys, Inc. | Annual | 12-Apr-23 | Management | 1a | Elect Director Aart J. de Geus | Against |
| Synopsys, Inc. | Annual | 12-Apr-23 | Management | 1b | Elect Director Luis Borgen | For |
| Synopsys, Inc. | Annual | 12-Apr-23 | Management | 1c | Elect Director Marc N. Casper | For |
| Synopsys, Inc. | Annual | 12-Apr-23 | Management | 1d | Elect Director Janice D. Chaffin | Against |
| Synopsys, Inc. | Annual | 12-Apr-23 | Management | 1e | Elect Director Bruce R. Chizen | For |
| Synopsys, Inc. | Annual | 12-Apr-23 | Management | 1f | Elect Director Mercedes Johnson | Against |
| Synopsys, Inc. | Annual | 12-Apr-23 | Management | 1g | Elect Director Jeannine P. Sargent | For |
| Synopsys, Inc. | Annual | 12-Apr-23 | Management | 1h | Elect Director John G. Schwarz | For |
| Synopsys, Inc. | Annual | 12-Apr-23 | Management | 1i | Elect Director Roy Vallee | For |
| Synopsys, Inc. | Annual | 12-Apr-23 | Management | 2 | Amend Omnibus Stock Plan | For |
| Synopsys, Inc. | Annual | 12-Apr-23 | Management | 3 | Advisory Vote on Say on Pay Frequency | One Year |
| Synopsys, Inc. | Annual | 12-Apr-23 | Management | 4 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Synopsys, Inc. | Annual | 12-Apr-23 | Management | 5 | Ratify KPMG LLP as Auditors | For |
| Synopsys, Inc. | Annual | 12-Apr-23 | Shareholder | 6 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | For |
| U.S. Bancorp | Annual | 18-Apr-23 | Management | 1a | Elect Director Warner L. Baxter | For |
| U.S. Bancorp | Annual | 18-Apr-23 | Management | 1b | Elect Director Dorothy J. Bridges | For |
| U.S. Bancorp | Annual | 18-Apr-23 | Management | 1c | Elect Director Elizabeth L. Buse | For |
| U.S. Bancorp | Annual | 18-Apr-23 | Management | 1d | Elect Director Andrew Cecere | Against |
| U.S. Bancorp | Annual | 18-Apr-23 | Management | 1e | Elect Director Alan B. Colberg | For |
| U.S. Bancorp | Annual | 18-Apr-23 | Management | 1f | Elect Director Kimberly N. Ellison-Taylor | For |
| U.S. Bancorp | Annual | 18-Apr-23 | Management | 1g | Elect Director Kimberly J. Harris | Against |
| U.S. Bancorp | Annual | 18-Apr-23 | Management | 1h | Elect Director Roland A. Hernandez | For |
| U.S. Bancorp | Annual | 18-Apr-23 | Management | 1i | Elect Director Richard P. McKenney | For |
| U.S. Bancorp | Annual | 18-Apr-23 | Management | 1j | Elect Director Yusuf I. Mehdi | For |
| U.S. Bancorp | Annual | 18-Apr-23 | Management | 1k | Elect Director Loretta E. Reynolds | For |
| U.S. Bancorp | Annual | 18-Apr-23 | Management | 1l | Elect Director John P. Wiehoff | For |
| U.S. Bancorp | Annual | 18-Apr-23 | Management | 1m | Elect Director Scott W. Wine | Against |

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

| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|--------------------------|----------------|-----------|-------------|----------|--|------------------|
| U.S. Bancorp | Annual | 18-Apr-23 | Management | 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| U.S. Bancorp | Annual | 18-Apr-23 | Management | 3 | Advisory Vote on Say on Pay Frequency | One Year |
| U.S. Bancorp | Annual | 18-Apr-23 | Management | 4 | Ratify Ernst & Young LLP as Auditors | For |
| Adobe Inc. | Annual | 20-Apr-23 | Management | 1a | Elect Director Amy Banse | Against |
| Adobe Inc. | Annual | 20-Apr-23 | Management | 1b | Elect Director Brett Biggs | For |
| Adobe Inc. | Annual | 20-Apr-23 | Management | 1c | Elect Director Melanie Boulden | For |
| Adobe Inc. | Annual | 20-Apr-23 | Management | 1d | Elect Director Frank Calderoni | Against |
| Adobe Inc. | Annual | 20-Apr-23 | Management | 1e | Elect Director Laura Desmond | For |
| Adobe Inc. | Annual | 20-Apr-23 | Management | 1f | Elect Director Shantanu Narayen | Against |
| Adobe Inc. | Annual | 20-Apr-23 | Management | 1g | Elect Director Spencer Neumann | For |
| Adobe Inc. | Annual | 20-Apr-23 | Management | 1h | Elect Director Kathleen Oberg | Against |
| Adobe Inc. | Annual | 20-Apr-23 | Management | 1i | Elect Director Dheeraj Pandey | For |
| Adobe Inc. | Annual | 20-Apr-23 | Management | 1j | Elect Director David Ricks | For |
| Adobe Inc. | Annual | 20-Apr-23 | Management | 1k | Elect Director Daniel Rosensweig | For |
| Adobe Inc. | Annual | 20-Apr-23 | Management | 1l | Elect Director John Warnock | For |
| Adobe Inc. | Annual | 20-Apr-23 | Management | 2 | Amend Omnibus Stock Plan | For |
| Adobe Inc. | Annual | 20-Apr-23 | Management | 3 | Ratify KPMG LLP as Auditors | For |
| Adobe Inc. | Annual | 20-Apr-23 | Management | 4 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Adobe Inc. | Annual | 20-Apr-23 | Management | 5 | Advisory Vote on Say on Pay Frequency | One Year |
| Adobe Inc. | Annual | 20-Apr-23 | Shareholder | 6 | Report on Hiring of Persons with Arrest or Incarceration Records | For |
| Hermes International SCA | Annual/Special | 20-Apr-23 | Management | 1 | Approve Financial Statements and Statutory Reports | For |
| Hermes International SCA | Annual/Special | 20-Apr-23 | Management | 2 | Approve Consolidated Financial Statements and Statutory Reports | For |
| Hermes International SCA | Annual/Special | 20-Apr-23 | Management | 3 | Approve Discharge of General Managers | For |
| Hermes International SCA | Annual/Special | 20-Apr-23 | Management | 4 | Approve Allocation of Income and Dividends of EUR 13 per Share | For |
| Hermes International SCA | Annual/Special | 20-Apr-23 | Management | 5 | Approve Auditors' Special Report on Related-Party Transactions | Against |
| Hermes International SCA | Annual/Special | 20-Apr-23 | Management | 6 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| Hermes International SCA | Annual/Special | 20-Apr-23 | Management | 7 | Approve Compensation Report of Corporate Officers | Against |
| Hermes International SCA | Annual/Special | 20-Apr-23 | Management | 8 | Approve Compensation of Axel Dumas, General Manager | Against |
| Hermes International SCA | Annual/Special | 20-Apr-23 | Management | 9 | Approve Compensation of Emile Hermes SAS, General Manager | Against |

| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|--------------------------|----------------|-----------|------------|----------|--|------------------|
| Hermes International SCA | Annual/Special | 20-Apr-23 | Management | 10 | Approve Compensation of Eric de Seynes, Chairman of the Supervisory Board | For |
| Hermes International SCA | Annual/Special | 20-Apr-23 | Management | 11 | Approve Remuneration Policy of General Managers | Against |
| Hermes International SCA | Annual/Special | 20-Apr-23 | Management | 12 | Approve Remuneration Policy of Supervisory Board Members; Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 900,000 | For |
| Hermes International SCA | Annual/Special | 20-Apr-23 | Management | 13 | Reelect Dorothee Altmayer as Supervisory Board Member | For |
| Hermes International SCA | Annual/Special | 20-Apr-23 | Management | 14 | Reelect Monique Cohen as Supervisory Board Member | Against |
| Hermes International SCA | Annual/Special | 20-Apr-23 | Management | 15 | Reelect Renaud Mommeja as Supervisory Board Member | For |
| Hermes International SCA | Annual/Special | 20-Apr-23 | Management | 16 | Reelect Eric de Seynes as Supervisory Board Member | Against |
| Hermes International SCA | Annual/Special | 20-Apr-23 | Management | 17 | Renew Appointment of PricewaterhouseCoopers Audit as Auditor | For |
| Hermes International SCA | Annual/Special | 20-Apr-23 | Management | 18 | Renew Appointment of Grant Thornton Audit as Auditor | For |
| Hermes International SCA | Annual/Special | 20-Apr-23 | Management | 19 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | For |
| Hermes International SCA | Annual/Special | 20-Apr-23 | Management | 20 | Authorize Capitalization of Reserves of up to 40 Percent of Issued Capital for Bonus Issue or Increase in Par Value | For |
| Hermes International SCA | Annual/Special | 20-Apr-23 | Management | 21 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Capital | Against |
| Hermes International SCA | Annual/Special | 20-Apr-23 | Management | 22 | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to 40 Percent of Issued Capital | Against |
| Hermes International SCA | Annual/Special | 20-Apr-23 | Management | 23 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | For |
| Hermes International SCA | Annual/Special | 20-Apr-23 | Management | 24 | Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to 20 Percent of Issued Capital | Against |
| Hermes International SCA | Annual/Special | 20-Apr-23 | Management | 25 | Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind | Against |
| Hermes International SCA | Annual/Special | 20-Apr-23 | Management | 26 | Delegate Powers to the Management Board to Decide on Merger, Spin-Off Agreement and Acquisition | Against |
| Hermes International SCA | Annual/Special | 20-Apr-23 | Management | 27 | Delegate Powers to the Management Board to Issue Shares up to 40 Percent of Issued Capital in Connection with Item 26 Above | Against |
| Hermes International SCA | Annual/Special | 20-Apr-23 | Management | 28 | Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans | Against |
| Hermes International SCA | Annual/Special | 20-Apr-23 | Management | 29 | Authorize Filing of Required Documents/Other Formalities | For |
| Humana Inc. | Annual | 20-Apr-23 | Management | 1a | Elect Director Raquel C. Bono | For |
| Humana Inc. | Annual | 20-Apr-23 | Management | 1b | Elect Director Bruce D. Broussard | For |

| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|-------------|--------|-----------|------------|----------|--|------------------|
| Humana Inc. | Annual | 20-Apr-23 | Management | 1c | Elect Director Frank A. D'Amelio | Against |
| Humana Inc. | Annual | 20-Apr-23 | Management | 1d | Elect Director David T. Feinberg | For |
| Humana Inc. | Annual | 20-Apr-23 | Management | 1e | Elect Director Wayne A. I. Frederick | For |
| Humana Inc. | Annual | 20-Apr-23 | Management | 1f | Elect Director John W. Garratt | For |
| Humana Inc. | Annual | 20-Apr-23 | Management | 1g | Elect Director Kurt J. Hilzinger | For |
| Humana Inc. | Annual | 20-Apr-23 | Management | 1h | Elect Director Karen W. Katz | For |
| Humana Inc. | Annual | 20-Apr-23 | Management | 1i | Elect Director Marcy S. Klevorn | For |
| Humana Inc. | Annual | 20-Apr-23 | Management | 1j | Elect Director William J. McDonald | For |
| Humana Inc. | Annual | 20-Apr-23 | Management | 1k | Elect Director Jorge S. Mesquita | For |
| Humana Inc. | Annual | 20-Apr-23 | Management | 1l | Elect Director Brad D. Smith | For |
| Humana Inc. | Annual | 20-Apr-23 | Management | 2 | Ratify PricewaterhouseCoopers LLP as Auditors | For |
| Humana Inc. | Annual | 20-Apr-23 | Management | 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Humana Inc. | Annual | 20-Apr-23 | Management | 4 | Advisory Vote on Say on Pay Frequency | One Year |
| RELX Plc | Annual | 20-Apr-23 | Management | 1 | Accept Financial Statements and Statutory Reports | For |
| RELX Plc | Annual | 20-Apr-23 | Management | 2 | Approve Remuneration Policy | Against |
| RELX Plc | Annual | 20-Apr-23 | Management | 3 | Approve Remuneration Report | Against |
| RELX Plc | Annual | 20-Apr-23 | Management | 4 | Approve Final Dividend | For |
| RELX Plc | Annual | 20-Apr-23 | Management | 5 | Reappoint Ernst & Young LLP as Auditors | For |
| RELX Plc | Annual | 20-Apr-23 | Management | 6 | Authorise the Audit Committee to Fix Remuneration of Auditors | For |
| RELX Plc | Annual | 20-Apr-23 | Management | 7 | Elect Alistair Cox as Director | For |
| RELX Plc | Annual | 20-Apr-23 | Management | 8 | Re-elect Paul Walker as Director | Against |
| RELX Plc | Annual | 20-Apr-23 | Management | 9 | Re-elect June Felix as Director | For |
| RELX Plc | Annual | 20-Apr-23 | Management | 10 | Re-elect Erik Engstrom as Director | For |
| RELX Plc | Annual | 20-Apr-23 | Management | 11 | Re-elect Charlotte Hogg as Director | For |
| RELX Plc | Annual | 20-Apr-23 | Management | 12 | Re-elect Marike van Lier Lels as Director | For |
| RELX Plc | Annual | 20-Apr-23 | Management | 13 | Re-elect Nick Luff as Director | For |
| RELX Plc | Annual | 20-Apr-23 | Management | 14 | Re-elect Robert MacLeod as Director | Against |
| RELX Plc | Annual | 20-Apr-23 | Management | 15 | Re-elect Andrew Sukawaty as Director | For |
| RELX Plc | Annual | 20-Apr-23 | Management | 16 | Re-elect Suzanne Wood as Director | For |
| RELX Plc | Annual | 20-Apr-23 | Management | 17 | Approve Long-Term Incentive Plan | Against |
| RELX Plc | Annual | 20-Apr-23 | Management | 18 | Approve Executive Share Ownership Scheme | For |
| RELX Plc | Annual | 20-Apr-23 | Management | 19 | Approve Sharesave Plan | For |
| RELX Plc | Annual | 20-Apr-23 | Management | 20 | Approve Employee Share Purchase Plan | For |
| RELX Plc | Annual | 20-Apr-23 | Management | 21 | Authorise Issue of Equity | For |

| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|-------------------------------------|----------------|-----------|------------|----------|--|------------------|
| RELX Plc | Annual | 20-Apr-23 | Management | 22 | Authorise Issue of Equity without Pre-emptive Rights | For |
| RELX Plc | Annual | 20-Apr-23 | Management | 23 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | For |
| RELX Plc | Annual | 20-Apr-23 | Management | 24 | Authorise Market Purchase of Ordinary Shares | For |
| RELX Plc | Annual | 20-Apr-23 | Management | 25 | Authorise the Company to Call General Meeting with Two Weeks' Notice | For |
| LVMH Moet Hennessy Louis Vuitton SE | Annual/Special | 20-Apr-23 | Management | 1 | Approve Financial Statements and Statutory Reports | For |
| LVMH Moet Hennessy Louis Vuitton SE | Annual/Special | 20-Apr-23 | Management | 2 | Approve Consolidated Financial Statements and Statutory Reports | For |
| LVMH Moet Hennessy Louis Vuitton SE | Annual/Special | 20-Apr-23 | Management | 3 | Approve Allocation of Income and Dividends of EUR 12.00 per Share | For |
| LVMH Moet Hennessy Louis Vuitton SE | Annual/Special | 20-Apr-23 | Management | 4 | Approve Auditors' Special Report on Related-Party Transactions | Against |
| LVMH Moet Hennessy Louis Vuitton SE | Annual/Special | 20-Apr-23 | Management | 5 | Reelect Delphine Arnault as Director | For |
| LVMH Moet Hennessy Louis Vuitton SE | Annual/Special | 20-Apr-23 | Management | 6 | Reelect Antonio Belloni as Director | For |
| LVMH Moet Hennessy Louis Vuitton SE | Annual/Special | 20-Apr-23 | Management | 7 | Reelect Marie-Josée Kravis as Director | For |
| LVMH Moet Hennessy Louis Vuitton SE | Annual/Special | 20-Apr-23 | Management | 8 | Reelect Marie-Laure Sauty de Chalon as Director | Against |
| LVMH Moet Hennessy Louis Vuitton SE | Annual/Special | 20-Apr-23 | Management | 9 | Reelect Natacha Valla as Director | Against |
| LVMH Moet Hennessy Louis Vuitton SE | Annual/Special | 20-Apr-23 | Management | 10 | Elect Laurent Mignon as Director | For |
| LVMH Moet Hennessy Louis Vuitton SE | Annual/Special | 20-Apr-23 | Management | 11 | Renew Appointment of Lord Powell of Bayswater as Censor | Against |
| LVMH Moet Hennessy Louis Vuitton SE | Annual/Special | 20-Apr-23 | Management | 12 | Appoint Diego Della Valle as Censor | Against |
| LVMH Moet Hennessy Louis Vuitton SE | Annual/Special | 20-Apr-23 | Management | 13 | Approve Compensation Report of Corporate Officers | Against |
| LVMH Moet Hennessy Louis Vuitton SE | Annual/Special | 20-Apr-23 | Management | 14 | Approve Compensation of Bernard Arnault, Chairman and CEO | Against |
| LVMH Moet Hennessy Louis Vuitton SE | Annual/Special | 20-Apr-23 | Management | 15 | Approve Compensation of Antonio Belloni, Vice-CEO | Against |
| LVMH Moet Hennessy Louis Vuitton SE | Annual/Special | 20-Apr-23 | Management | 16 | Approve Remuneration Policy of Directors | For |

| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|-------------------------------------|----------------|-----------|------------|----------|---|------------------|
| LVMH Moet Hennessy Louis Vuitton SE | Annual/Special | 20-Apr-23 | Management | 17 | Approve Remuneration Policy of Chairman and CEO | Against |
| LVMH Moet Hennessy Louis Vuitton SE | Annual/Special | 20-Apr-23 | Management | 18 | Approve Remuneration Policy of Vice-CEO | Against |
| LVMH Moet Hennessy Louis Vuitton SE | Annual/Special | 20-Apr-23 | Management | 19 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| LVMH Moet Hennessy Louis Vuitton SE | Annual/Special | 20-Apr-23 | Management | 20 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | For |
| LVMH Moet Hennessy Louis Vuitton SE | Annual/Special | 20-Apr-23 | Management | 21 | Authorize Capitalization of Reserves of Up to EUR 20 Million for Bonus Issue or Increase in Par Value | For |
| LVMH Moet Hennessy Louis Vuitton SE | Annual/Special | 20-Apr-23 | Management | 22 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million | For |
| LVMH Moet Hennessy Louis Vuitton SE | Annual/Special | 20-Apr-23 | Management | 23 | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to Aggregate Nominal Amount of EUR 20 Million | Against |
| LVMH Moet Hennessy Louis Vuitton SE | Annual/Special | 20-Apr-23 | Management | 24 | Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million | Against |
| LVMH Moet Hennessy Louis Vuitton SE | Annual/Special | 20-Apr-23 | Management | 25 | Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above | Against |
| LVMH Moet Hennessy Louis Vuitton SE | Annual/Special | 20-Apr-23 | Management | 26 | Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers | Against |
| LVMH Moet Hennessy Louis Vuitton SE | Annual/Special | 20-Apr-23 | Management | 27 | Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind | For |
| LVMH Moet Hennessy Louis Vuitton SE | Annual/Special | 20-Apr-23 | Management | 28 | Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers | Against |
| LVMH Moet Hennessy Louis Vuitton SE | Annual/Special | 20-Apr-23 | Management | 29 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | For |
| LVMH Moet Hennessy Louis Vuitton SE | Annual/Special | 20-Apr-23 | Management | 30 | Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 20 Million | For |
| SEGRO PLC | Annual | 20-Apr-23 | Management | 1 | Accept Financial Statements and Statutory Reports | For |
| SEGRO PLC | Annual | 20-Apr-23 | Management | 2 | Approve Final Dividend | For |
| SEGRO PLC | Annual | 20-Apr-23 | Management | 3 | Approve Remuneration Report | For |
| SEGRO PLC | Annual | 20-Apr-23 | Management | 4 | Re-elect Andy Harrison as Director | Against |
| SEGRO PLC | Annual | 20-Apr-23 | Management | 5 | Re-elect Mary Barnard as Director | For |
| SEGRO PLC | Annual | 20-Apr-23 | Management | 6 | Re-elect Sue Clayton as Director | For |

| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|---|--------|-----------|------------|----------|--|------------------|
| SEGRO PLC | Annual | 20-Apr-23 | Management | 7 | Re-elect Soumen Das as Director | For |
| SEGRO PLC | Annual | 20-Apr-23 | Management | 8 | Re-elect Carol Fairweather as Director | For |
| SEGRO PLC | Annual | 20-Apr-23 | Management | 9 | Re-elect Simon Fraser as Director | For |
| SEGRO PLC | Annual | 20-Apr-23 | Management | 10 | Re-elect Andy Gulliford as Director | For |
| SEGRO PLC | Annual | 20-Apr-23 | Management | 11 | Re-elect Martin Moore as Director | For |
| SEGRO PLC | Annual | 20-Apr-23 | Management | 12 | Re-elect David Sleath as Director | For |
| SEGRO PLC | Annual | 20-Apr-23 | Management | 13 | Re-elect Linda Yueh as Director | For |
| SEGRO PLC | Annual | 20-Apr-23 | Management | 14 | Reappoint PricewaterhouseCoopers LLP as Auditors | For |
| SEGRO PLC | Annual | 20-Apr-23 | Management | 15 | Authorise the Audit Committee to Fix Remuneration of Auditors | For |
| SEGRO PLC | Annual | 20-Apr-23 | Management | 16 | Authorise UK Political Donations and Expenditure | For |
| SEGRO PLC | Annual | 20-Apr-23 | Management | 17 | Authorise Issue of Equity | For |
| SEGRO PLC | Annual | 20-Apr-23 | Management | 18 | Authorise Issue of Equity without Pre-emptive Rights | For |
| SEGRO PLC | Annual | 20-Apr-23 | Management | 19 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | For |
| SEGRO PLC | Annual | 20-Apr-23 | Management | 20 | Authorise Market Purchase of Ordinary Shares | For |
| SEGRO PLC | Annual | 20-Apr-23 | Management | 21 | Authorise the Company to Call General Meeting with Two Weeks' Notice | For |
| Candriam Sustainable Bond Emerging Markets Fund | Annual | 20-Apr-23 | Management | 3 | Approve Financial Statements | For |
| Candriam Sustainable Bond Emerging Markets Fund | Annual | 20-Apr-23 | Management | 4 | Approve Allocation of Income and Dividends | For |
| Candriam Sustainable Bond Emerging Markets Fund | Annual | 20-Apr-23 | Management | 5 | Approve Discharge of Director Isabelle Cabie | For |
| Candriam Sustainable Bond Emerging Markets Fund | Annual | 20-Apr-23 | Management | 6 | Approve Discharge of Director Renato Guerriero | For |
| Candriam Sustainable Bond Emerging Markets Fund | Annual | 20-Apr-23 | Management | 7 | Approve Discharge of Director Tanguy De Villenfagne | For |
| Candriam Sustainable Bond Emerging Markets Fund | Annual | 20-Apr-23 | Management | 8 | Approve Discharge of Director Koen Van De Maele | For |
| Candriam Sustainable Bond Emerging Markets Fund | Annual | 20-Apr-23 | Management | 9 | Approve Discharge of Director Nadege Dufosse | For |
| Candriam Sustainable Bond Emerging Markets Fund | Annual | 20-Apr-23 | Management | 10 | Approve Discharge of Director Annemarie Arens | For |
| Candriam Sustainable Bond Emerging Markets Fund | Annual | 20-Apr-23 | Management | 11 | Approve Discharge of Director Thierry Blondeau | For |
| Candriam Sustainable Bond Emerging Markets Fund | Annual | 20-Apr-23 | Management | 12 | Re-elect Isabelle Cabie as Director | For |

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

| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|---|--------|-----------|------------|----------|---|------------------|
| Candriam Sustainable Bond Emerging Markets Fund | Annual | 20-Apr-23 | Management | 13 | Re-elect Renato Guerriero as Director | For |
| Candriam Sustainable Bond Emerging Markets Fund | Annual | 20-Apr-23 | Management | 14 | Re-elect Tanguy De Villenfagne as Director | For |
| Candriam Sustainable Bond Emerging Markets Fund | Annual | 20-Apr-23 | Management | 15 | Re-elect Koen Van De Maele as Director | For |
| Candriam Sustainable Bond Emerging Markets Fund | Annual | 20-Apr-23 | Management | 16 | Re-elect Nadege Dufosse as Director | For |
| Candriam Sustainable Bond Emerging Markets Fund | Annual | 20-Apr-23 | Management | 17 | Re-elect Annemarie Arens as Independent Director and Determine Independent Director's Remuneration | For |
| Candriam Sustainable Bond Emerging Markets Fund | Annual | 20-Apr-23 | Management | 18 | Re-elect Thierry Blondeau as Independent Director and Determine Independent Director's Remuneration | For |
| Candriam Sustainable Bond Emerging Markets Fund | Annual | 20-Apr-23 | Management | 19 | Renew Appointment of PricewaterhouseCoopers as Auditor | For |
| Heineken NV | Annual | 20-Apr-23 | Management | 1.b | Approve Remuneration Report | Against |
| Heineken NV | Annual | 20-Apr-23 | Management | 1.c | Adopt Financial Statements | For |
| Heineken NV | Annual | 20-Apr-23 | Management | 1.e | Approve Dividends | For |
| Heineken NV | Annual | 20-Apr-23 | Management | 1.f | Approve Discharge of Executive Directors | For |
| Heineken NV | Annual | 20-Apr-23 | Management | 1.g | Approve Discharge of Supervisory Board | For |
| Heineken NV | Annual | 20-Apr-23 | Management | 2.a | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| Heineken NV | Annual | 20-Apr-23 | Management | 2.b | Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital | For |
| Heineken NV | Annual | 20-Apr-23 | Management | 2.c | Authorize Board to Exclude Preemptive Rights from Share Issuances | For |
| Heineken NV | Annual | 20-Apr-23 | Management | 3.a | Reelect M.R. de Carvalho to Supervisory Board | For |
| Heineken NV | Annual | 20-Apr-23 | Management | 3.b | Reelect R.L. Ripley to Supervisory Board | For |
| Heineken NV | Annual | 20-Apr-23 | Management | 3.c | Elect B. Pardo to Supervisory Board | For |
| Heineken NV | Annual | 20-Apr-23 | Management | 3.d | Elect L.J. Hijmans van den Bergh to Supervisory Board | For |
| Heineken NV | Annual | 20-Apr-23 | Management | 4 | Ratify Deloitte Accountants B.V. as Auditors | For |
| Nestle SA | Annual | 20-Apr-23 | Management | 1.1 | Accept Financial Statements and Statutory Reports | For |
| Nestle SA | Annual | 20-Apr-23 | Management | 1.2 | Approve Remuneration Report | Abstain |
| Nestle SA | Annual | 20-Apr-23 | Management | 2 | Approve Discharge of Board and Senior Management | For |
| Nestle SA | Annual | 20-Apr-23 | Management | 3 | Approve Allocation of Income and Dividends of CHF 2.95 per Share | For |
| Nestle SA | Annual | 20-Apr-23 | Management | 4.1.a | Reelect Paul Bulcke as Director and Board Chair | For |
| Nestle SA | Annual | 20-Apr-23 | Management | 4.1.b | Reelect Ulf Schneider as Director | For |
| Nestle SA | Annual | 20-Apr-23 | Management | 4.1.c | Reelect Henri de Castries as Director | Abstain |

| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|------------|--------|-----------|------------|----------|--|------------------|
| Nestle SA | Annual | 20-Apr-23 | Management | 4.1.d | Reelect Renato Fassbind as Director | For |
| Nestle SA | Annual | 20-Apr-23 | Management | 4.1.e | Reelect Pablo Isla as Director | Abstain |
| Nestle SA | Annual | 20-Apr-23 | Management | 4.1.f | Reelect Patrick Aebischer as Director | For |
| Nestle SA | Annual | 20-Apr-23 | Management | 4.1.g | Reelect Kimberly Ross as Director | For |
| Nestle SA | Annual | 20-Apr-23 | Management | 4.1.h | Reelect Dick Boer as Director | For |
| Nestle SA | Annual | 20-Apr-23 | Management | 4.1.i | Reelect Dinesh Paliwal as Director | For |
| Nestle SA | Annual | 20-Apr-23 | Management | 4.1.j | Reelect Hanne Jimenez de Mora as Director | For |
| Nestle SA | Annual | 20-Apr-23 | Management | 4.1.k | Reelect Lindiwe Sibanda as Director | For |
| Nestle SA | Annual | 20-Apr-23 | Management | 4.1.l | Reelect Chris Leong as Director | For |
| Nestle SA | Annual | 20-Apr-23 | Management | 4.1.m | Reelect Luca Maestri as Director | For |
| Nestle SA | Annual | 20-Apr-23 | Management | 4.2.1 | Elect Rainer Blair as Director | For |
| Nestle SA | Annual | 20-Apr-23 | Management | 4.2.2 | Elect Marie-Gabrielle Ineichen-Fleisch as Director | For |
| Nestle SA | Annual | 20-Apr-23 | Management | 4.3.1 | Reappoint Pablo Isla as Member of the Compensation Committee | Abstain |
| Nestle SA | Annual | 20-Apr-23 | Management | 4.3.2 | Reappoint Patrick Aebischer as Member of the Compensation Committee | For |
| Nestle SA | Annual | 20-Apr-23 | Management | 4.3.3 | Reappoint Dick Boer as Member of the Compensation Committee | For |
| Nestle SA | Annual | 20-Apr-23 | Management | 4.3.4 | Reappoint Dinesh Paliwal as Member of the Compensation Committee | For |
| Nestle SA | Annual | 20-Apr-23 | Management | 4.4 | Ratify Ernst & Young AG as Auditors | For |
| Nestle SA | Annual | 20-Apr-23 | Management | 4.5 | Designate Hartmann Dreyer as Independent Proxy | For |
| Nestle SA | Annual | 20-Apr-23 | Management | 5.1 | Approve Remuneration of Directors in the Amount of CHF 10.5 Million | For |
| Nestle SA | Annual | 20-Apr-23 | Management | 5.2 | Approve Remuneration of Executive Committee in the Amount of CHF 72 Million | Abstain |
| Nestle SA | Annual | 20-Apr-23 | Management | 6 | Approve CHF 8 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares | For |
| Nestle SA | Annual | 20-Apr-23 | Management | 7.1 | Amend Articles Re: General Meeting (Incl. Virtual-Only or Hybrid Shareholder Meetings) | For |
| Nestle SA | Annual | 20-Apr-23 | Management | 7.2 | Amend Articles of Association | For |
| Nestle SA | Annual | 20-Apr-23 | Management | 8 | Transact Other Business (Voting) | Against |
| Haleon Plc | Annual | 20-Apr-23 | Management | 1 | Accept Financial Statements and Statutory Reports | For |
| Haleon Plc | Annual | 20-Apr-23 | Management | 2 | Approve Remuneration Report | For |
| Haleon Plc | Annual | 20-Apr-23 | Management | 3 | Approve Remuneration Policy | For |
| Haleon Plc | Annual | 20-Apr-23 | Management | 4 | Approve Final Dividend | For |
| Haleon Plc | Annual | 20-Apr-23 | Management | 5 | Elect Sir Dave Lewis as Director | For |

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| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|------------|----------------|-----------|------------|----------|---|------------------|
| Haleon Plc | Annual | 20-Apr-23 | Management | 6 | Elect Brian McNamara as Director | For |
| Haleon Plc | Annual | 20-Apr-23 | Management | 7 | Elect Tobias Hestler as Director | For |
| Haleon Plc | Annual | 20-Apr-23 | Management | 8 | Elect Vindi Banga as Director | For |
| Haleon Plc | Annual | 20-Apr-23 | Management | 9 | Elect Marie-Anne Aymerich as Director | For |
| Haleon Plc | Annual | 20-Apr-23 | Management | 10 | Elect Tracy Clarke as Director | For |
| Haleon Plc | Annual | 20-Apr-23 | Management | 11 | Elect Dame Vivienne Cox as Director | For |
| Haleon Plc | Annual | 20-Apr-23 | Management | 12 | Elect Asmita Dubey as Director | For |
| Haleon Plc | Annual | 20-Apr-23 | Management | 13 | Elect Deirdre Mahlan as Director | For |
| Haleon Plc | Annual | 20-Apr-23 | Management | 14 | Elect David Denton as Director | For |
| Haleon Plc | Annual | 20-Apr-23 | Management | 15 | Elect Bryan Supran as Director | For |
| Haleon Plc | Annual | 20-Apr-23 | Management | 16 | Appoint KPMG LLP as Auditors | For |
| Haleon Plc | Annual | 20-Apr-23 | Management | 17 | Authorise the Audit & Risk Committee to Fix Remuneration of Auditors | For |
| Haleon Plc | Annual | 20-Apr-23 | Management | 18 | Authorise UK Political Donations and Expenditure | For |
| Haleon Plc | Annual | 20-Apr-23 | Management | 19 | Authorise Issue of Equity | For |
| Haleon Plc | Annual | 20-Apr-23 | Management | 20 | Authorise Issue of Equity without Pre-emptive Rights | For |
| Haleon Plc | Annual | 20-Apr-23 | Management | 21 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | For |
| Haleon Plc | Annual | 20-Apr-23 | Management | 22 | Authorise the Company to Call General Meeting with Two Weeks' Notice | For |
| Haleon Plc | Annual | 20-Apr-23 | Management | 23 | Approve Performance Share Plan | For |
| Haleon Plc | Annual | 20-Apr-23 | Management | 24 | Approve Share Value Plan | For |
| Haleon Plc | Annual | 20-Apr-23 | Management | 25 | Approve Deferred Annual Bonus Plan | For |
| Haleon Plc | Annual | 20-Apr-23 | Management | 26 | Authorise Market Purchase of Ordinary Shares | Against |
| Haleon Plc | Annual | 20-Apr-23 | Management | 27 | Authorise Off-Market Purchase of Ordinary Shares from Pfizer | For |
| Haleon Plc | Annual | 20-Apr-23 | Management | 28 | Authorise Off-Market Purchase of Ordinary Shares from GSK Shareholders | For |
| Haleon Plc | Annual | 20-Apr-23 | Management | 29 | Approve Waiver of Rule 9 of the Takeover Code | For |
| L'Oreal SA | Annual/Special | 21-Apr-23 | Management | 1 | Approve Financial Statements and Statutory Reports | For |
| L'Oreal SA | Annual/Special | 21-Apr-23 | Management | 2 | Approve Consolidated Financial Statements and Statutory Reports | For |
| L'Oreal SA | Annual/Special | 21-Apr-23 | Management | 3 | Approve Allocation of Income and Dividends of EUR 6 per Share and an Extra of EUR 0.60 per Share to Long Term Registered Shares | For |
| L'Oreal SA | Annual/Special | 21-Apr-23 | Management | 4 | Reelect Sophie Bellon as Director | Against |

| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|----------------------|----------------|-----------|------------|----------|---|------------------|
| L'Oreal SA | Annual/Special | 21-Apr-23 | Management | 5 | Reelect Fabienne Dulac as Director | For |
| L'Oreal SA | Annual/Special | 21-Apr-23 | Management | 6 | Approve Remuneration of Directors in the Aggregate Amount of EUR 1.7 Million | For |
| L'Oreal SA | Annual/Special | 21-Apr-23 | Management | 7 | Approve Compensation Report of Corporate Officers | Against |
| L'Oreal SA | Annual/Special | 21-Apr-23 | Management | 8 | Approve Compensation of Jean-Paul Agon, Chairman of the Board | Against |
| L'Oreal SA | Annual/Special | 21-Apr-23 | Management | 9 | Approve Compensation of Nicolas Hieronimus, CEO | Abstain |
| L'Oreal SA | Annual/Special | 21-Apr-23 | Management | 10 | Approve Remuneration Policy of Directors | For |
| L'Oreal SA | Annual/Special | 21-Apr-23 | Management | 11 | Approve Remuneration Policy of Chairman of the Board | Abstain |
| L'Oreal SA | Annual/Special | 21-Apr-23 | Management | 12 | Approve Remuneration Policy of CEO | Abstain |
| L'Oreal SA | Annual/Special | 21-Apr-23 | Management | 13 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| L'Oreal SA | Annual/Special | 21-Apr-23 | Management | 14 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 149,852,237.36 | For |
| L'Oreal SA | Annual/Special | 21-Apr-23 | Management | 15 | Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value | For |
| L'Oreal SA | Annual/Special | 21-Apr-23 | Management | 16 | Authorize Capital Increase of up to 2 Percent of Issued Capital for Contributions in Kind | For |
| L'Oreal SA | Annual/Special | 21-Apr-23 | Management | 17 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | For |
| L'Oreal SA | Annual/Special | 21-Apr-23 | Management | 18 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries | For |
| L'Oreal SA | Annual/Special | 21-Apr-23 | Management | 19 | Approve Contribution in Kind of 25,383,118 Shares from Affaires Marche France et Domaines d'Excellence and Luxury of Retail, their Valuation and Remuneration | For |
| L'Oreal SA | Annual/Special | 21-Apr-23 | Management | 20 | Approve Contribution in Kind of 1,277,836 Shares from l'Oreal International Distribution, its Valuation and Remuneration | For |
| L'Oreal SA | Annual/Special | 21-Apr-23 | Management | 21 | Authorize Filing of Required Documents/Other Formalities | For |
| Cembra Money Bank AG | Annual | 21-Apr-23 | Management | 1 | Accept Financial Statements and Statutory Reports | For |
| Cembra Money Bank AG | Annual | 21-Apr-23 | Management | 2 | Approve Remuneration Report | For |
| Cembra Money Bank AG | Annual | 21-Apr-23 | Management | 3 | Approve Allocation of Income and Dividends of CHF 3.95 per Share | For |
| Cembra Money Bank AG | Annual | 21-Apr-23 | Management | 4 | Approve Discharge of Board and Senior Management | For |
| Cembra Money Bank AG | Annual | 21-Apr-23 | Management | 5.1.1 | Reelect Joerg Behrens as Director | For |
| Cembra Money Bank AG | Annual | 21-Apr-23 | Management | 5.1.2 | Reelect Marc Berg as Director | For |

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| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|-----------------------|--------|-----------|------------|----------|---|------------------|
| Cembra Money Bank AG | Annual | 21-Apr-23 | Management | 5.1.3 | Reelect Thomas Buess as Director | For |
| Cembra Money Bank AG | Annual | 21-Apr-23 | Management | 5.1.4 | Reelect Alexander Finn as Director | For |
| Cembra Money Bank AG | Annual | 21-Apr-23 | Management | 5.1.5 | Reelect Susanne Kloess-Braekler as Director | Against |
| Cembra Money Bank AG | Annual | 21-Apr-23 | Management | 5.1.6 | Reelect Monica Maechler as Director | Against |
| Cembra Money Bank AG | Annual | 21-Apr-23 | Management | 5.2 | Elect Francesco Morra as Director | For |
| Cembra Money Bank AG | Annual | 21-Apr-23 | Management | 5.3 | Elect Francesco Morra as Board Chair | For |
| Cembra Money Bank AG | Annual | 21-Apr-23 | Management | 5.4.1 | Reappoint Susanne Kloess-Braekler as Member of the Compensation and Nomination Committee | Against |
| Cembra Money Bank AG | Annual | 21-Apr-23 | Management | 5.4.2 | Reappoint Marc Berg as Member of the Compensation and Nomination Committee | For |
| Cembra Money Bank AG | Annual | 21-Apr-23 | Management | 5.4.3 | Reappoint Thomas Buess as Member of the Compensation and Nomination Committee | For |
| Cembra Money Bank AG | Annual | 21-Apr-23 | Management | 5.5 | Designate Keller AG as Independent Proxy | For |
| Cembra Money Bank AG | Annual | 21-Apr-23 | Management | 5.6 | Ratify KPMG AG as Auditors | For |
| Cembra Money Bank AG | Annual | 21-Apr-23 | Management | 6.1 | Amend Corporate Purpose | For |
| Cembra Money Bank AG | Annual | 21-Apr-23 | Management | 6.2 | Approve Creation of Capital Band within the Upper Limit of CHF 33 Million and the Lower Limit of CHF 28.5 Million with or without Exclusion of Preemptive Rights; Amend Conditional Capital Authorization | For |
| Cembra Money Bank AG | Annual | 21-Apr-23 | Management | 6.3 | Amend Articles Re: General Meetings (Incl. Approval of Hybrid Shareholder Meetings) | For |
| Cembra Money Bank AG | Annual | 21-Apr-23 | Management | 6.4 | Amend Articles Re: Restriction on Share Transferability | For |
| Cembra Money Bank AG | Annual | 21-Apr-23 | Management | 6.5 | Amend Articles of Association | For |
| Cembra Money Bank AG | Annual | 21-Apr-23 | Management | 7.1 | Approve Remuneration of Directors in the Amount of CHF 1.7 Million | For |
| Cembra Money Bank AG | Annual | 21-Apr-23 | Management | 7.2 | Approve Fixed and Variable Remuneration of Executive Committee in the Amount of CHF 7.5 Million | For |
| Cembra Money Bank AG | Annual | 21-Apr-23 | Management | 8 | Transact Other Business (Voting) | Against |
| The Coca-Cola Company | Annual | 25-Apr-23 | Management | 1.1 | Elect Director Herb Allen | For |
| The Coca-Cola Company | Annual | 25-Apr-23 | Management | 1.2 | Elect Director Marc Bolland | For |
| The Coca-Cola Company | Annual | 25-Apr-23 | Management | 1.3 | Elect Director Ana Botin | For |
| The Coca-Cola Company | Annual | 25-Apr-23 | Management | 1.4 | Elect Director Christopher C. Davis | For |
| The Coca-Cola Company | Annual | 25-Apr-23 | Management | 1.5 | Elect Director Barry Diller | For |
| The Coca-Cola Company | Annual | 25-Apr-23 | Management | 1.6 | Elect Director Carolyn Everson | For |
| The Coca-Cola Company | Annual | 25-Apr-23 | Management | 1.7 | Elect Director Helene D. Gayle | Against |
| The Coca-Cola Company | Annual | 25-Apr-23 | Management | 1.8 | Elect Director Alexis M. Herman | For |
| The Coca-Cola Company | Annual | 25-Apr-23 | Management | 1.9 | Elect Director Maria Elena Lagomasino | For |

| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|-----------------------------|--------|-----------|-------------|----------|---|------------------|
| The Coca-Cola Company | Annual | 25-Apr-23 | Management | 1.10 | Elect Director Amity Millhiser | For |
| The Coca-Cola Company | Annual | 25-Apr-23 | Management | 1.11 | Elect Director James Quincey | Against |
| The Coca-Cola Company | Annual | 25-Apr-23 | Management | 1.12 | Elect Director Caroline J. Tsay | For |
| The Coca-Cola Company | Annual | 25-Apr-23 | Management | 1.13 | Elect Director David B. Weinberg | Against |
| The Coca-Cola Company | Annual | 25-Apr-23 | Management | 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| The Coca-Cola Company | Annual | 25-Apr-23 | Management | 3 | Advisory Vote on Say on Pay Frequency | One Year |
| The Coca-Cola Company | Annual | 25-Apr-23 | Management | 4 | Ratify Ernst & Young LLP as Auditors | For |
| The Coca-Cola Company | Annual | 25-Apr-23 | Shareholder | 5 | Report on Third-Party Civil Rights Audit | Against |
| The Coca-Cola Company | Annual | 25-Apr-23 | Shareholder | 6 | Issue Transparency Report on Global Public Policy and Political Influence | For |
| The Coca-Cola Company | Annual | 25-Apr-23 | Shareholder | 7 | Report on Congruency of Political Spending with Company Values and Priorities | For |
| The Coca-Cola Company | Annual | 25-Apr-23 | Shareholder | 8 | Require Independent Board Chair | For |
| The Coca-Cola Company | Annual | 25-Apr-23 | Shareholder | 9 | Report on Risk Due to Restrictions on Reproductive Rights | Against |
| Bank of America Corporation | Annual | 25-Apr-23 | Management | 1a | Elect Director Sharon L. Allen | Against |
| Bank of America Corporation | Annual | 25-Apr-23 | Management | 1b | Elect Director Jose (Joe) E. Almeida | For |
| Bank of America Corporation | Annual | 25-Apr-23 | Management | 1c | Elect Director Frank P. Bramble, Sr. | Against |
| Bank of America Corporation | Annual | 25-Apr-23 | Management | 1d | Elect Director Pierre J.P. de Weck | For |
| Bank of America Corporation | Annual | 25-Apr-23 | Management | 1e | Elect Director Arnold W. Donald | For |
| Bank of America Corporation | Annual | 25-Apr-23 | Management | 1f | Elect Director Linda P. Hudson | For |
| Bank of America Corporation | Annual | 25-Apr-23 | Management | 1g | Elect Director Monica C. Lozano | Against |
| Bank of America Corporation | Annual | 25-Apr-23 | Management | 1h | Elect Director Brian T. Moynihan | Against |
| Bank of America Corporation | Annual | 25-Apr-23 | Management | 1i | Elect Director Lionel L. Nowell, III | For |
| Bank of America Corporation | Annual | 25-Apr-23 | Management | 1j | Elect Director Denise L. Ramos | For |
| Bank of America Corporation | Annual | 25-Apr-23 | Management | 1k | Elect Director Clayton S. Rose | For |
| Bank of America Corporation | Annual | 25-Apr-23 | Management | 1l | Elect Director Michael D. White | For |
| Bank of America Corporation | Annual | 25-Apr-23 | Management | 1m | Elect Director Thomas D. Woods | For |
| Bank of America Corporation | Annual | 25-Apr-23 | Management | 1n | Elect Director Maria T. Zuber | For |
| Bank of America Corporation | Annual | 25-Apr-23 | Management | 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Bank of America Corporation | Annual | 25-Apr-23 | Management | 3 | Advisory Vote on Say on Pay Frequency | One Year |
| Bank of America Corporation | Annual | 25-Apr-23 | Management | 4 | Ratify PricewaterhouseCoopers LLP as Auditors | For |
| Bank of America Corporation | Annual | 25-Apr-23 | Management | 5 | Amend Omnibus Stock Plan | For |
| Bank of America Corporation | Annual | 25-Apr-23 | Shareholder | 6 | Require Independent Board Chair | For |

| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|-----------------------------|--------|-----------|-------------|----------|---|------------------|
| Bank of America Corporation | Annual | 25-Apr-23 | Shareholder | 7 | Submit Severance Agreement (Change-in-Control) to Shareholder Vote | For |
| Bank of America Corporation | Annual | 25-Apr-23 | Shareholder | 8 | Disclose 2030 Absolute GHG Reduction Targets Associated with Lending and Underwriting | Against |
| Bank of America Corporation | Annual | 25-Apr-23 | Shareholder | 9 | Report on Climate Transition Plan Describing Efforts to Align Financing Activities with GHG Targets | For |
| Bank of America Corporation | Annual | 25-Apr-23 | Shareholder | 10 | Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development | Against |
| Bank of America Corporation | Annual | 25-Apr-23 | Shareholder | 11 | Commission Third Party Racial Equity Audit | Against |
| Eaton Corporation plc | Annual | 26-Apr-23 | Management | 1a | Elect Director Craig Arnold | Against |
| Eaton Corporation plc | Annual | 26-Apr-23 | Management | 1b | Elect Director Olivier Leonetti | For |
| Eaton Corporation plc | Annual | 26-Apr-23 | Management | 1c | Elect Director Silvio Napoli | For |
| Eaton Corporation plc | Annual | 26-Apr-23 | Management | 1d | Elect Director Gregory R. Page | For |
| Eaton Corporation plc | Annual | 26-Apr-23 | Management | 1e | Elect Director Sandra Pianalto | For |
| Eaton Corporation plc | Annual | 26-Apr-23 | Management | 1f | Elect Director Robert V. Pragada | For |
| Eaton Corporation plc | Annual | 26-Apr-23 | Management | 1g | Elect Director Lori J. Ryerkerk | Against |
| Eaton Corporation plc | Annual | 26-Apr-23 | Management | 1h | Elect Director Gerald B. Smith | Against |
| Eaton Corporation plc | Annual | 26-Apr-23 | Management | 1i | Elect Director Dorothy C. Thompson | Against |
| Eaton Corporation plc | Annual | 26-Apr-23 | Management | 1j | Elect Director Darryl L. Wilson | For |
| Eaton Corporation plc | Annual | 26-Apr-23 | Management | 2 | Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration | For |
| Eaton Corporation plc | Annual | 26-Apr-23 | Management | 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Eaton Corporation plc | Annual | 26-Apr-23 | Management | 4 | Advisory Vote on Say on Pay Frequency | One Year |
| Eaton Corporation plc | Annual | 26-Apr-23 | Management | 5 | Authorize Issue of Equity with Pre-emptive Rights | For |
| Eaton Corporation plc | Annual | 26-Apr-23 | Management | 6 | Authorise Issue of Equity without Pre-emptive Rights | For |
| Eaton Corporation plc | Annual | 26-Apr-23 | Management | 7 | Authorize Share Repurchase of Issued Share Capital | For |
| Anglo American Plc | Annual | 26-Apr-23 | Management | 1 | Accept Financial Statements and Statutory Reports | For |
| Anglo American Plc | Annual | 26-Apr-23 | Management | 2 | Approve Final Dividend | For |
| Anglo American Plc | Annual | 26-Apr-23 | Management | 3 | Elect Magali Anderson as Director | For |
| Anglo American Plc | Annual | 26-Apr-23 | Management | 4 | Re-elect Stuart Chambers as Director | Against |
| Anglo American Plc | Annual | 26-Apr-23 | Management | 5 | Re-elect Duncan Wanblad as Director | For |
| Anglo American Plc | Annual | 26-Apr-23 | Management | 6 | Re-elect Stephen Pearce as Director | For |
| Anglo American Plc | Annual | 26-Apr-23 | Management | 7 | Re-elect Ian Ashby as Director | For |
| Anglo American Plc | Annual | 26-Apr-23 | Management | 8 | Re-elect Marcelo Bastos as Director | For |
| Anglo American Plc | Annual | 26-Apr-23 | Management | 9 | Re-elect Hilary Maxson as Director | For |
| Anglo American Plc | Annual | 26-Apr-23 | Management | 10 | Re-elect Hixonia Nyasulu as Director | For |

| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|-------------------------|--------|-----------|------------|----------|--|------------------|
| Anglo American Plc | Annual | 26-Apr-23 | Management | 11 | Re-elect Nonkululeko Nyembezi as Director | For |
| Anglo American Plc | Annual | 26-Apr-23 | Management | 12 | Re-elect Ian Tyler as Director | Against |
| Anglo American Plc | Annual | 26-Apr-23 | Management | 13 | Reappoint PricewaterhouseCoopers LLP as Auditors | For |
| Anglo American Plc | Annual | 26-Apr-23 | Management | 14 | Authorise Board to Fix Remuneration of Auditors | For |
| Anglo American Plc | Annual | 26-Apr-23 | Management | 15 | Approve Remuneration Policy | For |
| Anglo American Plc | Annual | 26-Apr-23 | Management | 16 | Approve Remuneration Report | Against |
| Anglo American Plc | Annual | 26-Apr-23 | Management | 17 | Authorise Issue of Equity | For |
| Anglo American Plc | Annual | 26-Apr-23 | Management | 18 | Authorise Issue of Equity without Pre-emptive Rights | For |
| Anglo American Plc | Annual | 26-Apr-23 | Management | 19 | Authorise Market Purchase of Ordinary Shares | For |
| Anglo American Plc | Annual | 26-Apr-23 | Management | 20 | Authorise the Company to Call General Meeting with Two Weeks' Notice | For |
| Bunzl Plc | Annual | 26-Apr-23 | Management | 1 | Accept Financial Statements and Statutory Reports | For |
| Bunzl Plc | Annual | 26-Apr-23 | Management | 2 | Approve Final Dividend | For |
| Bunzl Plc | Annual | 26-Apr-23 | Management | 3 | Re-elect Peter Ventress as Director | Against |
| Bunzl Plc | Annual | 26-Apr-23 | Management | 4 | Re-elect Frank van Zanten as Director | For |
| Bunzl Plc | Annual | 26-Apr-23 | Management | 5 | Re-elect Richard Howes as Director | For |
| Bunzl Plc | Annual | 26-Apr-23 | Management | 6 | Re-elect Vanda Murray as Director | Against |
| Bunzl Plc | Annual | 26-Apr-23 | Management | 7 | Re-elect Lloyd Pitchford as Director | Against |
| Bunzl Plc | Annual | 26-Apr-23 | Management | 8 | Re-elect Stephan Nanninga as Director | Against |
| Bunzl Plc | Annual | 26-Apr-23 | Management | 9 | Re-elect Vin Murria as Director | Against |
| Bunzl Plc | Annual | 26-Apr-23 | Management | 10 | Elect Pam Kirby as Director | For |
| Bunzl Plc | Annual | 26-Apr-23 | Management | 11 | Elect Jacky Simmonds as Director | For |
| Bunzl Plc | Annual | 26-Apr-23 | Management | 12 | Reappoint PricewaterhouseCoopers LLP as Auditors | For |
| Bunzl Plc | Annual | 26-Apr-23 | Management | 13 | Authorise Board to Fix Remuneration of Auditors | For |
| Bunzl Plc | Annual | 26-Apr-23 | Management | 14 | Approve Remuneration Report | Against |
| Bunzl Plc | Annual | 26-Apr-23 | Management | 15 | Authorise Issue of Equity | For |
| Bunzl Plc | Annual | 26-Apr-23 | Management | 16 | Authorise Issue of Equity without Pre-emptive Rights | For |
| Bunzl Plc | Annual | 26-Apr-23 | Management | 17 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment | For |
| Bunzl Plc | Annual | 26-Apr-23 | Management | 18 | Authorise Market Purchase of Ordinary Shares | For |
| Bunzl Plc | Annual | 26-Apr-23 | Management | 19 | Authorise the Company to Call General Meeting with Two Weeks' Notice | For |
| Croda International Plc | Annual | 26-Apr-23 | Management | 1 | Accept Financial Statements and Statutory Reports | For |
| Croda International Plc | Annual | 26-Apr-23 | Management | 2 | Approve Remuneration Policy | For |
| Croda International Plc | Annual | 26-Apr-23 | Management | 3 | Approve Remuneration Report | For |
| Croda International Plc | Annual | 26-Apr-23 | Management | 4 | Approve Final Dividend | For |

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| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|-------------------------|--------|-----------|------------|----------|--|------------------|
| Croda International Plc | Annual | 26-Apr-23 | Management | 5 | Elect Louisa Burdett as Director | For |
| Croda International Plc | Annual | 26-Apr-23 | Management | 6 | Re-elect Roberto Cirillo as Director | For |
| Croda International Plc | Annual | 26-Apr-23 | Management | 7 | Re-elect Jacqui Ferguson as Director | For |
| Croda International Plc | Annual | 26-Apr-23 | Management | 8 | Re-elect Steve Foots as Director | For |
| Croda International Plc | Annual | 26-Apr-23 | Management | 9 | Re-elect Anita Frew as Director | For |
| Croda International Plc | Annual | 26-Apr-23 | Management | 10 | Re-elect Julie Kim as Director | For |
| Croda International Plc | Annual | 26-Apr-23 | Management | 11 | Re-elect Keith Layden as Director | For |
| Croda International Plc | Annual | 26-Apr-23 | Management | 12 | Re-elect Nawal Ouzren as Director | For |
| Croda International Plc | Annual | 26-Apr-23 | Management | 13 | Re-elect John Ramsay as Director | For |
| Croda International Plc | Annual | 26-Apr-23 | Management | 14 | Reappoint KPMG LLP as Auditors | For |
| Croda International Plc | Annual | 26-Apr-23 | Management | 15 | Authorise the Audit Committee to Fix Remuneration of Auditors | For |
| Croda International Plc | Annual | 26-Apr-23 | Management | 16 | Authorise UK Political Donations and Expenditure | For |
| Croda International Plc | Annual | 26-Apr-23 | Management | 17 | Authorise Issue of Equity | For |
| Croda International Plc | Annual | 26-Apr-23 | Management | 18 | Authorise Issue of Equity without Pre-emptive Rights | For |
| Croda International Plc | Annual | 26-Apr-23 | Management | 19 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | For |
| Croda International Plc | Annual | 26-Apr-23 | Management | 20 | Authorise Market Purchase of Ordinary Shares | For |
| Croda International Plc | Annual | 26-Apr-23 | Management | 21 | Authorise the Company to Call General Meeting with Two Weeks' Notice | For |
| Croda International Plc | Annual | 26-Apr-23 | Management | 22 | Approve Sharesave Scheme | For |
| Croda International Plc | Annual | 26-Apr-23 | Management | 23 | Approve Increase in the Maximum Aggregate Fees Payable to Non-Executive Directors | For |
| Smith & Nephew plc | Annual | 26-Apr-23 | Management | 1 | Accept Financial Statements and Statutory Reports | For |
| Smith & Nephew plc | Annual | 26-Apr-23 | Management | 2 | Approve Remuneration Policy | Against |
| Smith & Nephew plc | Annual | 26-Apr-23 | Management | 3 | Approve Remuneration Report | Against |
| Smith & Nephew plc | Annual | 26-Apr-23 | Management | 4 | Approve Final Dividend | For |
| Smith & Nephew plc | Annual | 26-Apr-23 | Management | 5 | Elect Rupert Soames as Director | For |
| Smith & Nephew plc | Annual | 26-Apr-23 | Management | 6 | Re-elect Erik Engstrom as Director | For |
| Smith & Nephew plc | Annual | 26-Apr-23 | Management | 7 | Re-elect Jo Hallas as Director | For |
| Smith & Nephew plc | Annual | 26-Apr-23 | Management | 8 | Re-elect John Ma as Director | For |
| Smith & Nephew plc | Annual | 26-Apr-23 | Management | 9 | Re-elect Katarzyna Mazur-Hofsaess as Director | For |
| Smith & Nephew plc | Annual | 26-Apr-23 | Management | 10 | Re-elect Rick Medlock as Director | For |
| Smith & Nephew plc | Annual | 26-Apr-23 | Management | 11 | Re-elect Deepak Nath as Director | For |
| Smith & Nephew plc | Annual | 26-Apr-23 | Management | 12 | Re-elect Anne-Francoise Nesmes as Director | For |
| Smith & Nephew plc | Annual | 26-Apr-23 | Management | 13 | Re-elect Marc Owen as Director | For |

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| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|--------------------|--------|-----------|------------|----------|--|------------------|
| Smith & Nephew plc | Annual | 26-Apr-23 | Management | 14 | Re-elect Roberto Quarta as Director | Against |
| Smith & Nephew plc | Annual | 26-Apr-23 | Management | 15 | Re-elect Angie Risley as Director | Against |
| Smith & Nephew plc | Annual | 26-Apr-23 | Management | 16 | Re-elect Bob White as Director | For |
| Smith & Nephew plc | Annual | 26-Apr-23 | Management | 17 | Reappoint KPMG LLP as Auditors | For |
| Smith & Nephew plc | Annual | 26-Apr-23 | Management | 18 | Authorise Board to Fix Remuneration of Auditors | For |
| Smith & Nephew plc | Annual | 26-Apr-23 | Management | 19 | Authorise Issue of Equity | For |
| Smith & Nephew plc | Annual | 26-Apr-23 | Management | 20 | Authorise Issue of Equity without Pre-emptive Rights | For |
| Smith & Nephew plc | Annual | 26-Apr-23 | Management | 21 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | For |
| Smith & Nephew plc | Annual | 26-Apr-23 | Management | 22 | Authorise Market Purchase of Ordinary Shares | For |
| Smith & Nephew plc | Annual | 26-Apr-23 | Management | 23 | Authorise the Company to Call General Meeting with Two Weeks' Notice | For |
| ASML Holding NV | Annual | 26-Apr-23 | Management | 3a | Approve Remuneration Report | For |
| ASML Holding NV | Annual | 26-Apr-23 | Management | 3b | Adopt Financial Statements and Statutory Reports | For |
| ASML Holding NV | Annual | 26-Apr-23 | Management | 3d | Approve Dividends | For |
| ASML Holding NV | Annual | 26-Apr-23 | Management | 4a | Approve Discharge of Management Board | For |
| ASML Holding NV | Annual | 26-Apr-23 | Management | 4b | Approve Discharge of Supervisory Board | For |
| ASML Holding NV | Annual | 26-Apr-23 | Management | 5 | Approve Number of Shares for Management Board | For |
| ASML Holding NV | Annual | 26-Apr-23 | Management | 6a | Amend Remuneration Policy for the Supervisory Board | For |
| ASML Holding NV | Annual | 26-Apr-23 | Management | 6b | Amend Remuneration of the Members of the Supervisory Board | For |
| ASML Holding NV | Annual | 26-Apr-23 | Management | 8 | Elect N.S. Andersen to Supervisory Board | For |
| ASML Holding NV | Annual | 26-Apr-23 | Management | 8b | Elect J.P. de Kreij to Supervisory Board | For |
| ASML Holding NV | Annual | 26-Apr-23 | Management | 9 | Ratify PricewaterhouseCoopers Accountants N.V. as Auditors | For |
| ASML Holding NV | Annual | 26-Apr-23 | Management | 10a | 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 | 26-Apr-23 | Management | 10b | Authorize Board to Exclude Preemptive Rights from Share Issuances | For |
| ASML Holding NV | Annual | 26-Apr-23 | Management | 11 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | For |
| ASML Holding NV | Annual | 26-Apr-23 | Management | 12 | Authorize Cancellation of Repurchased Shares | For |
| Assa Abloy AB | Annual | 26-Apr-23 | Management | 2 | Elect Chairman of Meeting | For |
| Assa Abloy AB | Annual | 26-Apr-23 | Management | 4 | Approve Agenda of Meeting | For |
| Assa Abloy AB | Annual | 26-Apr-23 | Management | 5 | Designate Inspector(s) of Minutes of Meeting | For |

| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|--------------------------------|--------|-----------|------------|----------|--|------------------|
| Assa Abloy AB | Annual | 26-Apr-23 | Management | 6 | Acknowledge Proper Convening of Meeting | For |
| Assa Abloy AB | Annual | 26-Apr-23 | Management | 9.a | Accept Financial Statements and Statutory Reports | For |
| Assa Abloy AB | Annual | 26-Apr-23 | Management | 9.b | Approve Allocation of Income and Dividends of SEK 4.80 Per Share | For |
| Assa Abloy AB | Annual | 26-Apr-23 | Management | 9.c | Approve Discharge of Board and President | For |
| Assa Abloy AB | Annual | 26-Apr-23 | Management | 10 | Determine Number of Members (8) and Deputy Members (0) of Board | For |
| Assa Abloy AB | Annual | 26-Apr-23 | Management | 11.a | Approve Remuneration of Directors in the Amount of SEK 3 Million for Chair, SEK 1.12 Million for Vice Chair and SEK 890,000 for Other Directors; Approve Remuneration for Committee Work | For |
| Assa Abloy AB | Annual | 26-Apr-23 | Management | 11.b | Approve Remuneration of Auditors | For |
| Assa Abloy AB | Annual | 26-Apr-23 | Management | 12 | Reelect Carl Douglas (Vice Chair), Erik Ekudden, Johan Hjertonsson (Chair), Sofia Schorling Hogberg, Lena Olving, Joakim Weidemanis and Susanne Pahlen Aklundh as Directors; Elect Victoria Van Camp as New Director | Against |
| Assa Abloy AB | Annual | 26-Apr-23 | Management | 13 | Ratify Ernst & Young as Auditors | For |
| Assa Abloy AB | Annual | 26-Apr-23 | Management | 14 | Authorize Chairman of Board and Representatives of Five of Company's Largest Shareholders to Serve on Nominating Committee | For |
| Assa Abloy AB | Annual | 26-Apr-23 | Management | 15 | Approve Remuneration Report | Against |
| Assa Abloy AB | Annual | 26-Apr-23 | Management | 16 | Authorize Class B Share Repurchase Program and Reissuance of Repurchased Shares | For |
| Assa Abloy AB | Annual | 26-Apr-23 | Management | 17 | Approve Performance Share Matching Plan LTI 2023 | Against |
| Texas Instruments Incorporated | Annual | 27-Apr-23 | Management | 1a | Elect Director Mark A. Blinn | For |
| Texas Instruments Incorporated | Annual | 27-Apr-23 | Management | 1b | Elect Director Todd M. Bluedorn | For |
| Texas Instruments Incorporated | Annual | 27-Apr-23 | Management | 1c | Elect Director Janet F. Clark | Against |
| Texas Instruments Incorporated | Annual | 27-Apr-23 | Management | 1d | Elect Director Carrie S. Cox | For |
| Texas Instruments Incorporated | Annual | 27-Apr-23 | Management | 1e | Elect Director Martin S. Craighead | For |
| Texas Instruments Incorporated | Annual | 27-Apr-23 | Management | 1f | Elect Director Curtis C. Farmer | For |
| Texas Instruments Incorporated | Annual | 27-Apr-23 | Management | 1g | Elect Director Jean M. Hobby | For |
| Texas Instruments Incorporated | Annual | 27-Apr-23 | Management | 1h | Elect Director Haviv Ilan | For |
| Texas Instruments Incorporated | Annual | 27-Apr-23 | Management | 1i | Elect Director Ronald Kirk | Against |
| Texas Instruments Incorporated | Annual | 27-Apr-23 | Management | 1j | Elect Director Pamela H. Patsley | Against |
| Texas Instruments Incorporated | Annual | 27-Apr-23 | Management | 1k | Elect Director Robert E. Sanchez | For |
| Texas Instruments Incorporated | Annual | 27-Apr-23 | Management | 1l | Elect Director Richard K. Templeton | For |
| Texas Instruments Incorporated | Annual | 27-Apr-23 | Management | 2 | Amend Qualified Employee Stock Purchase Plan | For |
| Texas Instruments Incorporated | Annual | 27-Apr-23 | Management | 3 | Advisory Vote on Say on Pay Frequency | One Year |

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| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|--------------------------------|--------|-----------|-------------|----------|--|------------------|
| Texas Instruments Incorporated | Annual | 27-Apr-23 | Management | 4 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Texas Instruments Incorporated | Annual | 27-Apr-23 | Management | 5 | Ratify Ernst & Young LLP as Auditors | For |
| Texas Instruments Incorporated | Annual | 27-Apr-23 | Shareholder | 6 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | For |
| Texas Instruments Incorporated | Annual | 27-Apr-23 | Shareholder | 7 | Report on Due Diligence Efforts to Trace End-User Misuse of Company Products | For |
| Pfizer Inc. | Annual | 27-Apr-23 | Management | 1.1 | Elect Director Ronald E. Blaylock | For |
| Pfizer Inc. | Annual | 27-Apr-23 | Management | 1.2 | Elect Director Albert Bourla | Against |
| Pfizer Inc. | Annual | 27-Apr-23 | Management | 1.3 | Elect Director Susan Desmond-Hellmann | For |
| Pfizer Inc. | Annual | 27-Apr-23 | Management | 1.4 | Elect Director Joseph J. Echevarria | Against |
| Pfizer Inc. | Annual | 27-Apr-23 | Management | 1.5 | Elect Director Scott Gottlieb | For |
| Pfizer Inc. | Annual | 27-Apr-23 | Management | 1.6 | Elect Director Helen H. Hobbs | For |
| Pfizer Inc. | Annual | 27-Apr-23 | Management | 1.7 | Elect Director Susan Hockfield | For |
| Pfizer Inc. | Annual | 27-Apr-23 | Management | 1.8 | Elect Director Dan R. Littman | For |
| Pfizer Inc. | Annual | 27-Apr-23 | Management | 1.9 | Elect Director Shantanu Narayen | For |
| Pfizer Inc. | Annual | 27-Apr-23 | Management | 1.10 | Elect Director Suzanne Nora Johnson | Against |
| Pfizer Inc. | Annual | 27-Apr-23 | Management | 1.11 | Elect Director James Quincey | For |
| Pfizer Inc. | Annual | 27-Apr-23 | Management | 1.12 | Elect Director James C. Smith | Against |
| Pfizer Inc. | Annual | 27-Apr-23 | Management | 2 | Ratify KPMG LLP as Auditors | For |
| Pfizer Inc. | Annual | 27-Apr-23 | Management | 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Pfizer Inc. | Annual | 27-Apr-23 | Management | 4 | Advisory Vote on Say on Pay Frequency | One Year |
| Pfizer Inc. | Annual | 27-Apr-23 | Shareholder | 5 | Submit Severance Agreement (Change-in-Control) to Shareholder Vote | For |
| Pfizer Inc. | Annual | 27-Apr-23 | Shareholder | 6 | Require Independent Board Chair | For |
| Pfizer Inc. | Annual | 27-Apr-23 | Shareholder | 7 | Report on Feasibility of Intellectual Property Transfer to Boost Covid-19 Vaccine Production | For |
| Pfizer Inc. | Annual | 27-Apr-23 | Shareholder | 8 | Report on Impact of Extended Patent Exclusivities on Product Access | For |
| Pfizer Inc. | Annual | 27-Apr-23 | Shareholder | 9 | Report on Political Expenditures Congruence | For |
| Johnson & Johnson | Annual | 27-Apr-23 | Management | 1a | Elect Director Darius Adamczyk | For |
| Johnson & Johnson | Annual | 27-Apr-23 | Management | 1b | Elect Director Mary C. Beckerle | For |
| Johnson & Johnson | Annual | 27-Apr-23 | Management | 1c | Elect Director D. Scott Davis | Against |
| Johnson & Johnson | Annual | 27-Apr-23 | Management | 1d | Elect Director Jennifer A. Doudna | For |
| Johnson & Johnson | Annual | 27-Apr-23 | Management | 1e | Elect Director Joaquin Duato | Against |
| Johnson & Johnson | Annual | 27-Apr-23 | Management | 1f | Elect Director Marillyn A. Hewson | Against |

| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|---------------------------------|--------|-----------|-------------|----------|--|------------------|
| Johnson & Johnson | Annual | 27-Apr-23 | Management | 1g | Elect Director Paula A. Johnson | For |
| Johnson & Johnson | Annual | 27-Apr-23 | Management | 1h | Elect Director Hubert Joly | For |
| Johnson & Johnson | Annual | 27-Apr-23 | Management | 1i | Elect Director Mark B. McClellan | For |
| Johnson & Johnson | Annual | 27-Apr-23 | Management | 1j | Elect Director Anne M. Mulcahy | For |
| Johnson & Johnson | Annual | 27-Apr-23 | Management | 1k | Elect Director Mark A. Weinberger | For |
| Johnson & Johnson | Annual | 27-Apr-23 | Management | 1l | Elect Director Nadja Y. West | For |
| Johnson & Johnson | Annual | 27-Apr-23 | Management | 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Johnson & Johnson | Annual | 27-Apr-23 | Management | 3 | Advisory Vote on Say on Pay Frequency | One Year |
| Johnson & Johnson | Annual | 27-Apr-23 | Management | 4 | Ratify PricewaterhouseCoopers LLP as Auditors | For |
| Johnson & Johnson | Annual | 27-Apr-23 | Shareholder | 6 | Report on Government Financial Support and Equitable Access to Covid-19 Products | For |
| Johnson & Johnson | Annual | 27-Apr-23 | Shareholder | 7 | Adopt Policy to Include Legal and Compliance Costs in Incentive Compensation Metrics | For |
| Johnson & Johnson | Annual | 27-Apr-23 | Shareholder | 8 | Report on Impact of Extended Patent Exclusivities on Product Access | For |
| London Stock Exchange Group Plc | Annual | 27-Apr-23 | Management | 1 | Accept Financial Statements and Statutory Reports | For |
| London Stock Exchange Group Plc | Annual | 27-Apr-23 | Management | 2 | Approve Final Dividend | For |
| London Stock Exchange Group Plc | Annual | 27-Apr-23 | Management | 3 | Approve Remuneration Report | For |
| London Stock Exchange Group Plc | Annual | 27-Apr-23 | Management | 4 | Approve Remuneration Policy | For |
| London Stock Exchange Group Plc | Annual | 27-Apr-23 | Management | 5 | Re-elect Dominic Blakemore as Director | For |
| London Stock Exchange Group Plc | Annual | 27-Apr-23 | Management | 6 | Re-elect Martin Brand as Director | For |
| London Stock Exchange Group Plc | Annual | 27-Apr-23 | Management | 7 | Re-elect Kathleen DeRose as Director | For |
| London Stock Exchange Group Plc | Annual | 27-Apr-23 | Management | 8 | Re-elect Tsega Gebreyes as Director | For |
| London Stock Exchange Group Plc | Annual | 27-Apr-23 | Management | 9 | Re-elect Cressida Hogg as Director | For |
| London Stock Exchange Group Plc | Annual | 27-Apr-23 | Management | 10 | Re-elect Anna Manz as Director | For |
| London Stock Exchange Group Plc | Annual | 27-Apr-23 | Management | 11 | Re-elect Val Rahmani as Director | For |
| London Stock Exchange Group Plc | Annual | 27-Apr-23 | Management | 12 | Re-elect Don Robert as Director | Against |
| London Stock Exchange Group Plc | Annual | 27-Apr-23 | Management | 13 | Re-elect David Schwimmer as Director | For |
| London Stock Exchange Group Plc | Annual | 27-Apr-23 | Management | 14 | Re-elect Douglas Steenland as Director | For |
| London Stock Exchange Group Plc | Annual | 27-Apr-23 | Management | 15 | Re-elect Ashok Vaswani as Director | For |
| London Stock Exchange Group Plc | Annual | 27-Apr-23 | Management | 16 | Elect Scott Guthrie as Director | For |
| London Stock Exchange Group Plc | Annual | 27-Apr-23 | Management | 17 | Elect William Vereker as Director | For |
| London Stock Exchange Group Plc | Annual | 27-Apr-23 | Management | 18 | Reappoint Ernst & Young LLP as Auditors | For |
| London Stock Exchange Group Plc | Annual | 27-Apr-23 | Management | 19 | Authorise Board to Fix Remuneration of Auditors | For |
| London Stock Exchange Group Plc | Annual | 27-Apr-23 | Management | 20 | Authorise Issue of Equity | For |
| London Stock Exchange Group Plc | Annual | 27-Apr-23 | Management | 21 | Authorise UK Political Donations and Expenditure | For |

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| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|---------------------------------|--------|-----------|------------|----------|--|------------------|
| London Stock Exchange Group Plc | Annual | 27-Apr-23 | Management | 22 | Authorise Issue of Equity without Pre-emptive Rights | For |
| London Stock Exchange Group Plc | Annual | 27-Apr-23 | Management | 23 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | For |
| London Stock Exchange Group Plc | Annual | 27-Apr-23 | Management | 24 | Authorise Market Purchase of Ordinary Shares | For |
| London Stock Exchange Group Plc | Annual | 27-Apr-23 | Management | 25 | Authorise Off-Market Purchase of Shares from Consortium Shareholders | For |
| London Stock Exchange Group Plc | Annual | 27-Apr-23 | Management | 26 | Authorise the Company to Call General Meeting with Two Weeks' Notice | For |
| Admiral Group Plc | Annual | 27-Apr-23 | Management | 1 | Accept Financial Statements and Statutory Reports | For |
| Admiral Group Plc | Annual | 27-Apr-23 | Management | 2 | Approve Remuneration Report | Against |
| Admiral Group Plc | Annual | 27-Apr-23 | Management | 3 | Approve Final Dividend | For |
| Admiral Group Plc | Annual | 27-Apr-23 | Management | 4 | Elect Mike Rogers as Director | For |
| Admiral Group Plc | Annual | 27-Apr-23 | Management | 5 | Re-elect Evelyn Bourke as Director | Against |
| Admiral Group Plc | Annual | 27-Apr-23 | Management | 6 | Re-elect Bill Roberts as Director | For |
| Admiral Group Plc | Annual | 27-Apr-23 | Management | 7 | Re-elect Milena Mondini-de-Focatiis as Director | For |
| Admiral Group Plc | Annual | 27-Apr-23 | Management | 8 | Re-elect Geraint Jones as Director | For |
| Admiral Group Plc | Annual | 27-Apr-23 | Management | 9 | Re-elect Justine Roberts as Director | For |
| Admiral Group Plc | Annual | 27-Apr-23 | Management | 10 | Re-elect Andrew Crossley as Director | For |
| Admiral Group Plc | Annual | 27-Apr-23 | Management | 11 | Re-elect Michael Brierley as Director | For |
| Admiral Group Plc | Annual | 27-Apr-23 | Management | 12 | Re-elect Karen Green as Director | For |
| Admiral Group Plc | Annual | 27-Apr-23 | Management | 13 | Re-elect Jayaprakasa Rangaswami as Director | For |
| Admiral Group Plc | Annual | 27-Apr-23 | Management | 14 | Reappoint Deloitte LLP as Auditors | For |
| Admiral Group Plc | Annual | 27-Apr-23 | Management | 15 | Authorise the Audit Committee to Fix Remuneration of Auditors | For |
| Admiral Group Plc | Annual | 27-Apr-23 | Management | 16 | Authorise UK Political Donations and Expenditure | For |
| Admiral Group Plc | Annual | 27-Apr-23 | Management | 17 | Authorise Issue of Equity | For |
| Admiral Group Plc | Annual | 27-Apr-23 | Management | 18 | Authorise Issue of Equity without Pre-emptive Rights | For |
| Admiral Group Plc | Annual | 27-Apr-23 | Management | 19 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | For |
| Admiral Group Plc | Annual | 27-Apr-23 | Management | 20 | Authorise Market Purchase of Ordinary Shares | For |
| Admiral Group Plc | Annual | 27-Apr-23 | Management | 21 | Authorise the Company to Call General Meeting with Two Weeks' Notice | For |
| Kerry Group Plc | Annual | 27-Apr-23 | Management | 1 | Accept Financial Statements and Statutory Reports | For |
| Kerry Group Plc | Annual | 27-Apr-23 | Management | 2 | Approve Final Dividend | For |
| Kerry Group Plc | Annual | 27-Apr-23 | Management | 3a | Elect Patrick Rohan as Director | For |

| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|-----------------|--------|-----------|------------|----------|--|------------------|
| Kerry Group Plc | Annual | 27-Apr-23 | Management | 4a | Re-elect Gerry Behan as Director | For |
| Kerry Group Plc | Annual | 27-Apr-23 | Management | 4b | Re-elect Hugh Brady as Director | For |
| Kerry Group Plc | Annual | 27-Apr-23 | Management | 4c | Re-elect Fiona Dawson as Director | For |
| Kerry Group Plc | Annual | 27-Apr-23 | Management | 4d | Re-elect Karin Dorrepaal as Director | For |
| Kerry Group Plc | Annual | 27-Apr-23 | Management | 4e | Re-elect Emer Gilvarry as Director | Against |
| Kerry Group Plc | Annual | 27-Apr-23 | Management | 4f | Re-elect Michael Kerr as Director | For |
| Kerry Group Plc | Annual | 27-Apr-23 | Management | 4g | Re-elect Marguerite Larkin as Director | For |
| Kerry Group Plc | Annual | 27-Apr-23 | Management | 4h | Re-elect Tom Moran as Director | For |
| Kerry Group Plc | Annual | 27-Apr-23 | Management | 4i | Re-elect Christopher Rogers as Director | For |
| Kerry Group Plc | Annual | 27-Apr-23 | Management | 4j | Re-elect Edmond Scanlon as Director | For |
| Kerry Group Plc | Annual | 27-Apr-23 | Management | 4k | Re-elect Jinlong Wang as Director | For |
| Kerry Group Plc | Annual | 27-Apr-23 | Management | 5 | Authorise Board to Fix Remuneration of Auditors | For |
| Kerry Group Plc | Annual | 27-Apr-23 | Management | 6 | Authorise the Company to Call General Meeting with Two Weeks' Notice | For |
| Kerry Group Plc | Annual | 27-Apr-23 | Management | 7 | Approve Remuneration Report | For |
| Kerry Group Plc | Annual | 27-Apr-23 | Management | 8 | Authorise Issue of Equity | For |
| Kerry Group Plc | Annual | 27-Apr-23 | Management | 9 | Authorise Issue of Equity without Pre-emptive Rights | For |
| Kerry Group Plc | Annual | 27-Apr-23 | Management | 10 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment | For |
| Kerry Group Plc | Annual | 27-Apr-23 | Management | 11 | Authorise Market Purchase of Ordinary Shares | For |
| Kerry Group Plc | Annual | 27-Apr-23 | Management | 12 | Approve Employee Share Plan | For |
| AstraZeneca Plc | Annual | 27-Apr-23 | Management | 1 | Accept Financial Statements and Statutory Reports | For |
| AstraZeneca Plc | Annual | 27-Apr-23 | Management | 2 | Approve Dividends | For |
| AstraZeneca Plc | Annual | 27-Apr-23 | Management | 3 | Reappoint PricewaterhouseCoopers LLP as Auditors | For |
| AstraZeneca Plc | Annual | 27-Apr-23 | Management | 4 | Authorise Board to Fix Remuneration of Auditors | For |
| AstraZeneca Plc | Annual | 27-Apr-23 | Management | 5a | Re-elect Michel Demare as Director | For |
| AstraZeneca Plc | Annual | 27-Apr-23 | Management | 5b | Re-elect Pascal Soriot as Director | For |
| AstraZeneca Plc | Annual | 27-Apr-23 | Management | 5c | Re-elect Aradhana Sarin as Director | For |
| AstraZeneca Plc | Annual | 27-Apr-23 | Management | 5d | Re-elect Philip Broadley as Director | For |
| AstraZeneca Plc | Annual | 27-Apr-23 | Management | 5e | Re-elect Euan Ashley as Director | For |
| AstraZeneca Plc | Annual | 27-Apr-23 | Management | 5f | Re-elect Deborah DiSanzo as Director | For |
| AstraZeneca Plc | Annual | 27-Apr-23 | Management | 5g | Re-elect Diana Layfield as Director | For |
| AstraZeneca Plc | Annual | 27-Apr-23 | Management | 5h | Re-elect Sheri McCoy as Director | Against |
| AstraZeneca Plc | Annual | 27-Apr-23 | Management | 5i | Re-elect Tony Mok as Director | For |
| AstraZeneca Plc | Annual | 27-Apr-23 | Management | 5j | Re-elect Nazneen Rahman as Director | For |

| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|--------------------------|--------|-----------|-------------|----------|--|------------------|
| AstraZeneca Plc | Annual | 27-Apr-23 | Management | 5k | Re-elect Andreas Rummelt as Director | For |
| AstraZeneca Plc | Annual | 27-Apr-23 | Management | 5l | Re-elect Marcus Wallenberg as Director | For |
| AstraZeneca Plc | Annual | 27-Apr-23 | Management | 6 | Approve Remuneration Report | Against |
| AstraZeneca Plc | Annual | 27-Apr-23 | Management | 7 | Authorise UK Political Donations and Expenditure | Against |
| AstraZeneca Plc | Annual | 27-Apr-23 | Management | 8 | Authorise Issue of Equity | For |
| AstraZeneca Plc | Annual | 27-Apr-23 | Management | 9 | Authorise Issue of Equity without Pre-emptive Rights | For |
| AstraZeneca Plc | Annual | 27-Apr-23 | Management | 10 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | For |
| AstraZeneca Plc | Annual | 27-Apr-23 | Management | 11 | Authorise Market Purchase of Ordinary Shares | For |
| AstraZeneca Plc | Annual | 27-Apr-23 | Management | 12 | Authorise the Company to Call General Meeting with Two Weeks' Notice | For |
| AstraZeneca Plc | Annual | 27-Apr-23 | Management | 13 | Adopt New Articles of Association | For |
| Intuitive Surgical, Inc. | Annual | 27-Apr-23 | Management | 1a | Elect Director Craig H. Barratt | For |
| Intuitive Surgical, Inc. | Annual | 27-Apr-23 | Management | 1b | Elect Director Joseph C. Beery | For |
| Intuitive Surgical, Inc. | Annual | 27-Apr-23 | Management | 1c | Elect Director Gary S. Guthart | For |
| Intuitive Surgical, Inc. | Annual | 27-Apr-23 | Management | 1d | Elect Director Amal M. Johnson | Against |
| Intuitive Surgical, Inc. | Annual | 27-Apr-23 | Management | 1e | Elect Director Don R. Kania | For |
| Intuitive Surgical, Inc. | Annual | 27-Apr-23 | Management | 1f | Elect Director Amy L. Ladd | For |
| Intuitive Surgical, Inc. | Annual | 27-Apr-23 | Management | 1g | Elect Director Keith R. Leonard, Jr. | For |
| Intuitive Surgical, Inc. | Annual | 27-Apr-23 | Management | 1h | Elect Director Alan J. Levy | Against |
| Intuitive Surgical, Inc. | Annual | 27-Apr-23 | Management | 1i | Elect Director Jami Dover Nachtsheim | For |
| Intuitive Surgical, Inc. | Annual | 27-Apr-23 | Management | 1j | Elect Director Monica P. Reed | For |
| Intuitive Surgical, Inc. | Annual | 27-Apr-23 | Management | 1k | Elect Director Mark J. Rubash | For |
| Intuitive Surgical, Inc. | Annual | 27-Apr-23 | Management | 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Intuitive Surgical, Inc. | Annual | 27-Apr-23 | Management | 3 | Advisory Vote on Say on Pay Frequency | One Year |
| Intuitive Surgical, Inc. | Annual | 27-Apr-23 | Management | 4 | Ratify PricewaterhouseCoopers LLP as Auditors | For |
| Intuitive Surgical, Inc. | Annual | 27-Apr-23 | Shareholder | 5 | Report on Gender/Racial Pay Gap | For |
| Abbott Laboratories | Annual | 28-Apr-23 | Management | 1.1 | Elect Director Robert J. Alpern | For |
| Abbott Laboratories | Annual | 28-Apr-23 | Management | 1.2 | Elect Director Claire Babineaux-Fontenot | For |
| Abbott Laboratories | Annual | 28-Apr-23 | Management | 1.3 | Elect Director Sally E. Blount | For |
| Abbott Laboratories | Annual | 28-Apr-23 | Management | 1.4 | Elect Director Robert B. Ford | Against |
| Abbott Laboratories | Annual | 28-Apr-23 | Management | 1.5 | Elect Director Paola Gonzalez | For |
| Abbott Laboratories | Annual | 28-Apr-23 | Management | 1.6 | Elect Director Michelle A. Kumbier | For |
| Abbott Laboratories | Annual | 28-Apr-23 | Management | 1.7 | Elect Director Darren W. McDew | For |
| Abbott Laboratories | Annual | 28-Apr-23 | Management | 1.8 | Elect Director Nancy McKinstry | For |

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| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|--------------------------|--------|-----------|-------------|----------|--|------------------|
| Abbott Laboratories | Annual | 28-Apr-23 | Management | 1.9 | Elect Director Michael G. O'Grady | For |
| Abbott Laboratories | Annual | 28-Apr-23 | Management | 1.10 | Elect Director Michael F. Roman | For |
| Abbott Laboratories | Annual | 28-Apr-23 | Management | 1.11 | Elect Director Daniel J. Starks | For |
| Abbott Laboratories | Annual | 28-Apr-23 | Management | 1.12 | Elect Director John G. Stratton | For |
| Abbott Laboratories | Annual | 28-Apr-23 | Management | 2 | Ratify Ernst & Young LLP as Auditors | For |
| Abbott Laboratories | Annual | 28-Apr-23 | Management | 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Abbott Laboratories | Annual | 28-Apr-23 | Management | 4 | Advisory Vote on Say on Pay Frequency | One Year |
| Abbott Laboratories | Annual | 28-Apr-23 | Shareholder | 5 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | Abstain |
| Abbott Laboratories | Annual | 28-Apr-23 | Shareholder | 6 | Require Independent Board Chair | For |
| Abbott Laboratories | Annual | 28-Apr-23 | Shareholder | 7 | Report on Lobbying Payments and Policy | For |
| Abbott Laboratories | Annual | 28-Apr-23 | Shareholder | 8 | Adopt Policy to Include Legal and Compliance Costs in Incentive Compensation Metrics | For |
| Greencoat Renewables PLC | Annual | 28-Apr-23 | Management | 1 | Accept Financial Statements and Statutory Reports | For |
| Greencoat Renewables PLC | Annual | 28-Apr-23 | Management | 2a | Re-elect Ronan Murphy as Director | For |
| Greencoat Renewables PLC | Annual | 28-Apr-23 | Management | 2b | Re-elect Emer Gilvarry as Director | For |
| Greencoat Renewables PLC | Annual | 28-Apr-23 | Management | 2c | Re-elect Kevin McNamara as Director | For |
| Greencoat Renewables PLC | Annual | 28-Apr-23 | Management | 2d | Re-elect Marco Graziano as Director | For |
| Greencoat Renewables PLC | Annual | 28-Apr-23 | Management | 2e | Elect Eva Lindqvist as Director | For |
| Greencoat Renewables PLC | Annual | 28-Apr-23 | Management | 3 | Ratify BDO as Auditors | For |
| Greencoat Renewables PLC | Annual | 28-Apr-23 | Management | 4 | Authorise Board to Fix Remuneration of Auditors | For |
| Greencoat Renewables PLC | Annual | 28-Apr-23 | Management | 5 | Authorise Issue of Equity | For |
| Greencoat Renewables PLC | Annual | 28-Apr-23 | Management | 6 | Authorise Issue of Equity without Pre-emptive Rights | For |
| Greencoat Renewables PLC | Annual | 28-Apr-23 | Management | 7 | Authorise Issue of Equity without Pre-emptive Rights (Additional Authority) | For |
| Greencoat Renewables PLC | Annual | 28-Apr-23 | Management | 8 | Authorise Market Purchase of Ordinary Shares | For |
| Greencoat Renewables PLC | Annual | 28-Apr-23 | Management | 9 | Determine the Price Range at which Treasury Shares may be Re-issued Off-Market | For |
| Greencoat Renewables PLC | Annual | 28-Apr-23 | Management | 10 | Approve Reduction of the Share Premium Account | For |
| Smurfit Kappa Group Plc | Annual | 28-Apr-23 | Management | 1 | Accept Financial Statements and Statutory Reports | For |
| Smurfit Kappa Group Plc | Annual | 28-Apr-23 | Management | 2 | Approve Remuneration Report | Against |
| Smurfit Kappa Group Plc | Annual | 28-Apr-23 | Management | 3 | Approve Final Dividend | For |
| Smurfit Kappa Group Plc | Annual | 28-Apr-23 | Management | 4 | Elect Mary Lynn Ferguson-McHugh as Director | For |
| Smurfit Kappa Group Plc | Annual | 28-Apr-23 | Management | 5a | Re-elect Irial Finan as Director | For |
| Smurfit Kappa Group Plc | Annual | 28-Apr-23 | Management | 5b | Re-elect Anthony Smurfit as Director | For |
| Smurfit Kappa Group Plc | Annual | 28-Apr-23 | Management | 5c | Re-elect Ken Bowles as Director | For |

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| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|-------------------------|--------|-----------|------------|----------|--|------------------|
| Smurfit Kappa Group Plc | Annual | 28-Apr-23 | Management | 5d | Re-elect Anne Anderson as Director | For |
| Smurfit Kappa Group Plc | Annual | 28-Apr-23 | Management | 5e | Re-elect Frits Beurskens as Director | For |
| Smurfit Kappa Group Plc | Annual | 28-Apr-23 | Management | 5f | Re-elect Carol Fairweather as Director | For |
| Smurfit Kappa Group Plc | Annual | 28-Apr-23 | Management | 5g | Re-elect Kaisa Hietala as Director | For |
| Smurfit Kappa Group Plc | Annual | 28-Apr-23 | Management | 5h | Re-elect James Lawrence as Director | For |
| Smurfit Kappa Group Plc | Annual | 28-Apr-23 | Management | 5i | Re-elect Lourdes Melgar as Director | For |
| Smurfit Kappa Group Plc | Annual | 28-Apr-23 | Management | 5j | Re-elect Jorgen Rasmussen as Director | For |
| Smurfit Kappa Group Plc | Annual | 28-Apr-23 | Management | 6 | Authorise Board to Fix Remuneration of Auditors | For |
| Smurfit Kappa Group Plc | Annual | 28-Apr-23 | Management | 7 | Authorise Issue of Equity | For |
| Smurfit Kappa Group Plc | Annual | 28-Apr-23 | Management | 8 | Authorise Issue of Equity without Pre-emptive Rights | For |
| Smurfit Kappa Group Plc | Annual | 28-Apr-23 | Management | 9 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | For |
| Smurfit Kappa Group Plc | Annual | 28-Apr-23 | Management | 10 | Authorise Market Purchase of Ordinary Shares | For |
| Smurfit Kappa Group Plc | Annual | 28-Apr-23 | Management | 11 | Authorise the Company to Call General Meeting with Two Weeks' Notice | For |
| DiaSorin SpA | Annual | 28-Apr-23 | Management | 1.1 | Accept Financial Statements and Statutory Reports | Abstain |
| DiaSorin SpA | Annual | 28-Apr-23 | Management | 1.2 | Approve Allocation of Income | For |
| DiaSorin SpA | Annual | 28-Apr-23 | Management | 2.1 | Approve Remuneration Policy | Against |
| DiaSorin SpA | Annual | 28-Apr-23 | Management | 2.2 | Approve Second Section of the Remuneration Report | Against |
| DiaSorin SpA | Annual | 28-Apr-23 | Management | 3 | Approve Stock Option Plan | Against |
| DiaSorin SpA | Annual | 28-Apr-23 | Management | 4 | Authorize Share Repurchase Program and Reissuance of Repurchased Shares | Against |
| DiaSorin SpA | Annual | 28-Apr-23 | Management | A | Deliberations on Possible Legal Action Against Directors if Presented by Shareholders | Against |
| Greencoat UK Wind PLC | Annual | 28-Apr-23 | Management | 1 | Accept Financial Statements and Statutory Reports | For |
| Greencoat UK Wind PLC | Annual | 28-Apr-23 | Management | 2 | Approve Remuneration Report | For |
| Greencoat UK Wind PLC | Annual | 28-Apr-23 | Management | 3 | Approve Remuneration Policy | For |
| Greencoat UK Wind PLC | Annual | 28-Apr-23 | Management | 4 | Approve Dividend Policy | For |
| Greencoat UK Wind PLC | Annual | 28-Apr-23 | Management | 5 | Reappoint BDO LLP as Auditors | For |
| Greencoat UK Wind PLC | Annual | 28-Apr-23 | Management | 6 | Authorise Board to Fix Remuneration of Auditors | For |
| Greencoat UK Wind PLC | Annual | 28-Apr-23 | Management | 7 | Re-elect Martin McAdam as Director | For |
| Greencoat UK Wind PLC | Annual | 28-Apr-23 | Management | 8 | Re-elect Lucinda Riches as Director | For |
| Greencoat UK Wind PLC | Annual | 28-Apr-23 | Management | 9 | Re-elect Caoimhe Giblin as Director | For |
| Greencoat UK Wind PLC | Annual | 28-Apr-23 | Management | 10 | Re-elect Nicholas Winser as Director | For |
| Greencoat UK Wind PLC | Annual | 28-Apr-23 | Management | 11 | Authorise Issue of Equity | For |
| Greencoat UK Wind PLC | Annual | 28-Apr-23 | Management | 12 | Authorise Issue of Equity without Pre-emptive Rights | For |

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| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|-----------------------|--------|-----------|------------|----------|--|------------------|
| Greencoat UK Wind PLC | Annual | 28-Apr-23 | Management | 13 | Authorise Issue of Equity without Pre-emptive Rights (Additional Authority) | For |
| Greencoat UK Wind PLC | Annual | 28-Apr-23 | Management | 14 | Authorise Market Purchase of Ordinary Shares | For |
| Greencoat UK Wind PLC | Annual | 28-Apr-23 | Management | 15 | Authorise the Company to Call General Meeting with Two Weeks' Notice | For |
| Hexagon AB | Annual | 02-May-23 | Management | 2 | Elect Chairman of Meeting | For |
| Hexagon AB | Annual | 02-May-23 | Management | 3 | Prepare and Approve List of Shareholders | For |
| Hexagon AB | Annual | 02-May-23 | Management | 4 | Approve Agenda of Meeting | For |
| Hexagon AB | Annual | 02-May-23 | Management | 6 | Acknowledge Proper Convening of Meeting | For |
| Hexagon AB | Annual | 02-May-23 | Management | 9.a | Accept Financial Statements and Statutory Reports | For |
| Hexagon AB | Annual | 02-May-23 | Management | 9.b | Approve Allocation of Income and Dividends of EUR 0.12 Per Share | For |
| Hexagon AB | Annual | 02-May-23 | Management | 9.c1 | Approve Discharge of Gun Nilsson | For |
| Hexagon AB | Annual | 02-May-23 | Management | 9.c2 | Approve Discharge of Marta Schorling Andreen | For |
| Hexagon AB | Annual | 02-May-23 | Management | 9.c3 | Approve Discharge of John Brandon | For |
| Hexagon AB | Annual | 02-May-23 | Management | 9.c4 | Approve Discharge of Sofia Schorling Hogberg | For |
| Hexagon AB | Annual | 02-May-23 | Management | 9.c5 | Approve Discharge of Ulrika Francke | For |
| Hexagon AB | Annual | 02-May-23 | Management | 9.c6 | Approve Discharge of Henrik Henriksson | For |
| Hexagon AB | Annual | 02-May-23 | Management | 9.c7 | Approve Discharge of Patrick Soderlund | For |
| Hexagon AB | Annual | 02-May-23 | Management | 9.c8 | Approve Discharge of Brett Watson | For |
| Hexagon AB | Annual | 02-May-23 | Management | 9.c9 | Approve Discharge of Erik Huggers | For |
| Hexagon AB | Annual | 02-May-23 | Management | 9.c10 | Approve Discharge of CEO Ola Rollen | For |
| Hexagon AB | Annual | 02-May-23 | Management | 10 | Determine Number of Members (7) and Deputy Members (0) of Board | For |
| Hexagon AB | Annual | 02-May-23 | Management | 11.1 | Approve Remuneration of Directors in the Amount of SEK 2.2 Million for Chair and SEK 690,000 for Other Directors | For |
| Hexagon AB | Annual | 02-May-23 | Management | 11.2 | Approve Remuneration of Auditors | For |
| Hexagon AB | Annual | 02-May-23 | Management | 12.1 | Reelect Marta Schorling Andreen as Director | Against |
| Hexagon AB | Annual | 02-May-23 | Management | 12.2 | Reelect John Brandon as Director | For |
| Hexagon AB | Annual | 02-May-23 | Management | 12.3 | Reelect Sofia Schorling Hogberg as Director | Against |
| Hexagon AB | Annual | 02-May-23 | Management | 12.4 | Reelect Ola Rollen as Director | For |
| Hexagon AB | Annual | 02-May-23 | Management | 12.5 | Reelect Gun Nilsson as Director | Against |
| Hexagon AB | Annual | 02-May-23 | Management | 12.6 | Reelect Brett Watson as Director | For |
| Hexagon AB | Annual | 02-May-23 | Management | 12.7 | Reelect Erik Huggers as Director | For |
| Hexagon AB | Annual | 02-May-23 | Management | 12.8 | Elect Ola Rollen as Board Chair | For |
| Hexagon AB | Annual | 02-May-23 | Management | 12.9 | Ratify PricewaterhouseCoopers AB as Auditors | For |

| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|-----------------|--------|-----------|------------|----------|--|------------------|
| Hexagon AB | Annual | 02-May-23 | Management | 13 | Reelect Mikael Ekdahl (Chair), Jan Dworsky and Liselott Ledin as Members of Nominating Committee; Elect Brett Watson as New Member of Nominating Committee | For |
| Hexagon AB | Annual | 02-May-23 | Management | 14 | Approve Remuneration Report | Against |
| Hexagon AB | Annual | 02-May-23 | Management | 15 | Approve Performance Share Program 2023/2026 for Key Employees | Against |
| Hexagon AB | Annual | 02-May-23 | Management | 16 | Authorize Share Repurchase Program and Reissuance of Repurchased Shares | Against |
| Hexagon AB | Annual | 02-May-23 | Management | 17 | Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights | For |
| S&P Global Inc. | Annual | 03-May-23 | Management | 1.1 | Elect Director Marco Alvera | For |
| S&P Global Inc. | Annual | 03-May-23 | Management | 1.2 | Elect Director Jacques Esculier | For |
| S&P Global Inc. | Annual | 03-May-23 | Management | 1.3 | Elect Director Gay Huey Evans | For |
| S&P Global Inc. | Annual | 03-May-23 | Management | 1.4 | Elect Director William D. Green | Against |
| S&P Global Inc. | Annual | 03-May-23 | Management | 1.5 | Elect Director Stephanie C. Hill | For |
| S&P Global Inc. | Annual | 03-May-23 | Management | 1.6 | Elect Director Rebecca Jacoby | For |
| S&P Global Inc. | Annual | 03-May-23 | Management | 1.7 | Elect Director Robert P. Kelly | Against |
| S&P Global Inc. | Annual | 03-May-23 | Management | 1.8 | Elect Director Ian Paul Livingston | For |
| S&P Global Inc. | Annual | 03-May-23 | Management | 1.9 | Elect Director Deborah D. McWhinney | For |
| S&P Global Inc. | Annual | 03-May-23 | Management | 1.10 | Elect Director Maria R. Morris | Against |
| S&P Global Inc. | Annual | 03-May-23 | Management | 1.11 | Elect Director Douglas L. Peterson | For |
| S&P Global Inc. | Annual | 03-May-23 | Management | 1.12 | Elect Director Richard E. Thornburgh | For |
| S&P Global Inc. | Annual | 03-May-23 | Management | 1.13 | Elect Director Gregory Washington | For |
| S&P Global Inc. | Annual | 03-May-23 | Management | 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| S&P Global Inc. | Annual | 03-May-23 | Management | 3 | Advisory Vote on Say on Pay Frequency | One Year |
| S&P Global Inc. | Annual | 03-May-23 | Management | 4 | Ratify Ernst & Young LLP as Auditors | For |
| PepsiCo, Inc. | Annual | 03-May-23 | Management | 1a | Elect Director Segun Agbaje | For |
| PepsiCo, Inc. | Annual | 03-May-23 | Management | 1b | Elect Director Jennifer Bailey | For |
| PepsiCo, Inc. | Annual | 03-May-23 | Management | 1c | Elect Director Cesar Conde | For |
| PepsiCo, Inc. | Annual | 03-May-23 | Management | 1d | Elect Director Ian Cook | For |
| PepsiCo, Inc. | Annual | 03-May-23 | Management | 1e | Elect Director Edith W. Cooper | For |
| PepsiCo, Inc. | Annual | 03-May-23 | Management | 1f | Elect Director Susan M. Diamond | For |
| PepsiCo, Inc. | Annual | 03-May-23 | Management | 1g | Elect Director Dina Dublon | For |
| PepsiCo, Inc. | Annual | 03-May-23 | Management | 1h | Elect Director Michelle Gass | For |
| PepsiCo, Inc. | Annual | 03-May-23 | Management | 1i | Elect Director Ramon L. Laguarta | Against |
| PepsiCo, Inc. | Annual | 03-May-23 | Management | 1j | Elect Director Dave J. Lewis | For |

| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|-------------------------|--------|-----------|-------------|----------|--|------------------|
| PepsiCo, Inc. | Annual | 03-May-23 | Management | 1k | Elect Director David C. Page | For |
| PepsiCo, Inc. | Annual | 03-May-23 | Management | 1l | Elect Director Robert C. Pohlada | Against |
| PepsiCo, Inc. | Annual | 03-May-23 | Management | 1m | Elect Director Daniel Vasella | For |
| PepsiCo, Inc. | Annual | 03-May-23 | Management | 1n | Elect Director Darren Walker | For |
| PepsiCo, Inc. | Annual | 03-May-23 | Management | 1o | Elect Director Alberto Weisser | Against |
| PepsiCo, Inc. | Annual | 03-May-23 | Management | 2 | Ratify KPMG LLP as Auditors | For |
| PepsiCo, Inc. | Annual | 03-May-23 | Management | 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| PepsiCo, Inc. | Annual | 03-May-23 | Management | 4 | Advisory Vote on Say on Pay Frequency | One Year |
| PepsiCo, Inc. | Annual | 03-May-23 | Shareholder | 5 | Require Independent Board Chair | For |
| PepsiCo, Inc. | Annual | 03-May-23 | Shareholder | 6 | Issue Transparency Report on Global Public Policy and Political Influence | For |
| PepsiCo, Inc. | Annual | 03-May-23 | Shareholder | 7 | Report on Impacts of Restrictive Reproductive Healthcare Legislation | Abstain |
| PepsiCo, Inc. | Annual | 03-May-23 | Shareholder | 8 | Publish Annual Congruency Report on Net-Zero Emissions Policy | Against |
| Tritax Big Box REIT Plc | Annual | 03-May-23 | Management | 1 | Accept Financial Statements and Statutory Reports | For |
| Tritax Big Box REIT Plc | Annual | 03-May-23 | Management | 2 | Approve Remuneration Report | For |
| Tritax Big Box REIT Plc | Annual | 03-May-23 | Management | 3 | Re-elect Aubrey Adams as Director | For |
| Tritax Big Box REIT Plc | Annual | 03-May-23 | Management | 4 | Re-elect Richard Laing as Director | For |
| Tritax Big Box REIT Plc | Annual | 03-May-23 | Management | 5 | Re-elect Alastair Hughes as Director | For |
| Tritax Big Box REIT Plc | Annual | 03-May-23 | Management | 6 | Re-elect Karen Whitworth as Director | For |
| Tritax Big Box REIT Plc | Annual | 03-May-23 | Management | 7 | Re-elect Wu Gang as Director | For |
| Tritax Big Box REIT Plc | Annual | 03-May-23 | Management | 8 | Re-elect Elizabeth Brown as Director | For |
| Tritax Big Box REIT Plc | Annual | 03-May-23 | Management | 9 | Reappoint BDO LLP as Auditors | For |
| Tritax Big Box REIT Plc | Annual | 03-May-23 | Management | 10 | Authorise Board to Fix Remuneration of Auditors | For |
| Tritax Big Box REIT Plc | Annual | 03-May-23 | Management | 11 | Approve Dividend Policy | For |
| Tritax Big Box REIT Plc | Annual | 03-May-23 | Management | 12 | Authorise Issue of Equity | For |
| Tritax Big Box REIT Plc | Annual | 03-May-23 | Management | 13 | Authorise Issue of Equity without Pre-emptive Rights | For |
| Tritax Big Box REIT Plc | Annual | 03-May-23 | Management | 14 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | For |
| Tritax Big Box REIT Plc | Annual | 03-May-23 | Management | 15 | Authorise Market Purchase of Ordinary Shares | For |
| Tritax Big Box REIT Plc | Annual | 03-May-23 | Management | 16 | Authorise the Company to Call General Meeting with Two Weeks' Notice | For |
| Tritax Big Box REIT Plc | Annual | 03-May-23 | Management | 17 | Approve Cancellation of the Share Premium Account | For |
| Barclays PLC | Annual | 03-May-23 | Management | 1 | Accept Financial Statements and Statutory Reports | For |

| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|--------------|--------|-----------|------------|----------|--|------------------|
| Barclays PLC | Annual | 03-May-23 | Management | 2 | Approve Remuneration Report | For |
| Barclays PLC | Annual | 03-May-23 | Management | 3 | Approve Remuneration Policy | For |
| Barclays PLC | Annual | 03-May-23 | Management | 4 | Elect Marc Moses as Director | For |
| Barclays PLC | Annual | 03-May-23 | Management | 5 | Re-elect Robert Berry as Director | For |
| Barclays PLC | Annual | 03-May-23 | Management | 6 | Re-elect Tim Breedon as Director | For |
| Barclays PLC | Annual | 03-May-23 | Management | 7 | Re-elect Anna Cross as Director | For |
| Barclays PLC | Annual | 03-May-23 | Management | 8 | Re-elect Mohamed A. El-Erian as Director | For |
| Barclays PLC | Annual | 03-May-23 | Management | 9 | Re-elect Dawn Fitzpatrick as Director | For |
| Barclays PLC | Annual | 03-May-23 | Management | 10 | Re-elect Mary Francis as Director | For |
| Barclays PLC | Annual | 03-May-23 | Management | 11 | Re-elect Crawford Gillies as Director | For |
| Barclays PLC | Annual | 03-May-23 | Management | 12 | Re-elect Brian Gilvary as Director | For |
| Barclays PLC | Annual | 03-May-23 | Management | 13 | Re-elect Nigel Higgins as Director | Against |
| Barclays PLC | Annual | 03-May-23 | Management | 14 | Re-elect Diane Schueneman as Director | For |
| Barclays PLC | Annual | 03-May-23 | Management | 15 | Re-elect Coimbatore Venkatakrisnan as Director | For |
| Barclays PLC | Annual | 03-May-23 | Management | 16 | Re-elect Julia Wilson as Director | For |
| Barclays PLC | Annual | 03-May-23 | Management | 17 | Reappoint KPMG LLP as Auditors | For |
| Barclays PLC | Annual | 03-May-23 | Management | 18 | Authorise the Board Audit Committee to Fix Remuneration of Auditors | For |
| Barclays PLC | Annual | 03-May-23 | Management | 19 | Authorise UK Political Donations and Expenditure | Against |
| Barclays PLC | Annual | 03-May-23 | Management | 20 | Authorise Issue of Equity | For |
| Barclays PLC | Annual | 03-May-23 | Management | 21 | Authorise Issue of Equity without Pre-emptive Rights | For |
| Barclays PLC | Annual | 03-May-23 | Management | 22 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | For |
| Barclays PLC | Annual | 03-May-23 | Management | 23 | Authorise Issue of Equity in Relation to the Issuance of Contingent Equity Conversion Notes | For |
| Barclays PLC | Annual | 03-May-23 | Management | 24 | Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issuance of Contingent Equity Conversion Notes | For |
| Barclays PLC | Annual | 03-May-23 | Management | 25 | Authorise Market Purchase of Ordinary Shares | For |
| Barclays PLC | Annual | 03-May-23 | Management | 26 | Authorise the Company to Call General Meeting with Two Weeks' Notice | For |
| Unilever Plc | Annual | 03-May-23 | Management | 1 | Accept Financial Statements and Statutory Reports | For |
| Unilever Plc | Annual | 03-May-23 | Management | 2 | Approve Remuneration Report | Against |
| Unilever Plc | Annual | 03-May-23 | Management | 3 | Re-elect Nils Andersen as Director | Against |
| Unilever Plc | Annual | 03-May-23 | Management | 4 | Re-elect Judith Hartmann as Director | For |
| Unilever Plc | Annual | 03-May-23 | Management | 5 | Re-elect Adrian Hennah as Director | For |

| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|-----------------------------|--------|-----------|------------|----------|--|------------------|
| Unilever Plc | Annual | 03-May-23 | Management | 6 | Re-elect Alan Jope as Director | For |
| Unilever Plc | Annual | 03-May-23 | Management | 7 | Re-elect Andrea Jung as Director | Against |
| Unilever Plc | Annual | 03-May-23 | Management | 8 | Re-elect Susan Kilsby as Director | For |
| Unilever Plc | Annual | 03-May-23 | Management | 9 | Re-elect Ruby Lu as Director | For |
| Unilever Plc | Annual | 03-May-23 | Management | 10 | Re-elect Strive Masiyiwa as Director | For |
| Unilever Plc | Annual | 03-May-23 | Management | 11 | Re-elect Youngme Moon as Director | For |
| Unilever Plc | Annual | 03-May-23 | Management | 12 | Re-elect Graeme Pitkethly as Director | For |
| Unilever Plc | Annual | 03-May-23 | Management | 13 | Re-elect Feike Sijbesma as Director | For |
| Unilever Plc | Annual | 03-May-23 | Management | 14 | Elect Nelson Peltz as Director | Abstain |
| Unilever Plc | Annual | 03-May-23 | Management | 15 | Elect Hein Schumacher as Director | For |
| Unilever Plc | Annual | 03-May-23 | Management | 16 | Reappoint KPMG LLP as Auditors | For |
| Unilever Plc | Annual | 03-May-23 | Management | 17 | Authorise Board to Fix Remuneration of Auditors | For |
| Unilever Plc | Annual | 03-May-23 | Management | 18 | Authorise UK Political Donations and Expenditure | For |
| Unilever Plc | Annual | 03-May-23 | Management | 19 | Authorise Issue of Equity | For |
| Unilever Plc | Annual | 03-May-23 | Management | 20 | Authorise Issue of Equity without Pre-emptive Rights | For |
| Unilever Plc | Annual | 03-May-23 | Management | 21 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | For |
| Unilever Plc | Annual | 03-May-23 | Management | 22 | Authorise Market Purchase of Ordinary Shares | For |
| Unilever Plc | Annual | 03-May-23 | Management | 23 | Authorise the Company to Call General Meeting with Two Weeks' Notice | For |
| Reckitt Benckiser Group Plc | Annual | 03-May-23 | Management | 1 | Accept Financial Statements and Statutory Reports | For |
| Reckitt Benckiser Group Plc | Annual | 03-May-23 | Management | 2 | Approve Remuneration Report | Against |
| Reckitt Benckiser Group Plc | Annual | 03-May-23 | Management | 3 | Approve Final Dividend | For |
| Reckitt Benckiser Group Plc | Annual | 03-May-23 | Management | 4 | Re-elect Andrew Bonfield as Director | For |
| Reckitt Benckiser Group Plc | Annual | 03-May-23 | Management | 5 | Re-elect Olivier Bohuon as Director | For |
| Reckitt Benckiser Group Plc | Annual | 03-May-23 | Management | 6 | Re-elect Jeff Carr as Director | For |
| Reckitt Benckiser Group Plc | Annual | 03-May-23 | Management | 7 | Re-elect Margherita Della Valle as Director | For |
| Reckitt Benckiser Group Plc | Annual | 03-May-23 | Management | 8 | Re-elect Nicandro Durante as Director | For |
| Reckitt Benckiser Group Plc | Annual | 03-May-23 | Management | 9 | Re-elect Mary Harris as Director | For |
| Reckitt Benckiser Group Plc | Annual | 03-May-23 | Management | 10 | Re-elect Mehmood Khan as Director | For |
| Reckitt Benckiser Group Plc | Annual | 03-May-23 | Management | 11 | Re-elect Pam Kirby as Director | For |
| Reckitt Benckiser Group Plc | Annual | 03-May-23 | Management | 12 | Re-elect Chris Sinclair as Director | Against |
| Reckitt Benckiser Group Plc | Annual | 03-May-23 | Management | 13 | Re-elect Elane Stock as Director | For |
| Reckitt Benckiser Group Plc | Annual | 03-May-23 | Management | 14 | Re-elect Alan Stewart as Director | Against |
| Reckitt Benckiser Group Plc | Annual | 03-May-23 | Management | 15 | Elect Jeremy Darroch as Director | For |

| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|-----------------------------|--------|-----------|------------|----------|--|------------------|
| Reckitt Benckiser Group Plc | Annual | 03-May-23 | Management | 16 | Elect Tamara Ingram as Director | For |
| Reckitt Benckiser Group Plc | Annual | 03-May-23 | Management | 17 | Reappoint KPMG LLP as Auditors | For |
| Reckitt Benckiser Group Plc | Annual | 03-May-23 | Management | 18 | Authorise the Audit Committee to Fix Remuneration of Auditors | For |
| Reckitt Benckiser Group Plc | Annual | 03-May-23 | Management | 19 | Authorise UK Political Donations and Expenditure | For |
| Reckitt Benckiser Group Plc | Annual | 03-May-23 | Management | 20 | Authorise Issue of Equity | For |
| Reckitt Benckiser Group Plc | Annual | 03-May-23 | Management | 21 | Authorise Issue of Equity without Pre-emptive Rights | For |
| Reckitt Benckiser Group Plc | Annual | 03-May-23 | Management | 22 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | For |
| Reckitt Benckiser Group Plc | Annual | 03-May-23 | Management | 23 | Authorise Market Purchase of Ordinary Shares | For |
| Reckitt Benckiser Group Plc | Annual | 03-May-23 | Management | 24 | Authorise the Company to Call General Meeting with Two Weeks' Notice | For |
| GSK Plc | Annual | 03-May-23 | Management | 1 | Accept Financial Statements and Statutory Reports | For |
| GSK Plc | Annual | 03-May-23 | Management | 2 | Approve Remuneration Report | Against |
| GSK Plc | Annual | 03-May-23 | Management | 3 | Elect Julie Brown as Director | For |
| GSK Plc | Annual | 03-May-23 | Management | 4 | Elect Vishal Sikka as Director | For |
| GSK Plc | Annual | 03-May-23 | Management | 5 | Elect Elizabeth McKee Anderson as Director | For |
| GSK Plc | Annual | 03-May-23 | Management | 6 | Re-elect Sir Jonathan Symonds as Director | Against |
| GSK Plc | Annual | 03-May-23 | Management | 7 | Re-elect Dame Emma Walmsley as Director | For |
| GSK Plc | Annual | 03-May-23 | Management | 8 | Re-elect Charles Bancroft as Director | For |
| GSK Plc | Annual | 03-May-23 | Management | 9 | Re-elect Hal Barron as Director | For |
| GSK Plc | Annual | 03-May-23 | Management | 10 | Re-elect Anne Beal as Director | For |
| GSK Plc | Annual | 03-May-23 | Management | 11 | Re-elect Harry Dietz as Director | For |
| GSK Plc | Annual | 03-May-23 | Management | 12 | Re-elect Jesse Goodman as Director | For |
| GSK Plc | Annual | 03-May-23 | Management | 13 | Re-elect Urs Rohner as Director | Against |
| GSK Plc | Annual | 03-May-23 | Management | 14 | Reappoint Deloitte LLP as Auditors | For |
| GSK Plc | Annual | 03-May-23 | Management | 15 | Authorise the Audit & Risk Committee to Fix Remuneration of Auditors | For |
| GSK Plc | Annual | 03-May-23 | Management | 16 | Approve Amendments to the Remuneration Policy | For |
| GSK Plc | Annual | 03-May-23 | Management | 17 | Authorise UK Political Donations and Expenditure | For |
| GSK Plc | Annual | 03-May-23 | Management | 18 | Authorise Issue of Equity | For |
| GSK Plc | Annual | 03-May-23 | Management | 19 | Authorise Issue of Equity without Pre-emptive Rights | For |
| GSK Plc | Annual | 03-May-23 | Management | 20 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | For |
| GSK Plc | Annual | 03-May-23 | Management | 21 | Authorise Market Purchase of Ordinary Shares | For |

| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|-------------------|--------|-----------|------------|----------|---|------------------|
| GSK Plc | Annual | 03-May-23 | Management | 22 | Approve the Exemption from Statement of the Name of the Senior Statutory Auditor in Published Copies of the Auditors' Reports | For |
| GSK Plc | Annual | 03-May-23 | Management | 23 | Authorise the Company to Call General Meeting with Two Weeks' Notice | For |
| TELUS Corporation | Annual | 04-May-23 | Management | 1.1 | Elect Director Raymond T. Chan | For |
| TELUS Corporation | Annual | 04-May-23 | Management | 1.2 | Elect Director Hazel Claxton | For |
| TELUS Corporation | Annual | 04-May-23 | Management | 1.3 | Elect Director Lisa de Wilde | For |
| TELUS Corporation | Annual | 04-May-23 | Management | 1.4 | Elect Director Victor Dodig | For |
| TELUS Corporation | Annual | 04-May-23 | Management | 1.5 | Elect Director Darren Entwistle | For |
| TELUS Corporation | Annual | 04-May-23 | Management | 1.6 | Elect Director Thomas E. Flynn | For |
| TELUS Corporation | Annual | 04-May-23 | Management | 1.7 | Elect Director Mary Jo Haddad | Withhold |
| TELUS Corporation | Annual | 04-May-23 | Management | 1.8 | Elect Director Kathy Kinloch | For |
| TELUS Corporation | Annual | 04-May-23 | Management | 1.9 | Elect Director Christine Magee | For |
| TELUS Corporation | Annual | 04-May-23 | Management | 1.10 | Elect Director John Manley | For |
| TELUS Corporation | Annual | 04-May-23 | Management | 1.11 | Elect Director David Mowat | For |
| TELUS Corporation | Annual | 04-May-23 | Management | 1.12 | Elect Director Marc Parent | For |
| TELUS Corporation | Annual | 04-May-23 | Management | 1.13 | Elect Director Denise Pickett | For |
| TELUS Corporation | Annual | 04-May-23 | Management | 1.14 | Elect Director W. Sean Willy | For |
| TELUS Corporation | Annual | 04-May-23 | Management | 2 | Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration | For |
| TELUS Corporation | Annual | 04-May-23 | Management | 3 | Advisory Vote on Executive Compensation Approach | Against |
| TELUS Corporation | Annual | 04-May-23 | Management | 4 | Amend Restricted Share Unit Plan | For |
| TELUS Corporation | Annual | 04-May-23 | Management | 5 | Amend Performance Share Unit Plan | For |
| BCE Inc. | Annual | 04-May-23 | Management | 1.1 | Elect Director Mirko Bibic | For |
| BCE Inc. | Annual | 04-May-23 | Management | 1.2 | Elect Director David F. Denison | Against |
| BCE Inc. | Annual | 04-May-23 | Management | 1.3 | Elect Director Robert P. Dexter | For |
| BCE Inc. | Annual | 04-May-23 | Management | 1.4 | Elect Director Katherine Lee | For |
| BCE Inc. | Annual | 04-May-23 | Management | 1.5 | Elect Director Monique F. Leroux | For |
| BCE Inc. | Annual | 04-May-23 | Management | 1.6 | Elect Director Sheila A. Murray | For |
| BCE Inc. | Annual | 04-May-23 | Management | 1.7 | Elect Director Gordon M. Nixon | For |
| BCE Inc. | Annual | 04-May-23 | Management | 1.8 | Elect Director Louis P. Pagnutti | For |
| BCE Inc. | Annual | 04-May-23 | Management | 1.9 | Elect Director Calin Rovinescu | For |
| BCE Inc. | Annual | 04-May-23 | Management | 1.10 | Elect Director Karen Sheriff | For |
| BCE Inc. | Annual | 04-May-23 | Management | 1.11 | Elect Director Robert C. Simmonds | For |
| BCE Inc. | Annual | 04-May-23 | Management | 1.12 | Elect Director Jennifer Tory | For |
| BCE Inc. | Annual | 04-May-23 | Management | 1.13 | Elect Director Louis Vachon | For |

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

| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|----------------|--------|-----------|------------|----------|--|------------------|
| BCE Inc. | Annual | 04-May-23 | Management | 1.14 | Elect Director Cornell Wright | For |
| BCE Inc. | Annual | 04-May-23 | Management | 2 | Ratify Deloitte LLP as Auditors | For |
| BCE Inc. | Annual | 04-May-23 | Management | 3 | Advisory Vote on Executive Compensation Approach | Against |
| CME Group Inc. | Annual | 04-May-23 | Management | 1a | Elect Director Terrence A. Duffy | Against |
| CME Group Inc. | Annual | 04-May-23 | Management | 1b | Elect Director Kathryn Benesh | For |
| CME Group Inc. | Annual | 04-May-23 | Management | 1c | Elect Director Timothy S. Bitsberger | Against |
| CME Group Inc. | Annual | 04-May-23 | Management | 1d | Elect Director Charles P. Carey | Against |
| CME Group Inc. | Annual | 04-May-23 | Management | 1e | Elect Director Bryan T. Durkin | For |
| CME Group Inc. | Annual | 04-May-23 | Management | 1f | Elect Director Harold Ford, Jr. | For |
| CME Group Inc. | Annual | 04-May-23 | Management | 1g | Elect Director Martin J. Gepsman | For |
| CME Group Inc. | Annual | 04-May-23 | Management | 1h | Elect Director Larry G. Gerdes | For |
| CME Group Inc. | Annual | 04-May-23 | Management | 1i | Elect Director Daniel R. Glickman | Against |
| CME Group Inc. | Annual | 04-May-23 | Management | 1j | Elect Director Daniel G. Kaye | Against |
| CME Group Inc. | Annual | 04-May-23 | Management | 1k | Elect Director Phyllis M. Lockett | Against |
| CME Group Inc. | Annual | 04-May-23 | Management | 1l | Elect Director Deborah J. Lucas | For |
| CME Group Inc. | Annual | 04-May-23 | Management | 1m | Elect Director Terry L. Savage | Against |
| CME Group Inc. | Annual | 04-May-23 | Management | 1n | Elect Director Rahael Seifu | Against |
| CME Group Inc. | Annual | 04-May-23 | Management | 1o | Elect Director William R. Shepard | For |
| CME Group Inc. | Annual | 04-May-23 | Management | 1p | Elect Director Howard J. Siegel | For |
| CME Group Inc. | Annual | 04-May-23 | Management | 1q | Elect Director Dennis A. Suskind | For |
| CME Group Inc. | Annual | 04-May-23 | Management | 2 | Ratify Ernst & Young LLP as Auditors | For |
| CME Group Inc. | Annual | 04-May-23 | Management | 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| CME Group Inc. | Annual | 04-May-23 | Management | 4 | Advisory Vote on Say on Pay Frequency | One Year |
| AMETEK, Inc. | Annual | 04-May-23 | Management | 1a | Elect Director Thomas A. Amato | Against |
| AMETEK, Inc. | Annual | 04-May-23 | Management | 1b | Elect Director Anthony J. Conti | Against |
| AMETEK, Inc. | Annual | 04-May-23 | Management | 1c | Elect Director Gretchen W. McClain | Against |
| AMETEK, Inc. | Annual | 04-May-23 | Management | 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| AMETEK, Inc. | Annual | 04-May-23 | Management | 3 | Advisory Vote on Say on Pay Frequency | One Year |
| AMETEK, Inc. | Annual | 04-May-23 | Management | 4 | Ratify Ernst & Young LLP as Auditors | For |
| IRESS Limited | Annual | 04-May-23 | Management | 1 | Elect Anthony Glenning as Director | For |
| IRESS Limited | Annual | 04-May-23 | Management | 2 | Elect Trudy Vonhoff as Director | Against |
| IRESS Limited | Annual | 04-May-23 | Management | 3 | Approve Remuneration Report | Against |
| IRESS Limited | Annual | 04-May-23 | Management | 4 | Approve the Amendments to the Company's Constitution | For |

| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|-----------------------|----------------|-----------|------------|----------|---|------------------|
| IRESS Limited | Annual | 04-May-23 | Management | 5 | Approve Ernst & Young as Auditor and Authorize Board to Fix Their Remuneration | For |
| TransUnion | Annual | 04-May-23 | Management | 1a | Elect Director George M. Awad | For |
| TransUnion | Annual | 04-May-23 | Management | 1b | Elect Director William P. (Billy) Bosworth | For |
| TransUnion | Annual | 04-May-23 | Management | 1c | Elect Director Christopher A. Cartwright | For |
| TransUnion | Annual | 04-May-23 | Management | 1d | Elect Director Suzanne P. Clark | For |
| TransUnion | Annual | 04-May-23 | Management | 1e | Elect Director Hamidou Dia | For |
| TransUnion | Annual | 04-May-23 | Management | 1f | Elect Director Russell P. Fradin | For |
| TransUnion | Annual | 04-May-23 | Management | 1g | Elect Director Charles E. Gottdiener | For |
| TransUnion | Annual | 04-May-23 | Management | 1h | Elect Director Pamela A. Joseph | For |
| TransUnion | Annual | 04-May-23 | Management | 1i | Elect Director Thomas L. Monahan, III | For |
| TransUnion | Annual | 04-May-23 | Management | 1j | Elect Director Ravi Kumar Singiseti | For |
| TransUnion | Annual | 04-May-23 | Management | 1k | Elect Director Linda K. Zukauckas | For |
| TransUnion | Annual | 04-May-23 | Management | 2 | Ratify PricewaterhouseCoopers LLP as Auditors | For |
| TransUnion | Annual | 04-May-23 | Management | 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Schneider Electric SE | Annual/Special | 04-May-23 | Management | 1 | Approve Financial Statements and Statutory Reports | For |
| Schneider Electric SE | Annual/Special | 04-May-23 | Management | 2 | Approve Consolidated Financial Statements and Statutory Reports | For |
| Schneider Electric SE | Annual/Special | 04-May-23 | Management | 3 | Approve Treatment of Losses and Dividends of EUR 3.15 per Share | For |
| Schneider Electric SE | Annual/Special | 04-May-23 | Management | 4 | Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions | For |
| Schneider Electric SE | Annual/Special | 04-May-23 | Management | 5 | Approve Compensation Report of Corporate Officers | For |
| Schneider Electric SE | Annual/Special | 04-May-23 | Management | 6 | Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO | Against |
| Schneider Electric SE | Annual/Special | 04-May-23 | Management | 7 | Approve Remuneration Policy of Jean-Pascal Tricoire, Chairman and CEO fom January 1, 2023 until May 3, 2023 | Against |
| Schneider Electric SE | Annual/Special | 04-May-23 | Management | 8 | Approve Remuneration Policy of Peter Herweck, CEO since May 4, 2023 | For |
| Schneider Electric SE | Annual/Special | 04-May-23 | Management | 9 | Approve Remuneration Policy of Jean-Pascal Tricoire, Chairman of the Board since May 4, 2023 | Against |
| Schneider Electric SE | Annual/Special | 04-May-23 | Management | 10 | Approve Remuneration of Directors in the Aggregate Amount of EUR 2.8 Million | For |
| Schneider Electric SE | Annual/Special | 04-May-23 | Management | 11 | Approve Remuneration Policy of Directors | For |
| Schneider Electric SE | Annual/Special | 04-May-23 | Management | 12 | Reelect Leo Apotheker as Director | For |

| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|-----------------------|----------------|-----------|------------|----------|---|------------------|
| Schneider Electric SE | Annual/Special | 04-May-23 | Management | 13 | Reelect Gregory Spierkel as Director | For |
| Schneider Electric SE | Annual/Special | 04-May-23 | Management | 14 | Reelect Lip-Bu Tan as Director | For |
| Schneider Electric SE | Annual/Special | 04-May-23 | Management | 15 | Elect Abhay Parasnis as Director | For |
| Schneider Electric SE | Annual/Special | 04-May-23 | Management | 16 | Elect Giulia Chierchia as Director | For |
| Schneider Electric SE | Annual/Special | 04-May-23 | Management | 17 | Approve Company's Climate Transition Plan | For |
| Schneider Electric SE | Annual/Special | 04-May-23 | Management | 18 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | For |
| Schneider Electric SE | Annual/Special | 04-May-23 | Management | 19 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 800 Million | For |
| Schneider Electric SE | Annual/Special | 04-May-23 | Management | 20 | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 224 Million | For |
| Schneider Electric SE | Annual/Special | 04-May-23 | Management | 21 | Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 120 Million | For |
| Schneider Electric SE | Annual/Special | 04-May-23 | Management | 22 | Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 19-21 | For |
| Schneider Electric SE | Annual/Special | 04-May-23 | Management | 23 | Authorize Capital Increase of up to 9.81 Percent of Issued Capital for Contributions in Kind | For |
| Schneider Electric SE | Annual/Special | 04-May-23 | Management | 24 | Authorize Capitalization of Reserves of Up to EUR 800 Million for Bonus Issue or Increase in Par Value | For |
| Schneider Electric SE | Annual/Special | 04-May-23 | Management | 25 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | For |
| Schneider Electric SE | Annual/Special | 04-May-23 | Management | 26 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries | For |
| Schneider Electric SE | Annual/Special | 04-May-23 | Management | 27 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | For |
| Schneider Electric SE | Annual/Special | 04-May-23 | Management | 28 | Authorize Filing of Required Documents/Other Formalities | For |
| Lonza Group AG | Annual | 05-May-23 | Management | 1 | Accept Financial Statements and Statutory Reports | For |
| Lonza Group AG | Annual | 05-May-23 | Management | 2 | Approve Remuneration Report | For |
| Lonza Group AG | Annual | 05-May-23 | Management | 3 | Approve Discharge of Board and Senior Management | For |
| Lonza Group AG | Annual | 05-May-23 | Management | 4 | Approve Allocation of Income and Dividends of CHF 3.50 per Share | For |
| Lonza Group AG | Annual | 05-May-23 | Management | 5.1.1 | Reelect Albert Baehny as Director | For |
| Lonza Group AG | Annual | 05-May-23 | Management | 5.1.2 | Reelect Marion Helmes as Director | For |

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

| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|----------------|--------|-----------|------------|----------|--|------------------|
| Lonza Group AG | Annual | 05-May-23 | Management | 5.1.3 | Reelect Angelica Kohlmann as Director | For |
| Lonza Group AG | Annual | 05-May-23 | Management | 5.1.4 | Reelect Christoph Maeder as Director | Against |
| Lonza Group AG | Annual | 05-May-23 | Management | 5.1.5 | Reelect Roger Nitsch as Director | For |
| Lonza Group AG | Annual | 05-May-23 | Management | 5.1.6 | Reelect Barbara Richmond as Director | For |
| Lonza Group AG | Annual | 05-May-23 | Management | 5.1.7 | Reelect Juergen Steinemann as Director | For |
| Lonza Group AG | Annual | 05-May-23 | Management | 5.1.8 | Reelect Olivier Verscheure as Director | For |
| Lonza Group AG | Annual | 05-May-23 | Management | 5.2 | Reelect Albert Baehny as Board Chair | For |
| Lonza Group AG | Annual | 05-May-23 | Management | 5.3.1 | Reappoint Angelica Kohlmann as Member of the Nomination and Compensation Committee | For |
| Lonza Group AG | Annual | 05-May-23 | Management | 5.3.2 | Reappoint Christoph Maeder as Member of the Nomination and Compensation Committee | Against |
| Lonza Group AG | Annual | 05-May-23 | Management | 5.3.3 | Reappoint Juergen Steinemann as Member of the Nomination and Compensation Committee | For |
| Lonza Group AG | Annual | 05-May-23 | Management | 6 | Ratify KPMG AG as Auditors for Fiscal Year 2023 | For |
| Lonza Group AG | Annual | 05-May-23 | Management | 7 | Ratify Deloitte AG as Auditors for Fiscal Year 2024 | For |
| Lonza Group AG | Annual | 05-May-23 | Management | 8 | Designate ThomannFischer as Independent Proxy | For |
| Lonza Group AG | Annual | 05-May-23 | Management | 9.1 | Amend Corporate Purpose | For |
| Lonza Group AG | Annual | 05-May-23 | Management | 9.2 | Approve Creation of Capital Band within the Upper Limit of CHF 86.6 Million and the Lower Limit of CHF 67.1 Million with or without Exclusion of Preemptive Rights | For |
| Lonza Group AG | Annual | 05-May-23 | Management | 9.3 | Amend Articles Re: Voting on the Executive Committee Compensation | For |
| Lonza Group AG | Annual | 05-May-23 | Management | 9.4 | Amend Articles of Association | For |
| Lonza Group AG | Annual | 05-May-23 | Management | 10 | Approve Remuneration of Directors in the Amount of CHF 2.9 Million | For |
| Lonza Group AG | Annual | 05-May-23 | Management | 11.1 | Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 3.5 Million for Fiscal Year 2022 | For |
| Lonza Group AG | Annual | 05-May-23 | Management | 11.2 | Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 12.1 Million for Fiscal Year 2023 | For |
| Lonza Group AG | Annual | 05-May-23 | Management | 11.3 | Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.3 Million for the Period July 1, 2023 - December 31, 2023 | For |
| Lonza Group AG | Annual | 05-May-23 | Management | 11.4 | Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 19.6 Million for the Period January 1, 2024 - December 31, 2024 | For |

| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|---|--------|-----------|------------|----------|---|------------------|
| Lonza Group AG | Annual | 05-May-23 | Management | 12 | Transact Other Business (Voting) | Against |
| Muenchener Rueckversicherungs-Gesellschaft AG | Annual | 05-May-23 | Management | 2 | Approve Allocation of Income and Dividends of EUR 11.60 per Share | For |
| Muenchener Rueckversicherungs-Gesellschaft AG | Annual | 05-May-23 | Management | 3.1 | Approve Discharge of Management Board Member Joachim Wenning for Fiscal Year 2022 | For |
| Muenchener Rueckversicherungs-Gesellschaft AG | Annual | 05-May-23 | Management | 3.2 | Approve Discharge of Management Board Member Thomas Blunck for Fiscal Year 2022 | For |
| Muenchener Rueckversicherungs-Gesellschaft AG | Annual | 05-May-23 | Management | 3.3 | Approve Discharge of Management Board Member Nicholas Gartside for Fiscal Year 2022 | For |
| Muenchener Rueckversicherungs-Gesellschaft AG | Annual | 05-May-23 | Management | 3.4 | Approve Discharge of Management Board Member Stefan Golling for Fiscal Year 2022 | For |
| Muenchener Rueckversicherungs-Gesellschaft AG | Annual | 05-May-23 | Management | 3.5 | Approve Discharge of Management Board Member Doris Hoepke (until April 30, 2022) for Fiscal Year 2022 | For |
| Muenchener Rueckversicherungs-Gesellschaft AG | Annual | 05-May-23 | Management | 3.6 | Approve Discharge of Management Board Member Christoph Jurecka for Fiscal Year 2022 | For |
| Muenchener Rueckversicherungs-Gesellschaft AG | Annual | 05-May-23 | Management | 3.7 | Approve Discharge of Management Board Member Torsten Jeworrek for Fiscal Year 2022 | For |
| Muenchener Rueckversicherungs-Gesellschaft AG | Annual | 05-May-23 | Management | 3.8 | Approve Discharge of Management Board Member Achim Kassow for Fiscal Year 2022 | For |
| Muenchener Rueckversicherungs-Gesellschaft AG | Annual | 05-May-23 | Management | 3.9 | Approve Discharge of Management Board Member Clarisse Kopf (from Dec. 1, 2022) for Fiscal Year 2022 | For |
| Muenchener Rueckversicherungs-Gesellschaft AG | Annual | 05-May-23 | Management | 3.10 | Approve Discharge of Management Board Member Markus Riess for Fiscal Year 2022 | For |
| Muenchener Rueckversicherungs-Gesellschaft AG | Annual | 05-May-23 | Management | 4.1 | Approve Discharge of Supervisory Board Member Nikolaus von Bomhard for Fiscal Year 2022 | For |
| Muenchener Rueckversicherungs-Gesellschaft AG | Annual | 05-May-23 | Management | 4.2 | Approve Discharge of Supervisory Board Member Anne Horstmann for Fiscal Year 2022 | For |
| Muenchener Rueckversicherungs-Gesellschaft AG | Annual | 05-May-23 | Management | 4.3 | Approve Discharge of Supervisory Board Member Ann-Kristin Achleitner for Fiscal Year 2022 | For |
| Muenchener Rueckversicherungs-Gesellschaft AG | Annual | 05-May-23 | Management | 4.4 | Approve Discharge of Supervisory Board Member Clement Booth for Fiscal Year 2022 | For |
| Muenchener Rueckversicherungs-Gesellschaft AG | Annual | 05-May-23 | Management | 4.5 | Approve Discharge of Supervisory Board Member Ruth Brown for Fiscal Year 2022 | For |
| Muenchener Rueckversicherungs-Gesellschaft AG | Annual | 05-May-23 | Management | 4.6 | Approve Discharge of Supervisory Board Member Stephan Eberl for Fiscal Year 2022 | For |
| Muenchener Rueckversicherungs-Gesellschaft AG | Annual | 05-May-23 | Management | 4.7 | Approve Discharge of Supervisory Board Member Frank Fassin for Fiscal Year 2022 | For |
| Muenchener Rueckversicherungs-Gesellschaft AG | Annual | 05-May-23 | Management | 4.8 | Approve Discharge of Supervisory Board Member Ursula Gather for Fiscal Year 2022 | For |

| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|---|--------|-----------|------------|----------|--|------------------|
| Muenchener Rueckversicherungs-Gesellschaft AG | Annual | 05-May-23 | Management | 4.9 | Approve Discharge of Supervisory Board Member Gerd Haeusler for Fiscal Year 2022 | For |
| Muenchener Rueckversicherungs-Gesellschaft AG | Annual | 05-May-23 | Management | 4.10 | Approve Discharge of Supervisory Board Member Angelika Herzog for Fiscal Year 2022 | For |
| Muenchener Rueckversicherungs-Gesellschaft AG | Annual | 05-May-23 | Management | 4.11 | Approve Discharge of Supervisory Board Member Renata Bruengger for Fiscal Year 2022 | For |
| Muenchener Rueckversicherungs-Gesellschaft AG | Annual | 05-May-23 | Management | 4.12 | Approve Discharge of Supervisory Board Member Stefan Kaindl for Fiscal Year 2022 | For |
| Muenchener Rueckversicherungs-Gesellschaft AG | Annual | 05-May-23 | Management | 4.13 | Approve Discharge of Supervisory Board Member Carinne Knoche-Brouillon for Fiscal Year 2022 | For |
| Muenchener Rueckversicherungs-Gesellschaft AG | Annual | 05-May-23 | Management | 4.14 | Approve Discharge of Supervisory Board Member Gabriele Muecke for Fiscal Year 2022 | For |
| Muenchener Rueckversicherungs-Gesellschaft AG | Annual | 05-May-23 | Management | 4.15 | Approve Discharge of Supervisory Board Member Ulrich Plotke for Fiscal Year 2022 | For |
| Muenchener Rueckversicherungs-Gesellschaft AG | Annual | 05-May-23 | Management | 4.16 | Approve Discharge of Supervisory Board Member Manfred Rassy for Fiscal Year 2022 | For |
| Muenchener Rueckversicherungs-Gesellschaft AG | Annual | 05-May-23 | Management | 4.17 | Approve Discharge of Supervisory Board Member Gabriele Sinz-Toporzyssek (until Jan. 31, 2022) for Fiscal Year 2022 | For |
| Muenchener Rueckversicherungs-Gesellschaft AG | Annual | 05-May-23 | Management | 4.18 | Approve Discharge of Supervisory Board Member Carsten Spohr for Fiscal Year 2022 | For |
| Muenchener Rueckversicherungs-Gesellschaft AG | Annual | 05-May-23 | Management | 4.19 | Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2022 | For |
| Muenchener Rueckversicherungs-Gesellschaft AG | Annual | 05-May-23 | Management | 4.20 | Approve Discharge of Supervisory Board Member Markus Wagner (from Feb. 1, 2022) for Fiscal Year 2022 | For |
| Muenchener Rueckversicherungs-Gesellschaft AG | Annual | 05-May-23 | Management | 4.21 | Approve Discharge of Supervisory Board Member Maximilian Zimmerer for Fiscal Year 2022 | For |
| Muenchener Rueckversicherungs-Gesellschaft AG | Annual | 05-May-23 | Management | 5 | Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023 and for the Review of the Interim Financial Statements for Fiscal Year 2023 and First Quarter of Fiscal Year 2024 | For |
| Muenchener Rueckversicherungs-Gesellschaft AG | Annual | 05-May-23 | Management | 6 | Approve Remuneration Report | Abstain |
| Muenchener Rueckversicherungs-Gesellschaft AG | Annual | 05-May-23 | Management | 7.1 | Approve Virtual-Only Shareholder Meetings Until 2025 | For |
| Muenchener Rueckversicherungs-Gesellschaft AG | Annual | 05-May-23 | Management | 7.2 | Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission | For |
| Muenchener Rueckversicherungs-Gesellschaft AG | Annual | 05-May-23 | Management | 7.3 | Amend Articles Re: Editorial Changes | For |

| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|---|--------|-----------|------------|----------|--|------------------|
| Muenchener Rueckversicherungs-Gesellschaft AG | Annual | 05-May-23 | Management | 8 | Amend Articles Re: Registration in the Share Register | For |
| Rightmove Plc | Annual | 05-May-23 | Management | 1 | Accept Financial Statements and Statutory Reports | For |
| Rightmove Plc | Annual | 05-May-23 | Management | 2 | Approve Remuneration Report | For |
| Rightmove Plc | Annual | 05-May-23 | Management | 3 | Approve Remuneration Policy | For |
| Rightmove Plc | Annual | 05-May-23 | Management | 4 | Approve Final Dividend | For |
| Rightmove Plc | Annual | 05-May-23 | Management | 5 | Reappoint Ernst & Young LLP as Auditors | For |
| Rightmove Plc | Annual | 05-May-23 | Management | 6 | Authorise Board to Fix Remuneration of Auditors | For |
| Rightmove Plc | Annual | 05-May-23 | Management | 7 | Elect Johan Svanstrom as Director | For |
| Rightmove Plc | Annual | 05-May-23 | Management | 8 | Re-elect Andrew Fisher as Director | For |
| Rightmove Plc | Annual | 05-May-23 | Management | 9 | Re-elect Alison Dolan as Director | For |
| Rightmove Plc | Annual | 05-May-23 | Management | 10 | Re-elect Jacqueline de Rojas as Director | For |
| Rightmove Plc | Annual | 05-May-23 | Management | 11 | Re-elect Andrew Findlay as Director | For |
| Rightmove Plc | Annual | 05-May-23 | Management | 12 | Re-elect Amit Tiwari as Director | For |
| Rightmove Plc | Annual | 05-May-23 | Management | 13 | Re-elect Lorna Tilbian as Director | For |
| Rightmove Plc | Annual | 05-May-23 | Management | 14 | Authorise Issue of Equity | For |
| Rightmove Plc | Annual | 05-May-23 | Management | 15 | Authorise Issue of Equity without Pre-emptive Rights | For |
| Rightmove Plc | Annual | 05-May-23 | Management | 16 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | For |
| Rightmove Plc | Annual | 05-May-23 | Management | 17 | Authorise Market Purchase of Ordinary Shares | For |
| Rightmove Plc | Annual | 05-May-23 | Management | 18 | Authorise UK Political Donations and Expenditure | For |
| Rightmove Plc | Annual | 05-May-23 | Management | 19 | Authorise the Company to Call General Meeting with Two Weeks' Notice | For |
| InterContinental Hotels Group Plc | Annual | 05-May-23 | Management | 1 | Accept Financial Statements and Statutory Reports | For |
| InterContinental Hotels Group Plc | Annual | 05-May-23 | Management | 2 | Approve Remuneration Policy | Abstain |
| InterContinental Hotels Group Plc | Annual | 05-May-23 | Management | 3 | Approve Remuneration Report | Abstain |
| InterContinental Hotels Group Plc | Annual | 05-May-23 | Management | 4 | Approve Final Dividend | For |
| InterContinental Hotels Group Plc | Annual | 05-May-23 | Management | 5a | Elect Michael Glover as Director | For |
| InterContinental Hotels Group Plc | Annual | 05-May-23 | Management | 5b | Elect Byron Grote as Director | For |
| InterContinental Hotels Group Plc | Annual | 05-May-23 | Management | 5c | Elect Deanna Oppenheimer as Director | For |
| InterContinental Hotels Group Plc | Annual | 05-May-23 | Management | 5d | Re-elect Graham Allan as Director | For |
| InterContinental Hotels Group Plc | Annual | 05-May-23 | Management | 5e | Re-elect Keith Barr as Director | For |
| InterContinental Hotels Group Plc | Annual | 05-May-23 | Management | 5f | Re-elect Daniela Barone Soares as Director | For |
| InterContinental Hotels Group Plc | Annual | 05-May-23 | Management | 5g | Re-elect Arthur de Haast as Director | For |
| InterContinental Hotels Group Plc | Annual | 05-May-23 | Management | 5h | Re-elect Duriya Farooqui as Director | For |
| InterContinental Hotels Group Plc | Annual | 05-May-23 | Management | 5i | Re-elect Jo Harlow as Director | Against |

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| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|-----------------------------------|--------|-----------|-------------|----------|--|------------------|
| InterContinental Hotels Group Plc | Annual | 05-May-23 | Management | 5j | Re-elect Elie Maalouf as Director | For |
| InterContinental Hotels Group Plc | Annual | 05-May-23 | Management | 5k | Re-elect Sharon Rothstein as Director | For |
| InterContinental Hotels Group Plc | Annual | 05-May-23 | Management | 6 | Reappoint PricewaterhouseCoopers LLP as Auditors | For |
| InterContinental Hotels Group Plc | Annual | 05-May-23 | Management | 7 | Authorise the Audit Committee to Fix Remuneration of Auditors | For |
| InterContinental Hotels Group Plc | Annual | 05-May-23 | Management | 8 | Authorise UK Political Donations and Expenditure | For |
| InterContinental Hotels Group Plc | Annual | 05-May-23 | Management | 9 | Approve Deferred Award Plan | For |
| InterContinental Hotels Group Plc | Annual | 05-May-23 | Management | 10 | Authorise Issue of Equity | For |
| InterContinental Hotels Group Plc | Annual | 05-May-23 | Management | 11 | Authorise Issue of Equity without Pre-emptive Rights | For |
| InterContinental Hotels Group Plc | Annual | 05-May-23 | Management | 12 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | For |
| InterContinental Hotels Group Plc | Annual | 05-May-23 | Management | 13 | Authorise Market Purchase of Ordinary Shares | For |
| InterContinental Hotels Group Plc | Annual | 05-May-23 | Management | 14 | Authorise the Company to Call General Meeting with Two Weeks' Notice | For |
| Danaher Corporation | Annual | 09-May-23 | Management | 1a | Elect Director Rainer M. Blair | For |
| Danaher Corporation | Annual | 09-May-23 | Management | 1b | Elect Director Feroz Dewan | For |
| Danaher Corporation | Annual | 09-May-23 | Management | 1c | Elect Director Linda Filler | Against |
| Danaher Corporation | Annual | 09-May-23 | Management | 1d | Elect Director Teri List | For |
| Danaher Corporation | Annual | 09-May-23 | Management | 1e | Elect Director Walter G. Lohr, Jr. | For |
| Danaher Corporation | Annual | 09-May-23 | Management | 1f | Elect Director Jessica L. Mega | For |
| Danaher Corporation | Annual | 09-May-23 | Management | 1g | Elect Director Mitchell P. Rales | For |
| Danaher Corporation | Annual | 09-May-23 | Management | 1h | Elect Director Steven M. Rales | Against |
| Danaher Corporation | Annual | 09-May-23 | Management | 1i | Elect Director Pardis C. Sabeti | For |
| Danaher Corporation | Annual | 09-May-23 | Management | 1j | Elect Director A. Shane Sanders | For |
| Danaher Corporation | Annual | 09-May-23 | Management | 1k | Elect Director John T. Schwieters | Against |
| Danaher Corporation | Annual | 09-May-23 | Management | 1l | Elect Director Alan G. Spoon | Against |
| Danaher Corporation | Annual | 09-May-23 | Management | 1m | Elect Director Raymond C. Stevens | For |
| Danaher Corporation | Annual | 09-May-23 | Management | 1n | Elect Director Elias A. Zerhouni | For |
| Danaher Corporation | Annual | 09-May-23 | Management | 2 | Ratify Ernst & Young LLP as Auditors | For |
| Danaher Corporation | Annual | 09-May-23 | Management | 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Danaher Corporation | Annual | 09-May-23 | Management | 4 | Advisory Vote on Say on Pay Frequency | One Year |
| Danaher Corporation | Annual | 09-May-23 | Shareholder | 5 | Require Independent Board Chair | For |
| Danaher Corporation | Annual | 09-May-23 | Shareholder | 6 | Report on Effectiveness of Diversity, Equity, and Inclusion Efforts | For |
| Stryker Corporation | Annual | 10-May-23 | Management | 1a | Elect Director Mary K. Brainerd | For |

| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|---|--------|-----------|-------------|----------|--|------------------|
| Stryker Corporation | Annual | 10-May-23 | Management | 1b | Elect Director Giovanni Caforio | For |
| Stryker Corporation | Annual | 10-May-23 | Management | 1c | Elect Director Srikant M. Datar | For |
| Stryker Corporation | Annual | 10-May-23 | Management | 1d | Elect Director Allan C. Golston | Against |
| Stryker Corporation | Annual | 10-May-23 | Management | 1e | Elect Director Kevin A. Lobo | Against |
| Stryker Corporation | Annual | 10-May-23 | Management | 1f | Elect Director Sherilyn S. McCoy | For |
| Stryker Corporation | Annual | 10-May-23 | Management | 1g | Elect Director Andrew K. Silvernail | Against |
| Stryker Corporation | Annual | 10-May-23 | Management | 1h | Elect Director Lisa M. Skeete Tatum | For |
| Stryker Corporation | Annual | 10-May-23 | Management | 1i | Elect Director Ronda E. Stryker | For |
| Stryker Corporation | Annual | 10-May-23 | Management | 1j | Elect Director Rajeev Suri | For |
| Stryker Corporation | Annual | 10-May-23 | Management | 2 | Ratify Ernst & Young LLP as Auditors | For |
| Stryker Corporation | Annual | 10-May-23 | Management | 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Stryker Corporation | Annual | 10-May-23 | Management | 4 | Advisory Vote on Say on Pay Frequency | One Year |
| Stryker Corporation | Annual | 10-May-23 | Shareholder | 5 | Report on Political Contributions and Expenditures | For |
| Wolters Kluwer NV | Annual | 10-May-23 | Management | 2.c | Approve Remuneration Report | Abstain |
| Wolters Kluwer NV | Annual | 10-May-23 | Management | 3.a | Adopt Financial Statements and Statutory Reports | For |
| Wolters Kluwer NV | Annual | 10-May-23 | Management | 3.c | Approve Dividends | For |
| Wolters Kluwer NV | Annual | 10-May-23 | Management | 4.a | Approve Discharge of Executive Board | For |
| Wolters Kluwer NV | Annual | 10-May-23 | Management | 4.b | Approve Discharge of Supervisory Board | For |
| Wolters Kluwer NV | Annual | 10-May-23 | Management | 5 | Reelect Chris Vogelzang to Supervisory Board | For |
| Wolters Kluwer NV | Annual | 10-May-23 | Management | 6.a | Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital | For |
| Wolters Kluwer NV | Annual | 10-May-23 | Management | 6.b | Authorize Board to Exclude Preemptive Rights from Share Issuances | For |
| Wolters Kluwer NV | Annual | 10-May-23 | Management | 7 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | For |
| Wolters Kluwer NV | Annual | 10-May-23 | Management | 8 | Approve Cancellation of Shares | For |
| Wolters Kluwer NV | Annual | 10-May-23 | Management | 9 | Approve KPMG Accountants N.V as Auditors | For |
| The Renewables Infrastructure Group Limited | Annual | 10-May-23 | Management | 1 | Accept Financial Statements and Statutory Reports | For |
| The Renewables Infrastructure Group Limited | Annual | 10-May-23 | Management | 2 | Elect Richard Morse as Director | For |
| The Renewables Infrastructure Group Limited | Annual | 10-May-23 | Management | 3 | Re-elect Tove Feld as Director | For |
| The Renewables Infrastructure Group Limited | Annual | 10-May-23 | Management | 4 | Re-elect John Whittle as Director | For |
| The Renewables Infrastructure Group Limited | Annual | 10-May-23 | Management | 5 | Re-elect Erna-Maria Trixl as Director | For |

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

| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|---|--------|-----------|------------|----------|--|------------------|
| The Renewables Infrastructure Group Limited | Annual | 10-May-23 | Management | 6 | Elect Selina Sagayam as Director | For |
| The Renewables Infrastructure Group Limited | Annual | 10-May-23 | Management | 7 | Ratify Deloitte LLP as Auditors | For |
| The Renewables Infrastructure Group Limited | Annual | 10-May-23 | Management | 8 | Authorise Board to Fix Remuneration of Auditors | For |
| The Renewables Infrastructure Group Limited | Annual | 10-May-23 | Management | 9 | Approve Remuneration Report | For |
| The Renewables Infrastructure Group Limited | Annual | 10-May-23 | Management | 10 | Approve Remuneration Policy | For |
| The Renewables Infrastructure Group Limited | Annual | 10-May-23 | Management | 11 | Approve Company's Dividend Policy | For |
| The Renewables Infrastructure Group Limited | Annual | 10-May-23 | Management | 12 | Approve Scrip Dividend Program | For |
| The Renewables Infrastructure Group Limited | Annual | 10-May-23 | Management | 13 | Authorise Market Purchase of Ordinary Shares | For |
| The Renewables Infrastructure Group Limited | Annual | 10-May-23 | Management | 14 | Authorise Issue of Equity | For |
| The Renewables Infrastructure Group Limited | Annual | 10-May-23 | Management | 15 | Authorise Issue of Equity without Pre-emptive Rights | For |
| Spirax-Sarco Engineering Plc | Annual | 10-May-23 | Management | 1 | Accept Financial Statements and Statutory Reports | For |
| Spirax-Sarco Engineering Plc | Annual | 10-May-23 | Management | 2 | Approve Remuneration Policy | Against |
| Spirax-Sarco Engineering Plc | Annual | 10-May-23 | Management | 3 | Approve Remuneration Report | Against |
| Spirax-Sarco Engineering Plc | Annual | 10-May-23 | Management | 4 | Approve Final Dividend | For |
| Spirax-Sarco Engineering Plc | Annual | 10-May-23 | Management | 5 | Reappoint Deloitte LLP as Auditors | For |
| Spirax-Sarco Engineering Plc | Annual | 10-May-23 | Management | 6 | Authorise Board to Fix Remuneration of Auditors | For |
| Spirax-Sarco Engineering Plc | Annual | 10-May-23 | Management | 7 | Re-elect Jamie Pike as Director | Against |
| Spirax-Sarco Engineering Plc | Annual | 10-May-23 | Management | 8 | Re-elect Nicholas Anderson as Director | For |
| Spirax-Sarco Engineering Plc | Annual | 10-May-23 | Management | 9 | Re-elect Nimesh Patel as Director | For |
| Spirax-Sarco Engineering Plc | Annual | 10-May-23 | Management | 10 | Re-elect Angela Archon as Director | For |
| Spirax-Sarco Engineering Plc | Annual | 10-May-23 | Management | 11 | Re-elect Peter France as Director | For |
| Spirax-Sarco Engineering Plc | Annual | 10-May-23 | Management | 12 | Re-elect Richard Gillingwater as Director | For |
| Spirax-Sarco Engineering Plc | Annual | 10-May-23 | Management | 13 | Re-elect Caroline Johnstone as Director | For |
| Spirax-Sarco Engineering Plc | Annual | 10-May-23 | Management | 14 | Re-elect Jane Kingston as Director | For |
| Spirax-Sarco Engineering Plc | Annual | 10-May-23 | Management | 15 | Re-elect Kevin Thompson as Director | For |
| Spirax-Sarco Engineering Plc | Annual | 10-May-23 | Management | 16 | Authorise Issue of Equity | For |
| Spirax-Sarco Engineering Plc | Annual | 10-May-23 | Management | 17 | Approve Scrip Dividend Program | For |
| Spirax-Sarco Engineering Plc | Annual | 10-May-23 | Management | 18 | Approve Performance Share Plan | For |

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| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|----------------------------------|--------|-----------|-------------|----------|--|------------------|
| Spirax-Sarco Engineering Plc | Annual | 10-May-23 | Management | 19 | Authorise Issue of Equity without Pre-emptive Rights | For |
| Spirax-Sarco Engineering Plc | Annual | 10-May-23 | Management | 20 | Authorise Market Purchase of Ordinary Shares | For |
| Verizon Communications Inc. | Annual | 11-May-23 | Management | 1.1 | Elect Director Shellye Archambeau | Against |
| Verizon Communications Inc. | Annual | 11-May-23 | Management | 1.2 | Elect Director Roxanne Austin | For |
| Verizon Communications Inc. | Annual | 11-May-23 | Management | 1.3 | Elect Director Mark Bertolini | For |
| Verizon Communications Inc. | Annual | 11-May-23 | Management | 1.4 | Elect Director Vittorio Colao | For |
| Verizon Communications Inc. | Annual | 11-May-23 | Management | 1.5 | Elect Director Melanie Healey | For |
| Verizon Communications Inc. | Annual | 11-May-23 | Management | 1.6 | Elect Director Laxman Narasimhan | For |
| Verizon Communications Inc. | Annual | 11-May-23 | Management | 1.7 | Elect Director Clarence Otis, Jr. | For |
| Verizon Communications Inc. | Annual | 11-May-23 | Management | 1.8 | Elect Director Daniel Schulman | Against |
| Verizon Communications Inc. | Annual | 11-May-23 | Management | 1.9 | Elect Director Rodney Slater | For |
| Verizon Communications Inc. | Annual | 11-May-23 | Management | 1.10 | Elect Director Carol Tome | For |
| Verizon Communications Inc. | Annual | 11-May-23 | Management | 1.11 | Elect Director Hans Vestberg | Against |
| Verizon Communications Inc. | Annual | 11-May-23 | Management | 1.12 | Elect Director Gregory Weaver | Against |
| Verizon Communications Inc. | Annual | 11-May-23 | Management | 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Verizon Communications Inc. | Annual | 11-May-23 | Management | 3 | Advisory Vote on Say on Pay Frequency | One Year |
| Verizon Communications Inc. | Annual | 11-May-23 | Management | 4 | Ratify Ernst & Young LLP as Auditors | For |
| Verizon Communications Inc. | Annual | 11-May-23 | Shareholder | 5 | Report on Government Requests to Remove Content | Against |
| Verizon Communications Inc. | Annual | 11-May-23 | Shareholder | 6 | Adopt a Policy Prohibiting Direct and Indirect Political Contributions to Candidates | For |
| Verizon Communications Inc. | Annual | 11-May-23 | Shareholder | 7 | Amend Clawback Policy | For |
| Verizon Communications Inc. | Annual | 11-May-23 | Shareholder | 8 | Submit Severance Agreement (Change-in-Control) to Shareholder Vote | For |
| Verizon Communications Inc. | Annual | 11-May-23 | Shareholder | 9 | Require Independent Board Chair | For |
| Edwards Lifesciences Corporation | Annual | 11-May-23 | Management | 1.1 | Elect Director Kieran T. Gallahue | For |
| Edwards Lifesciences Corporation | Annual | 11-May-23 | Management | 1.2 | Elect Director Leslie S. Heisz | Against |
| Edwards Lifesciences Corporation | Annual | 11-May-23 | Management | 1.3 | Elect Director Paul A. LaViolette | For |
| Edwards Lifesciences Corporation | Annual | 11-May-23 | Management | 1.4 | Elect Director Steven R. Loranger | For |
| Edwards Lifesciences Corporation | Annual | 11-May-23 | Management | 1.5 | Elect Director Martha H. Marsh | For |
| Edwards Lifesciences Corporation | Annual | 11-May-23 | Management | 1.6 | Elect Director Michael A. Mussallem | For |
| Edwards Lifesciences Corporation | Annual | 11-May-23 | Management | 1.7 | Elect Director Ramona Sequeira | For |
| Edwards Lifesciences Corporation | Annual | 11-May-23 | Management | 1.8 | Elect Director Nicholas J. Valeriani | Against |
| Edwards Lifesciences Corporation | Annual | 11-May-23 | Management | 1.9 | Elect Director Bernard J. Zovighian | For |
| Edwards Lifesciences Corporation | Annual | 11-May-23 | Management | 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Edwards Lifesciences Corporation | Annual | 11-May-23 | Management | 3 | Advisory Vote on Say on Pay Frequency | One Year |

| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|----------------------------------|--------|-----------|-------------|----------|--|------------------|
| Edwards Lifesciences Corporation | Annual | 11-May-23 | Management | 4 | Ratify PricewaterhouseCoopers LLP as Auditors | For |
| Edwards Lifesciences Corporation | Annual | 11-May-23 | Management | 5 | Amend Certificate of Incorporation to Provide for Exculpation of Certain Officers | For |
| Edwards Lifesciences Corporation | Annual | 11-May-23 | Shareholder | 6 | Require Independent Board Chair | For |
| SAP SE | Annual | 11-May-23 | Management | 2 | Approve Allocation of Income and Dividends of EUR 2.05 per Share | For |
| SAP SE | Annual | 11-May-23 | Management | 3 | Approve Discharge of Management Board for Fiscal Year 2022 | For |
| SAP SE | Annual | 11-May-23 | Management | 4 | Approve Discharge of Supervisory Board for Fiscal Year 2022 | For |
| SAP SE | Annual | 11-May-23 | Management | 5 | Approve Remuneration Report | Against |
| SAP SE | Annual | 11-May-23 | Management | 6 | Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares | For |
| SAP SE | Annual | 11-May-23 | Management | 7 | Authorize Use of Financial Derivatives when Repurchasing Shares | For |
| SAP SE | Annual | 11-May-23 | Management | 8.1 | Elect Jennifer Xin-Zhe Li to the Supervisory Board | For |
| SAP SE | Annual | 11-May-23 | Management | 8.2 | Elect Qi Lu to the Supervisory Board | For |
| SAP SE | Annual | 11-May-23 | Management | 8.3 | Elect Punit Renjen to the Supervisory Board | For |
| SAP SE | Annual | 11-May-23 | Management | 9 | Approve Remuneration Policy for the Management Board | Against |
| SAP SE | Annual | 11-May-23 | Management | 10 | Approve Remuneration Policy for the Supervisory Board | For |
| SAP SE | Annual | 11-May-23 | Management | 11.1 | Approve Virtual-Only Shareholder Meetings Until 2025 | For |
| SAP SE | Annual | 11-May-23 | Management | 11.2 | Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission | For |
| Universal Music Group NV | Annual | 11-May-23 | Management | 3 | Approve Remuneration Report | Against |
| Universal Music Group NV | Annual | 11-May-23 | Management | 4 | Adopt Financial Statements | For |
| Universal Music Group NV | Annual | 11-May-23 | Management | 5.b | Approve Dividends | For |
| Universal Music Group NV | Annual | 11-May-23 | Management | 6.a | Approve Discharge of Executive Directors | For |
| Universal Music Group NV | Annual | 11-May-23 | Management | 6.b | Approve Discharge of Non-Executive Directors | For |
| Universal Music Group NV | Annual | 11-May-23 | Management | 7.a | Reelect Lucian Grainge as Executive Director | For |
| Universal Music Group NV | Annual | 11-May-23 | Management | 7.b | Approve Supplement to the Company's Remuneration Policy in Respect of Lucian Grainge | Against |
| Universal Music Group NV | Annual | 11-May-23 | Management | 8.a | Reelect Sherry Lansing as Non-Executive Director | Against |
| Universal Music Group NV | Annual | 11-May-23 | Management | 8.b | Reelect Anna Jones as Non-Executive Director | Against |
| Universal Music Group NV | Annual | 11-May-23 | Management | 8.c | Reelect Luc van Os as Non-Executive Director | Against |
| Universal Music Group NV | Annual | 11-May-23 | Management | 8.d | Elect Haim Saban as Non-Executive Director | For |
| Universal Music Group NV | Annual | 11-May-23 | Management | 9 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |

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| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|--------------------------------------|--------|-----------|------------|----------|---|------------------|
| Universal Music Group NV | Annual | 11-May-23 | Management | 10 | Ratify Auditors | For |
| ANSYS, Inc. | Annual | 12-May-23 | Management | 1a | Elect Director Robert M. Calderoni | Against |
| ANSYS, Inc. | Annual | 12-May-23 | Management | 1b | Elect Director Glenda M. Dorchak | For |
| ANSYS, Inc. | Annual | 12-May-23 | Management | 1c | Elect Director Ajei S. Gopal | For |
| ANSYS, Inc. | Annual | 12-May-23 | Management | 2 | Ratify Deloitte & Touche LLP as Auditors | For |
| ANSYS, Inc. | Annual | 12-May-23 | Management | 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| ANSYS, Inc. | Annual | 12-May-23 | Management | 4 | Advisory Vote on Say on Pay Frequency | One Year |
| ANSYS, Inc. | Annual | 12-May-23 | Management | 5 | Declassify the Board of Directors | For |
| GCP Asset Backed Income Fund Limited | Annual | 15-May-23 | Management | 1 | Accept Financial Statements and Statutory Reports | For |
| GCP Asset Backed Income Fund Limited | Annual | 15-May-23 | Management | 2 | Approve Remuneration Report | For |
| GCP Asset Backed Income Fund Limited | Annual | 15-May-23 | Management | 3 | Approve Remuneration Policy | For |
| GCP Asset Backed Income Fund Limited | Annual | 15-May-23 | Management | 4 | Re-elect Alex Ohlsson as Director | Against |
| GCP Asset Backed Income Fund Limited | Annual | 15-May-23 | Management | 5 | Re-elect Joanna Dentskevich as Director | Against |
| GCP Asset Backed Income Fund Limited | Annual | 15-May-23 | Management | 6 | Re-elect Colin Huelin as Director | Against |
| GCP Asset Backed Income Fund Limited | Annual | 15-May-23 | Management | 7 | Re-elect Marykay Fuller as Director | Against |
| GCP Asset Backed Income Fund Limited | Annual | 15-May-23 | Management | 8 | Approve Company's Dividend Policy | For |
| GCP Asset Backed Income Fund Limited | Annual | 15-May-23 | Management | 9 | Ratify PricewaterhouseCoopers CI LLP as Auditors | For |
| GCP Asset Backed Income Fund Limited | Annual | 15-May-23 | Management | 10 | Authorise the Audit Committee to Fix Remuneration of Auditors | For |
| GCP Asset Backed Income Fund Limited | Annual | 15-May-23 | Management | 11 | Authorise the Company to Hold Purchased Shares as Treasury Shares | For |
| GCP Asset Backed Income Fund Limited | Annual | 15-May-23 | Management | 12 | Authorise Market Purchase of Ordinary Shares | For |
| GCP Asset Backed Income Fund Limited | Annual | 15-May-23 | Management | 13 | Authorise Issue of Equity without Pre-emptive Rights | For |
| Deutsche Boerse AG | Annual | 16-May-23 | Management | 2 | Approve Allocation of Income and Dividends of EUR 3.60 per Share | For |
| Deutsche Boerse AG | Annual | 16-May-23 | Management | 3 | Approve Discharge of Management Board for Fiscal Year 2022 | For |

| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|----------------------|--------|-----------|-------------|----------|---|------------------|
| Deutsche Boerse AG | Annual | 16-May-23 | Management | 4 | Approve Discharge of Supervisory Board for Fiscal Year 2022 | For |
| Deutsche Boerse AG | Annual | 16-May-23 | Management | 5.1 | Approve Virtual-Only Shareholder Meetings Until 2025 | For |
| Deutsche Boerse AG | Annual | 16-May-23 | Management | 5.2 | Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission | For |
| Deutsche Boerse AG | Annual | 16-May-23 | Management | 5.3 | Amend Articles Re: AGM Convocation | For |
| Deutsche Boerse AG | Annual | 16-May-23 | Management | 6 | Amend Articles Re: Registration in the Share Register | For |
| Deutsche Boerse AG | Annual | 16-May-23 | Management | 7 | Approve Remuneration Report | Against |
| Deutsche Boerse AG | Annual | 16-May-23 | Management | 8 | Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023 | For |
| JPMorgan Chase & Co. | Annual | 16-May-23 | Management | 1a | Elect Director Linda B. Bammann | Against |
| JPMorgan Chase & Co. | Annual | 16-May-23 | Management | 1b | Elect Director Stephen B. Burke | Against |
| JPMorgan Chase & Co. | Annual | 16-May-23 | Management | 1c | Elect Director Todd A. Combs | Against |
| JPMorgan Chase & Co. | Annual | 16-May-23 | Management | 1d | Elect Director James S. Crown | Against |
| JPMorgan Chase & Co. | Annual | 16-May-23 | Management | 1e | Elect Director Alicia Boler Davis | For |
| JPMorgan Chase & Co. | Annual | 16-May-23 | Management | 1f | Elect Director James Dimon | Against |
| JPMorgan Chase & Co. | Annual | 16-May-23 | Management | 1g | Elect Director Timothy P. Flynn | Against |
| JPMorgan Chase & Co. | Annual | 16-May-23 | Management | 1h | Elect Director Alex Gorsky | For |
| JPMorgan Chase & Co. | Annual | 16-May-23 | Management | 1i | Elect Director Melody Hobson | For |
| JPMorgan Chase & Co. | Annual | 16-May-23 | Management | 1j | Elect Director Michael A. Neal | For |
| JPMorgan Chase & Co. | Annual | 16-May-23 | Management | 1k | Elect Director Phebe N. Novakovic | For |
| JPMorgan Chase & Co. | Annual | 16-May-23 | Management | 1l | Elect Director Virginia M. Rometty | For |
| JPMorgan Chase & Co. | Annual | 16-May-23 | Management | 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| JPMorgan Chase & Co. | Annual | 16-May-23 | Management | 3 | Advisory Vote on Say on Pay Frequency | One Year |
| JPMorgan Chase & Co. | Annual | 16-May-23 | Management | 4 | Ratify PricewaterhouseCoopers LLP as Auditors | For |
| JPMorgan Chase & Co. | Annual | 16-May-23 | Shareholder | 5 | Require Independent Board Chair | For |
| JPMorgan Chase & Co. | Annual | 16-May-23 | Shareholder | 6 | Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development | For |
| JPMorgan Chase & Co. | Annual | 16-May-23 | Shareholder | 7 | Amend Public Responsibility Committee Charter to Include Animal Welfare | For |
| JPMorgan Chase & Co. | Annual | 16-May-23 | Shareholder | 8 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | For |
| JPMorgan Chase & Co. | Annual | 16-May-23 | Shareholder | 9 | Report on Climate Transition Plan Describing Efforts to Align Financing Activities with GHG Targets | For |

| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|---------------------------------------|----------------|-----------|-------------|----------|---|------------------|
| JPMorgan Chase & Co. | Annual | 16-May-23 | Shareholder | 10 | Report on Risks Related to Discrimination Against Individuals Including Political Views | Against |
| JPMorgan Chase & Co. | Annual | 16-May-23 | Shareholder | 11 | Report on Political Expenditures Congruence | For |
| JPMorgan Chase & Co. | Annual | 16-May-23 | Shareholder | 12 | Disclose 2030 Absolute GHG Reduction Targets Associated with Lending and Underwriting | For |
| Alexandria Real Estate Equities, Inc. | Annual | 16-May-23 | Management | 1a | Elect Director Joel S. Marcus | Against |
| Alexandria Real Estate Equities, Inc. | Annual | 16-May-23 | Management | 1b | Elect Director Steven R. Hash | Against |
| Alexandria Real Estate Equities, Inc. | Annual | 16-May-23 | Management | 1c | Elect Director James P. Cain | Against |
| Alexandria Real Estate Equities, Inc. | Annual | 16-May-23 | Management | 1d | Elect Director Cynthia L. Feldmann | For |
| Alexandria Real Estate Equities, Inc. | Annual | 16-May-23 | Management | 1e | Elect Director Maria C. Freire | For |
| Alexandria Real Estate Equities, Inc. | Annual | 16-May-23 | Management | 1f | Elect Director Richard H. Klein | Against |
| Alexandria Real Estate Equities, Inc. | Annual | 16-May-23 | Management | 1g | Elect Director Michael A. Woronoff | For |
| Alexandria Real Estate Equities, Inc. | Annual | 16-May-23 | Management | 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Alexandria Real Estate Equities, Inc. | Annual | 16-May-23 | Management | 3 | Advisory Vote on Say on Pay Frequency | One Year |
| Alexandria Real Estate Equities, Inc. | Annual | 16-May-23 | Management | 4 | Ratify Ernst & Young LLP as Auditors | For |
| Verisk Analytics, Inc. | Annual | 17-May-23 | Management | 1a | Elect Director Vincent K. Brooks | For |
| Verisk Analytics, Inc. | Annual | 17-May-23 | Management | 1b | Elect Director Jeffrey Dailey | For |
| Verisk Analytics, Inc. | Annual | 17-May-23 | Management | 1c | Elect Director Wendy Lane | For |
| Verisk Analytics, Inc. | Annual | 17-May-23 | Management | 1d | Elect Director Lee M. Shavel | For |
| Verisk Analytics, Inc. | Annual | 17-May-23 | Management | 1e | Elect Director Kimberly S. Stevenson | For |
| Verisk Analytics, Inc. | Annual | 17-May-23 | Management | 1f | Elect Director Olumide Soroye | For |
| Verisk Analytics, Inc. | Annual | 17-May-23 | Management | 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Verisk Analytics, Inc. | Annual | 17-May-23 | Management | 3 | Advisory Vote on Say on Pay Frequency | One Year |
| Verisk Analytics, Inc. | Annual | 17-May-23 | Management | 4 | Ratify Deloitte & Touche LLP as Auditors | For |
| Ares Capital Corporation | Annual | 17-May-23 | Management | 1a | Elect Director Michael J Arougheti | For |
| Ares Capital Corporation | Annual | 17-May-23 | Management | 1b | Elect Director Ann Torre Bates | For |
| Ares Capital Corporation | Annual | 17-May-23 | Management | 1c | Elect Director Steven B. McKeever | For |
| Ares Capital Corporation | Annual | 17-May-23 | Management | 2 | Ratify KPMG LLP as Auditors | For |
| EssilorLuxottica SA | Annual/Special | 17-May-23 | Management | 1 | Approve Financial Statements and Statutory Reports | For |
| EssilorLuxottica SA | Annual/Special | 17-May-23 | Management | 2 | Approve Consolidated Financial Statements and Statutory Reports | For |
| EssilorLuxottica SA | Annual/Special | 17-May-23 | Management | 3 | Approve Treatment of Losses and Dividends of EUR 3.23 per Share | For |
| EssilorLuxottica SA | Annual/Special | 17-May-23 | Management | 4 | Ratify Appointment of Mario Notari as Director | For |

| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|---------------------|----------------|-----------|------------|----------|---|------------------|
| EssilorLuxottica SA | Annual/Special | 17-May-23 | Management | 5 | Approve Auditors' Special Report on Related-Party Transactions | For |
| EssilorLuxottica SA | Annual/Special | 17-May-23 | Management | 6 | Approve Compensation Report of Corporate Officers | For |
| EssilorLuxottica SA | Annual/Special | 17-May-23 | Management | 7 | Approve Compensation of Chairman of the Board from January 1, 2022 until June 27, 2022 | For |
| EssilorLuxottica SA | Annual/Special | 17-May-23 | Management | 8 | Approve Compensation of Francesco Milleri, CEO until June 27, 2022 and Chairman and CEO since June 27, 2022 | For |
| EssilorLuxottica SA | Annual/Special | 17-May-23 | Management | 9 | Approve Compensation of Paul du Saillant, Vice-CEO | For |
| EssilorLuxottica SA | Annual/Special | 17-May-23 | Management | 10 | Approve Remuneration Policy of Directors | For |
| EssilorLuxottica SA | Annual/Special | 17-May-23 | Management | 11 | Approve Remuneration Policy of Chairman and CEO | Against |
| EssilorLuxottica SA | Annual/Special | 17-May-23 | Management | 12 | Approve Remuneration Policy of Vice-CEO | Against |
| EssilorLuxottica SA | Annual/Special | 17-May-23 | Management | 13 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| EssilorLuxottica SA | Annual/Special | 17-May-23 | Management | 14 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | For |
| EssilorLuxottica SA | Annual/Special | 17-May-23 | Management | 15 | Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value | For |
| EssilorLuxottica SA | Annual/Special | 17-May-23 | Management | 16 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 4 Million | For |
| EssilorLuxottica SA | Annual/Special | 17-May-23 | Management | 17 | Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 4 Million | For |
| EssilorLuxottica SA | Annual/Special | 17-May-23 | Management | 18 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | For |
| EssilorLuxottica SA | Annual/Special | 17-May-23 | Management | 19 | Authorize Filing of Required Documents/Other Formalities | For |
| HgCapital Trust PLC | Annual | 17-May-23 | Management | 1 | Accept Financial Statements and Statutory Reports | For |
| HgCapital Trust PLC | Annual | 17-May-23 | Management | 2 | Approve Remuneration Report | For |
| HgCapital Trust PLC | Annual | 17-May-23 | Management | 3 | Approve Remuneration Policy | For |
| HgCapital Trust PLC | Annual | 17-May-23 | Management | 4 | Approve Final Dividend | For |
| HgCapital Trust PLC | Annual | 17-May-23 | Management | 5 | Elect Erika Schraner as Director | For |
| HgCapital Trust PLC | Annual | 17-May-23 | Management | 6 | Re-elect Richard Brooman as Director | For |
| HgCapital Trust PLC | Annual | 17-May-23 | Management | 7 | Re-elect Pilar Junco as Director | For |
| HgCapital Trust PLC | Annual | 17-May-23 | Management | 8 | Re-elect Jim Strang as Director | For |
| HgCapital Trust PLC | Annual | 17-May-23 | Management | 9 | Re-elect Guy Wakeley as Director | For |
| HgCapital Trust PLC | Annual | 17-May-23 | Management | 10 | Re-elect Anne West as Director | For |

| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|----------------------|--------|-----------|------------|----------|--|------------------|
| HgCapital Trust PLC | Annual | 17-May-23 | Management | 11 | Reappoint Grant Thornton UK LLP as Auditors | For |
| HgCapital Trust PLC | Annual | 17-May-23 | Management | 12 | Authorise Board to Fix Remuneration of Auditors | For |
| HgCapital Trust PLC | Annual | 17-May-23 | Management | 13 | Authorise Issue of Equity | For |
| HgCapital Trust PLC | Annual | 17-May-23 | Management | 14 | Adopt the Revised Investment Policy | For |
| HgCapital Trust PLC | Annual | 17-May-23 | Management | 15 | Authorise Issue of Equity without Pre-emptive Rights | For |
| HgCapital Trust PLC | Annual | 17-May-23 | Management | 16 | Authorise Market Purchase of Ordinary Shares | For |
| HgCapital Trust PLC | Annual | 17-May-23 | Management | 17 | Amend Articles of Association to Increase the Aggregate Limit on Directors' Fees | For |
| Greggs Plc | Annual | 17-May-23 | Management | 1 | Accept Financial Statements and Statutory Reports | For |
| Greggs Plc | Annual | 17-May-23 | Management | 2 | Reappoint RSM UK Audit LLP as Auditors | For |
| Greggs Plc | Annual | 17-May-23 | Management | 3 | Authorise Board to Fix Remuneration of Auditors | For |
| Greggs Plc | Annual | 17-May-23 | Management | 4 | Approve Final Dividend | For |
| Greggs Plc | Annual | 17-May-23 | Management | 5 | Elect Matt Davies as Director | For |
| Greggs Plc | Annual | 17-May-23 | Management | 6 | Re-elect Roisin Currie as Director | For |
| Greggs Plc | Annual | 17-May-23 | Management | 7 | Re-elect Richard Hutton as Director | For |
| Greggs Plc | Annual | 17-May-23 | Management | 8 | Re-elect Kate Ferry as Director | For |
| Greggs Plc | Annual | 17-May-23 | Management | 9 | Re-elect Mohamed Elsarky as Director | For |
| Greggs Plc | Annual | 17-May-23 | Management | 10 | Elect Lynne Weedall as Director | For |
| Greggs Plc | Annual | 17-May-23 | Management | 11 | Elect Nigel Mills as Director | For |
| Greggs Plc | Annual | 17-May-23 | Management | 12 | Approve Remuneration Report | Abstain |
| Greggs Plc | Annual | 17-May-23 | Management | 13 | Approve Remuneration Policy | Abstain |
| Greggs Plc | Annual | 17-May-23 | Management | 14 | Amend Performance Share Plan | Abstain |
| Greggs Plc | Annual | 17-May-23 | Management | 15 | Authorise Issue of Equity | For |
| Greggs Plc | Annual | 17-May-23 | Management | 16 | Authorise Issue of Equity without Pre-emptive Rights | For |
| Greggs Plc | Annual | 17-May-23 | Management | 17 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | For |
| Greggs Plc | Annual | 17-May-23 | Management | 18 | Authorise Market Purchase of Ordinary Shares | For |
| Greggs Plc | Annual | 17-May-23 | Management | 19 | Authorise the Company to Call General Meeting with Two Weeks' Notice | For |
| NextEra Energy, Inc. | Annual | 18-May-23 | Management | 1a | Elect Director Nicole S. Arnaboldi | For |
| NextEra Energy, Inc. | Annual | 18-May-23 | Management | 1b | Elect Director Sherry S. Barrat | For |
| NextEra Energy, Inc. | Annual | 18-May-23 | Management | 1c | Elect Director James L. Camaren | For |
| NextEra Energy, Inc. | Annual | 18-May-23 | Management | 1d | Elect Director Kenneth B. Dunn | For |
| NextEra Energy, Inc. | Annual | 18-May-23 | Management | 1e | Elect Director Naren K. Gursahaney | Against |
| NextEra Energy, Inc. | Annual | 18-May-23 | Management | 1f | Elect Director Kirk S. Hachigian | Against |
| NextEra Energy, Inc. | Annual | 18-May-23 | Management | 1g | Elect Director John W. Ketchum | Against |

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

| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|---------------------------|--------|-----------|-------------|----------|--|------------------|
| NextEra Energy, Inc. | Annual | 18-May-23 | Management | 1h | Elect Director Amy B. Lane | For |
| NextEra Energy, Inc. | Annual | 18-May-23 | Management | 1i | Elect Director David L. Porges | For |
| NextEra Energy, Inc. | Annual | 18-May-23 | Management | 1j | Elect Director Deborah "Dev" Stahlkopf | For |
| NextEra Energy, Inc. | Annual | 18-May-23 | Management | 1k | Elect Director John A. Stall | For |
| NextEra Energy, Inc. | Annual | 18-May-23 | Management | 1l | Elect Director Darryl L. Wilson | For |
| NextEra Energy, Inc. | Annual | 18-May-23 | Management | 2 | Ratify Deloitte & Touche as Auditors | For |
| NextEra Energy, Inc. | Annual | 18-May-23 | Management | 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| NextEra Energy, Inc. | Annual | 18-May-23 | Management | 4 | Advisory Vote on Say on Pay Frequency | One Year |
| NextEra Energy, Inc. | Annual | 18-May-23 | Shareholder | 5 | Disclose Board Skills and Diversity Matrix | For |
| Union Pacific Corporation | Annual | 18-May-23 | Management | 1a | Elect Director William J. DeLaney | Against |
| Union Pacific Corporation | Annual | 18-May-23 | Management | 1b | Elect Director David B. Dillon | Against |
| Union Pacific Corporation | Annual | 18-May-23 | Management | 1c | Elect Director Sheri H. Edison | For |
| Union Pacific Corporation | Annual | 18-May-23 | Management | 1d | Elect Director Teresa M. Finley | For |
| Union Pacific Corporation | Annual | 18-May-23 | Management | 1e | Elect Director Lance M. Fritz | Against |
| Union Pacific Corporation | Annual | 18-May-23 | Management | 1f | Elect Director Deborah C. Hopkins | For |
| Union Pacific Corporation | Annual | 18-May-23 | Management | 1g | Elect Director Jane H. Lute | For |
| Union Pacific Corporation | Annual | 18-May-23 | Management | 1h | Elect Director Michael R. McCarthy | Against |
| Union Pacific Corporation | Annual | 18-May-23 | Management | 1i | Elect Director Jose H. Villarreal | For |
| Union Pacific Corporation | Annual | 18-May-23 | Management | 1j | Elect Director Christopher J. Williams | For |
| Union Pacific Corporation | Annual | 18-May-23 | Management | 2 | Ratify Deloitte & Touche LLP as Auditors | For |
| Union Pacific Corporation | Annual | 18-May-23 | Management | 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Union Pacific Corporation | Annual | 18-May-23 | Management | 4 | Advisory Vote on Say on Pay Frequency | One Year |
| Union Pacific Corporation | Annual | 18-May-23 | Shareholder | 5 | Require Independent Board Chair | For |
| Union Pacific Corporation | Annual | 18-May-23 | Shareholder | 6 | Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders | For |
| Union Pacific Corporation | Annual | 18-May-23 | Shareholder | 7 | Adopt a Paid Sick Leave Policy | For |
| Zoetis Inc. | Annual | 18-May-23 | Management | 1a | Elect Director Paul M. Bisaro | For |
| Zoetis Inc. | Annual | 18-May-23 | Management | 1b | Elect Director Vanessa Broadhurst | For |
| Zoetis Inc. | Annual | 18-May-23 | Management | 1c | Elect Director Frank A. D'Amelio | For |
| Zoetis Inc. | Annual | 18-May-23 | Management | 1d | Elect Director Michael B. McCallister | For |
| Zoetis Inc. | Annual | 18-May-23 | Management | 1e | Elect Director Gregory Norden | For |
| Zoetis Inc. | Annual | 18-May-23 | Management | 1f | Elect Director Louise M. Parent | For |
| Zoetis Inc. | Annual | 18-May-23 | Management | 1g | Elect Director Kristin C. Peck | For |
| Zoetis Inc. | Annual | 18-May-23 | Management | 1h | Elect Director Robert W. Scully | Against |

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| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|----------------------------------|--------|-----------|-------------|----------|--|------------------|
| Zoetis Inc. | Annual | 18-May-23 | Management | 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Zoetis Inc. | Annual | 18-May-23 | Management | 3 | Ratify KPMG LLP as Auditors | For |
| Zoetis Inc. | Annual | 18-May-23 | Management | 4 | Provide Right to Call Special Meeting | For |
| Zoetis Inc. | Annual | 18-May-23 | Shareholder | 5 | Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold | For |
| The Home Depot, Inc. | Annual | 18-May-23 | Management | 1a | Elect Director Gerard J. Arpey | For |
| The Home Depot, Inc. | Annual | 18-May-23 | Management | 1b | Elect Director Ari Bousbib | For |
| The Home Depot, Inc. | Annual | 18-May-23 | Management | 1c | Elect Director Jeffery H. Boyd | Against |
| The Home Depot, Inc. | Annual | 18-May-23 | Management | 1d | Elect Director Gregory D. Brenneman | For |
| The Home Depot, Inc. | Annual | 18-May-23 | Management | 1e | Elect Director J. Frank Brown | Against |
| The Home Depot, Inc. | Annual | 18-May-23 | Management | 1f | Elect Director Albert P. Carey | Against |
| The Home Depot, Inc. | Annual | 18-May-23 | Management | 1g | Elect Director Edward P. Decker | Against |
| The Home Depot, Inc. | Annual | 18-May-23 | Management | 1h | Elect Director Linda R. Gooden | For |
| The Home Depot, Inc. | Annual | 18-May-23 | Management | 1i | Elect Director Wayne M. Hewett | For |
| The Home Depot, Inc. | Annual | 18-May-23 | Management | 1j | Elect Director Manuel Kadre | For |
| The Home Depot, Inc. | Annual | 18-May-23 | Management | 1k | Elect Director Stephanie C. Linnartz | For |
| The Home Depot, Inc. | Annual | 18-May-23 | Management | 1l | Elect Director Paula Santilli | For |
| The Home Depot, Inc. | Annual | 18-May-23 | Management | 1m | Elect Director Caryn Seidman-Becker | For |
| The Home Depot, Inc. | Annual | 18-May-23 | Management | 2 | Ratify KPMG LLP as Auditors | For |
| The Home Depot, Inc. | Annual | 18-May-23 | Management | 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| The Home Depot, Inc. | Annual | 18-May-23 | Management | 4 | Advisory Vote on Say on Pay Frequency | One Year |
| The Home Depot, Inc. | Annual | 18-May-23 | Shareholder | 5 | Reduce Ownership Threshold for Shareholders to Request Action by Written Consent | For |
| The Home Depot, Inc. | Annual | 18-May-23 | Shareholder | 6 | Require Independent Board Chair | For |
| The Home Depot, Inc. | Annual | 18-May-23 | Shareholder | 7 | Report on Political Expenditures Congruence | For |
| The Home Depot, Inc. | Annual | 18-May-23 | Shareholder | 8 | Rescind 2022 Racial Equity Audit Proposal | Against |
| The Home Depot, Inc. | Annual | 18-May-23 | Shareholder | 9 | Encourage Senior Management Commitment to Avoid Political Speech | Against |
| Marsh & McLennan Companies, Inc. | Annual | 18-May-23 | Management | 1a | Elect Director Anthony K. Anderson | For |
| Marsh & McLennan Companies, Inc. | Annual | 18-May-23 | Management | 1b | Elect Director John Q. Doyle | For |
| Marsh & McLennan Companies, Inc. | Annual | 18-May-23 | Management | 1c | Elect Director Hafize Gaye Erkan | For |
| Marsh & McLennan Companies, Inc. | Annual | 18-May-23 | Management | 1d | Elect Director Oscar Fanjul | Against |
| Marsh & McLennan Companies, Inc. | Annual | 18-May-23 | Management | 1e | Elect Director H. Edward Hanway | Against |
| Marsh & McLennan Companies, Inc. | Annual | 18-May-23 | Management | 1f | Elect Director Judith Hartmann | For |
| Marsh & McLennan Companies, Inc. | Annual | 18-May-23 | Management | 1g | Elect Director Deborah C. Hopkins | For |

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| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|----------------------------------|--------|-----------|------------|----------|--|------------------|
| Marsh & McLennan Companies, Inc. | Annual | 18-May-23 | Management | 1h | Elect Director Tamara Ingram | For |
| Marsh & McLennan Companies, Inc. | Annual | 18-May-23 | Management | 1i | Elect Director Jane H. Lute | For |
| Marsh & McLennan Companies, Inc. | Annual | 18-May-23 | Management | 1j | Elect Director Steven A. Mills | Against |
| Marsh & McLennan Companies, Inc. | Annual | 18-May-23 | Management | 1k | Elect Director Bruce P. Nolop | Against |
| Marsh & McLennan Companies, Inc. | Annual | 18-May-23 | Management | 1l | Elect Director Morton O. Schapiro | Against |
| Marsh & McLennan Companies, Inc. | Annual | 18-May-23 | Management | 1m | Elect Director Lloyd M. Yates | For |
| Marsh & McLennan Companies, Inc. | Annual | 18-May-23 | Management | 1n | Elect Director Ray G. Young | For |
| Marsh & McLennan Companies, Inc. | Annual | 18-May-23 | Management | 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Marsh & McLennan Companies, Inc. | Annual | 18-May-23 | Management | 3 | Advisory Vote on Say on Pay Frequency | One Year |
| Marsh & McLennan Companies, Inc. | Annual | 18-May-23 | Management | 4 | Ratify Deloitte & Touche LLP as Auditors | For |
| Genuit Group Plc | Annual | 18-May-23 | Management | 1 | Accept Financial Statements and Statutory Reports | Against |
| Genuit Group Plc | Annual | 18-May-23 | Management | 2 | Approve Remuneration Report | Against |
| Genuit Group Plc | Annual | 18-May-23 | Management | 3 | Approve Final Dividend | For |
| Genuit Group Plc | Annual | 18-May-23 | Management | 4 | Elect Shatish Dasani as Director | For |
| Genuit Group Plc | Annual | 18-May-23 | Management | 5 | Re-elect Joe Vorih as Director | For |
| Genuit Group Plc | Annual | 18-May-23 | Management | 6 | Re-elect Paul James as Director | For |
| Genuit Group Plc | Annual | 18-May-23 | Management | 7 | Re-elect Kevin Boyd as Director | Against |
| Genuit Group Plc | Annual | 18-May-23 | Management | 8 | Re-elect Mark Hammond as Director | For |
| Genuit Group Plc | Annual | 18-May-23 | Management | 9 | Re-elect Louise Brooke-Smith as Director | For |
| Genuit Group Plc | Annual | 18-May-23 | Management | 10 | Re-elect Lisa Scenna as Director | For |
| Genuit Group Plc | Annual | 18-May-23 | Management | 11 | Reappoint Ernst & Young LLP as Auditors | For |
| Genuit Group Plc | Annual | 18-May-23 | Management | 12 | Authorise the Audit Committee to Fix Remuneration of Auditors | For |
| Genuit Group Plc | Annual | 18-May-23 | Management | 13 | Authorise Issue of Equity | For |
| Genuit Group Plc | Annual | 18-May-23 | Management | 14 | Authorise Issue of Equity without Pre-emptive Rights | For |
| Genuit Group Plc | Annual | 18-May-23 | Management | 15 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | For |
| Genuit Group Plc | Annual | 18-May-23 | Management | 16 | Authorise Market Purchase of Ordinary Shares | For |
| Genuit Group Plc | Annual | 18-May-23 | Management | 17 | Authorise the Company to Call General Meeting with Two Weeks' Notice | For |
| AIA Group Limited | Annual | 18-May-23 | Management | 1 | Accept Financial Statements and Statutory Reports | For |
| AIA Group Limited | Annual | 18-May-23 | Management | 2 | Approve Final Dividend | For |
| AIA Group Limited | Annual | 18-May-23 | Management | 3 | Elect Edmund Sze-Wing Tse as Director | For |
| AIA Group Limited | Annual | 18-May-23 | Management | 4 | Elect Jack Chak-Kwong So as Director | For |
| AIA Group Limited | Annual | 18-May-23 | Management | 5 | Elect Lawrence Juen-Yee Lau as Director | For |

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| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|--------------------------|--------|-----------|------------|----------|--|------------------|
| AIA Group Limited | Annual | 18-May-23 | Management | 6 | Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration | For |
| AIA Group Limited | Annual | 18-May-23 | Management | 7A | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | For |
| AIA Group Limited | Annual | 18-May-23 | Management | 7B | Authorize Repurchase of Issued Share Capital | For |
| AIA Group Limited | Annual | 18-May-23 | Management | 8 | Approve Increase in Rate of Directors' Fees | For |
| AIA Group Limited | Annual | 18-May-23 | Management | 9 | Amend Share Option Scheme | For |
| AIA Group Limited | Annual | 18-May-23 | Management | 10 | Amend Restricted Share Unit Scheme | For |
| AIA Group Limited | Annual | 18-May-23 | Management | 11 | Amend Employee Share Purchase Plan | For |
| AIA Group Limited | Annual | 18-May-23 | Management | 12 | Amend Agency Share Purchase Plan | For |
| Lloyds Banking Group Plc | Annual | 18-May-23 | Management | 1 | Accept Financial Statements and Statutory Reports | For |
| Lloyds Banking Group Plc | Annual | 18-May-23 | Management | 2 | Elect Cathy Turner as Director | For |
| Lloyds Banking Group Plc | Annual | 18-May-23 | Management | 3 | Elect Scott Wheway as Director | For |
| Lloyds Banking Group Plc | Annual | 18-May-23 | Management | 4 | Re-elect Robin Budenberg as Director | For |
| Lloyds Banking Group Plc | Annual | 18-May-23 | Management | 5 | Re-elect Charlie Nunn as Director | For |
| Lloyds Banking Group Plc | Annual | 18-May-23 | Management | 6 | Re-elect William Chalmers as Director | For |
| Lloyds Banking Group Plc | Annual | 18-May-23 | Management | 7 | Re-elect Alan Dickinson as Director | Abstain |
| Lloyds Banking Group Plc | Annual | 18-May-23 | Management | 8 | Re-elect Sarah Legg as Director | For |
| Lloyds Banking Group Plc | Annual | 18-May-23 | Management | 9 | Re-elect Lord Lupton as Director | For |
| Lloyds Banking Group Plc | Annual | 18-May-23 | Management | 10 | Re-elect Amanda Mackenzie as Director | For |
| Lloyds Banking Group Plc | Annual | 18-May-23 | Management | 11 | Re-elect Harmeen Mehta as Director | For |
| Lloyds Banking Group Plc | Annual | 18-May-23 | Management | 12 | Re-elect Catherine Woods as Director | For |
| Lloyds Banking Group Plc | Annual | 18-May-23 | Management | 13 | Approve Remuneration Policy | Abstain |
| Lloyds Banking Group Plc | Annual | 18-May-23 | Management | 14 | Approve Remuneration Report | For |
| Lloyds Banking Group Plc | Annual | 18-May-23 | Management | 15 | Approve Final Dividend | For |
| Lloyds Banking Group Plc | Annual | 18-May-23 | Management | 16 | Reappoint Deloitte LLP as Auditors | For |
| Lloyds Banking Group Plc | Annual | 18-May-23 | Management | 17 | Authorise the Audit Committee to Fix Remuneration of Auditors | For |
| Lloyds Banking Group Plc | Annual | 18-May-23 | Management | 18 | Approve Long-Term Incentive Plan | Abstain |
| Lloyds Banking Group Plc | Annual | 18-May-23 | Management | 19 | Authorise UK Political Donations and Expenditure | Against |
| Lloyds Banking Group Plc | Annual | 18-May-23 | Management | 20 | Authorise Issue of Equity | For |
| Lloyds Banking Group Plc | Annual | 18-May-23 | Management | 21 | Authorise Issue of Equity in Relation to the Issue of Regulatory Capital Convertible Instruments | For |
| Lloyds Banking Group Plc | Annual | 18-May-23 | Management | 22 | Authorise Issue of Equity without Pre-emptive Rights | For |
| Lloyds Banking Group Plc | Annual | 18-May-23 | Management | 23 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | For |

| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|---------------------------------|--------|-----------|-------------|----------|---|------------------|
| Lloyds Banking Group Plc | Annual | 18-May-23 | Management | 24 | Authorise Issue of Equity without Pre-Emptive Rights in Relation to the Issue of Regulatory Capital Convertible Instruments | For |
| Lloyds Banking Group Plc | Annual | 18-May-23 | Management | 25 | Authorise Market Purchase of Ordinary Shares | For |
| Lloyds Banking Group Plc | Annual | 18-May-23 | Management | 26 | Authorise Market Purchase of Preference Shares | For |
| Lloyds Banking Group Plc | Annual | 18-May-23 | Management | 27 | Authorise the Company to Call General Meeting with Two Weeks' Notice | For |
| Intercontinental Exchange, Inc. | Annual | 19-May-23 | Management | 1a | Elect Director Sharon Y. Bowen | For |
| Intercontinental Exchange, Inc. | Annual | 19-May-23 | Management | 1b | Elect Director Shantella E. Cooper | For |
| Intercontinental Exchange, Inc. | Annual | 19-May-23 | Management | 1c | Elect Director Duriya M. Farooqui | For |
| Intercontinental Exchange, Inc. | Annual | 19-May-23 | Management | 1d | Elect Director The Right Hon. the Lord Hague of Richmond | For |
| Intercontinental Exchange, Inc. | Annual | 19-May-23 | Management | 1e | Elect Director Mark F. Mulhern | Against |
| Intercontinental Exchange, Inc. | Annual | 19-May-23 | Management | 1f | Elect Director Thomas E. Noonan | For |
| Intercontinental Exchange, Inc. | Annual | 19-May-23 | Management | 1g | Elect Director Caroline L. Silver | For |
| Intercontinental Exchange, Inc. | Annual | 19-May-23 | Management | 1h | Elect Director Jeffrey C. Sprecher | Against |
| Intercontinental Exchange, Inc. | Annual | 19-May-23 | Management | 1i | Elect Director Judith A. Sprieser | Against |
| Intercontinental Exchange, Inc. | Annual | 19-May-23 | Management | 1j | Elect Director Martha A. Tirinanzi | For |
| Intercontinental Exchange, Inc. | Annual | 19-May-23 | Management | 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Intercontinental Exchange, Inc. | Annual | 19-May-23 | Management | 3 | Advisory Vote on Say on Pay Frequency | One Year |
| Intercontinental Exchange, Inc. | Annual | 19-May-23 | Management | 4 | Ratify Ernst & Young LLP as Auditors | For |
| Intercontinental Exchange, Inc. | Annual | 19-May-23 | Shareholder | 5 | Amend Right to Call Special Meeting | For |
| Honeywell International Inc. | Annual | 19-May-23 | Management | 1A | Elect Director Darius Adamczyk | Against |
| Honeywell International Inc. | Annual | 19-May-23 | Management | 1B | Elect Director Duncan Angove | For |
| Honeywell International Inc. | Annual | 19-May-23 | Management | 1C | Elect Director William S. Ayer | Against |
| Honeywell International Inc. | Annual | 19-May-23 | Management | 1D | Elect Director Kevin Burke | For |
| Honeywell International Inc. | Annual | 19-May-23 | Management | 1E | Elect Director D. Scott Davis | For |
| Honeywell International Inc. | Annual | 19-May-23 | Management | 1F | Elect Director Deborah Flint | For |
| Honeywell International Inc. | Annual | 19-May-23 | Management | 1G | Elect Director Vimal Kapur | For |
| Honeywell International Inc. | Annual | 19-May-23 | Management | 1H | Elect Director Rose Lee | For |
| Honeywell International Inc. | Annual | 19-May-23 | Management | 1I | Elect Director Grace Lieblein | Against |
| Honeywell International Inc. | Annual | 19-May-23 | Management | 1J | Elect Director Robin L. Washington | For |
| Honeywell International Inc. | Annual | 19-May-23 | Management | 1K | Elect Director Robin Watson | For |
| Honeywell International Inc. | Annual | 19-May-23 | Management | 2 | Advisory Vote on Say on Pay Frequency | One Year |
| Honeywell International Inc. | Annual | 19-May-23 | Management | 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against |

| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|------------------------------|--------|-----------|-------------|----------|--|------------------|
| Honeywell International Inc. | Annual | 19-May-23 | Management | 4 | Ratify Deloitte & Touche LLP as Auditors | For |
| Honeywell International Inc. | Annual | 19-May-23 | Shareholder | 5 | Require Independent Board Chair | For |
| Honeywell International Inc. | Annual | 19-May-23 | Shareholder | 6 | Issue Environmental Justice Report | For |
| Judges Scientific Plc | Annual | 22-May-23 | Management | 1 | Accept Financial Statements and Statutory Reports | For |
| Judges Scientific Plc | Annual | 22-May-23 | Management | 2 | Approve Remuneration Policy and Remuneration Report | Against |
| Judges Scientific Plc | Annual | 22-May-23 | Management | 3 | Re-elect David Cicurel as Director | For |
| Judges Scientific Plc | Annual | 22-May-23 | Management | 4 | Elect Tim Prestidge as Director | For |
| Judges Scientific Plc | Annual | 22-May-23 | Management | 5 | Approve Final Dividend | For |
| Judges Scientific Plc | Annual | 22-May-23 | Management | 6 | Reappoint BDO UK LLP as Auditors and Authorise Their Remuneration | For |
| Judges Scientific Plc | Annual | 22-May-23 | Management | 7 | Authorise Issue of Equity | For |
| Judges Scientific Plc | Annual | 22-May-23 | Management | 8 | Authorise Issue of Equity without Pre-emptive Rights | For |
| Judges Scientific Plc | Annual | 22-May-23 | Management | 9 | Authorise Market Purchase of Shares | For |
| Merck & Co., Inc. | Annual | 23-May-23 | Management | 1a | Elect Director Douglas M. Baker, Jr. | For |
| Merck & Co., Inc. | Annual | 23-May-23 | Management | 1b | Elect Director Mary Ellen Coe | For |
| Merck & Co., Inc. | Annual | 23-May-23 | Management | 1c | Elect Director Pamela J. Craig | Against |
| Merck & Co., Inc. | Annual | 23-May-23 | Management | 1d | Elect Director Robert M. Davis | Against |
| Merck & Co., Inc. | Annual | 23-May-23 | Management | 1e | Elect Director Thomas H. Glocer | For |
| Merck & Co., Inc. | Annual | 23-May-23 | Management | 1f | Elect Director Risa J. Lavizzo-Mourey | For |
| Merck & Co., Inc. | Annual | 23-May-23 | Management | 1g | Elect Director Stephen L. Mayo | For |
| Merck & Co., Inc. | Annual | 23-May-23 | Management | 1h | Elect Director Paul B. Rothman | For |
| Merck & Co., Inc. | Annual | 23-May-23 | Management | 1i | Elect Director Patricia F. Russo | Against |
| Merck & Co., Inc. | Annual | 23-May-23 | Management | 1j | Elect Director Christine E. Seidman | For |
| Merck & Co., Inc. | Annual | 23-May-23 | Management | 1k | Elect Director Inge G. Thulin | For |
| Merck & Co., Inc. | Annual | 23-May-23 | Management | 1l | Elect Director Kathy J. Warden | For |
| Merck & Co., Inc. | Annual | 23-May-23 | Management | 1m | Elect Director Peter C. Wendell | For |
| Merck & Co., Inc. | Annual | 23-May-23 | Management | 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Merck & Co., Inc. | Annual | 23-May-23 | Management | 3 | Advisory Vote on Say on Pay Frequency | One Year |
| Merck & Co., Inc. | Annual | 23-May-23 | Management | 4 | Ratify PricewaterhouseCoopers LLP as Auditors | For |
| Merck & Co., Inc. | Annual | 23-May-23 | Shareholder | 5 | Report on Risks Related to Operations in China | Against |
| Merck & Co., Inc. | Annual | 23-May-23 | Shareholder | 6 | Report on Access to COVID-19 Products | For |
| Merck & Co., Inc. | Annual | 23-May-23 | Shareholder | 7 | Adopt Policy to Require Third-Party Organizations to Annually Report Expenditures for Political Activities | For |
| Merck & Co., Inc. | Annual | 23-May-23 | Shareholder | 8 | Report on Impact of Extended Patent Exclusivities on Product Access | For |

| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|-----------------------------|--------|-----------|-------------|----------|--|------------------|
| Merck & Co., Inc. | Annual | 23-May-23 | Shareholder | 9 | Publish a Congruency Report of Partnerships with Globalist Organizations | Against |
| Merck & Co., Inc. | Annual | 23-May-23 | Shareholder | 10 | Require Independent Board Chair | For |
| CT Private Equity Trust PLC | Annual | 23-May-23 | Management | 1 | Accept Financial Statements and Statutory Reports | For |
| CT Private Equity Trust PLC | Annual | 23-May-23 | Management | 2 | Approve Remuneration Policy | For |
| CT Private Equity Trust PLC | Annual | 23-May-23 | Management | 3 | Approve Remuneration Report | For |
| CT Private Equity Trust PLC | Annual | 23-May-23 | Management | 4 | Approve Dividend Policy | For |
| CT Private Equity Trust PLC | Annual | 23-May-23 | Management | 5 | Re-elect Richard Gray as Director | For |
| CT Private Equity Trust PLC | Annual | 23-May-23 | Management | 6 | Re-elect Elizabeth Kennedy as Director | For |
| CT Private Equity Trust PLC | Annual | 23-May-23 | Management | 7 | Re-elect Audrey Baxter as Director | For |
| CT Private Equity Trust PLC | Annual | 23-May-23 | Management | 8 | Re-elect Tom Burnet as Director | For |
| CT Private Equity Trust PLC | Annual | 23-May-23 | Management | 9 | Re-elect Swantje Conrad as Director | For |
| CT Private Equity Trust PLC | Annual | 23-May-23 | Management | 10 | Reappoint BDO LLP as Auditors | For |
| CT Private Equity Trust PLC | Annual | 23-May-23 | Management | 11 | Authorise Board to Fix Remuneration of Auditors | For |
| CT Private Equity Trust PLC | Annual | 23-May-23 | Management | 12 | Authorise Issue of Equity | For |
| CT Private Equity Trust PLC | Annual | 23-May-23 | Management | 13 | Authorise Issue of Equity without Pre-emptive Rights | For |
| CT Private Equity Trust PLC | Annual | 23-May-23 | Management | 14 | Authorise Market Purchase of Ordinary Shares | For |
| CT Private Equity Trust PLC | Annual | 23-May-23 | Management | 15 | Approve Proposed Amendments to the Investment Policy | For |
| PayPal Holdings, Inc. | Annual | 24-May-23 | Management | 1a | Elect Director Rodney C. Adkins | For |
| PayPal Holdings, Inc. | Annual | 24-May-23 | Management | 1b | Elect Director Jonathan Christodoro | For |
| PayPal Holdings, Inc. | Annual | 24-May-23 | Management | 1c | Elect Director John J. Donahoe | For |
| PayPal Holdings, Inc. | Annual | 24-May-23 | Management | 1d | Elect Director David W. Dorman | Against |
| PayPal Holdings, Inc. | Annual | 24-May-23 | Management | 1e | Elect Director Belinda J. Johnson | For |
| PayPal Holdings, Inc. | Annual | 24-May-23 | Management | 1f | Elect Director Enrique Lores | For |
| PayPal Holdings, Inc. | Annual | 24-May-23 | Management | 1g | Elect Director Gail J. McGovern | Against |
| PayPal Holdings, Inc. | Annual | 24-May-23 | Management | 1h | Elect Director Deborah M. Messemer | For |
| PayPal Holdings, Inc. | Annual | 24-May-23 | Management | 1i | Elect Director David M. Moffett | Against |
| PayPal Holdings, Inc. | Annual | 24-May-23 | Management | 1j | Elect Director Ann M. Sarnoff | For |
| PayPal Holdings, Inc. | Annual | 24-May-23 | Management | 1k | Elect Director Daniel H. Schulman | For |
| PayPal Holdings, Inc. | Annual | 24-May-23 | Management | 1l | Elect Director Frank D. Yeary | For |
| PayPal Holdings, Inc. | Annual | 24-May-23 | Management | 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| PayPal Holdings, Inc. | Annual | 24-May-23 | Management | 3 | Amend Omnibus Stock Plan | For |
| PayPal Holdings, Inc. | Annual | 24-May-23 | Management | 4 | Ratify PricewaterhouseCoopers LLP as Auditors | For |
| PayPal Holdings, Inc. | Annual | 24-May-23 | Shareholder | 5 | Adopt a Policy on Services in Conflict Zones | Abstain |

| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|-------------------------|--------|-----------|-------------|----------|---|------------------|
| PayPal Holdings, Inc. | Annual | 24-May-23 | Shareholder | 6 | Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access | Abstain |
| PayPal Holdings, Inc. | Annual | 24-May-23 | Shareholder | 8 | Report on Ensuring Respect for Civil Liberties | Against |
| PayPal Holdings, Inc. | Annual | 24-May-23 | Shareholder | 9 | Adopt Majority Vote Standard for Director Elections | For |
| NXP Semiconductors N.V. | Annual | 24-May-23 | Management | 1 | Adopt Financial Statements and Statutory Reports | For |
| NXP Semiconductors N.V. | Annual | 24-May-23 | Management | 2 | Approve Discharge of Board Members | For |
| NXP Semiconductors N.V. | Annual | 24-May-23 | Management | 3a | Reelect Kurt Sievers as Executive Director | For |
| NXP Semiconductors N.V. | Annual | 24-May-23 | Management | 3b | Reelect Annette Clayton as Non-Executive Director | For |
| NXP Semiconductors N.V. | Annual | 24-May-23 | Management | 3c | Reelect Anthony Foxx as Non-Executive Director | For |
| NXP Semiconductors N.V. | Annual | 24-May-23 | Management | 3d | Reelect Chunyuan Gu as Non-Executive Director | For |
| NXP Semiconductors N.V. | Annual | 24-May-23 | Management | 3e | Reelect Lena Olving as Non-Executive Director | For |
| NXP Semiconductors N.V. | Annual | 24-May-23 | Management | 3f | Reelect Julie Southern as Non-Executive Director | For |
| NXP Semiconductors N.V. | Annual | 24-May-23 | Management | 3g | Reelect Jasmin Staiblin as Non-Executive Director | For |
| NXP Semiconductors N.V. | Annual | 24-May-23 | Management | 3h | Reelect Gregory Summe as Non-Executive Director | For |
| NXP Semiconductors N.V. | Annual | 24-May-23 | Management | 3i | Reelect Karl-Henrik Sundstrom as Non-Executive Director | Against |
| NXP Semiconductors N.V. | Annual | 24-May-23 | Management | 3j | Reelect Moshe Gavrielov as Non-Executive Director | For |
| NXP Semiconductors N.V. | Annual | 24-May-23 | Management | 4 | Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital | For |
| NXP Semiconductors N.V. | Annual | 24-May-23 | Management | 5 | Authorize Board to Exclude Preemptive Rights from Share Issuances | For |
| NXP Semiconductors N.V. | Annual | 24-May-23 | Management | 6 | Authorize Share Repurchase Program | For |
| NXP Semiconductors N.V. | Annual | 24-May-23 | Management | 7 | Approve Cancellation of Ordinary Shares | For |
| NXP Semiconductors N.V. | Annual | 24-May-23 | Management | 8 | Ratify Ernst & Young Accountants LLP as Auditors | For |
| NXP Semiconductors N.V. | Annual | 24-May-23 | Management | 9 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Amazon.com, Inc. | Annual | 24-May-23 | Management | 1a | Elect Director Jeffrey P. Bezos | Against |
| Amazon.com, Inc. | Annual | 24-May-23 | Management | 1b | Elect Director Andrew R. Jassy | For |
| Amazon.com, Inc. | Annual | 24-May-23 | Management | 1c | Elect Director Keith B. Alexander | For |
| Amazon.com, Inc. | Annual | 24-May-23 | Management | 1d | Elect Director Edith W. Cooper | Against |
| Amazon.com, Inc. | Annual | 24-May-23 | Management | 1e | Elect Director Jamie S. Gorelick | For |
| Amazon.com, Inc. | Annual | 24-May-23 | Management | 1f | Elect Director Daniel P. Huttenlocher | Against |
| Amazon.com, Inc. | Annual | 24-May-23 | Management | 1g | Elect Director Judith A. McGrath | Against |
| Amazon.com, Inc. | Annual | 24-May-23 | Management | 1h | Elect Director Indra K. Nooyi | Against |
| Amazon.com, Inc. | Annual | 24-May-23 | Management | 1i | Elect Director Jonathan J. Rubinstein | For |
| Amazon.com, Inc. | Annual | 24-May-23 | Management | 1j | Elect Director Patricia Q. Stonesifer | For |

| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|--------------------|--------|-----------|-------------|----------|--|------------------|
| Amazon.com, Inc. | Annual | 24-May-23 | Management | 1k | Elect Director Wendell P. Weeks | For |
| Amazon.com, Inc. | Annual | 24-May-23 | Management | 2 | Ratify Ratification of Ernst & Young LLP as Auditors | For |
| Amazon.com, Inc. | Annual | 24-May-23 | Management | 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Amazon.com, Inc. | Annual | 24-May-23 | Management | 4 | Advisory Vote on Say on Pay Frequency | One Year |
| Amazon.com, Inc. | Annual | 24-May-23 | Management | 5 | Amend Omnibus Stock Plan | For |
| Amazon.com, Inc. | Annual | 24-May-23 | Shareholder | 6 | Report on Climate Risk in Retirement Plan Options | For |
| Amazon.com, Inc. | Annual | 24-May-23 | Shareholder | 7 | Report on Customer Due Diligence | For |
| Amazon.com, Inc. | Annual | 24-May-23 | Shareholder | 8 | Revise Transparency Report to Provide Greater Disclosure on Government Requests | For |
| Amazon.com, Inc. | Annual | 24-May-23 | Shareholder | 9 | Report on Government Take Down Requests | Against |
| Amazon.com, Inc. | Annual | 24-May-23 | Shareholder | 10 | Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines | For |
| Amazon.com, Inc. | Annual | 24-May-23 | Shareholder | 11 | Publish a Tax Transparency Report | For |
| Amazon.com, Inc. | Annual | 24-May-23 | Shareholder | 12 | Report on Climate Lobbying | For |
| Amazon.com, Inc. | Annual | 24-May-23 | Shareholder | 13 | Report on Median and Adjusted Gender/Racial Pay Gaps | For |
| Amazon.com, Inc. | Annual | 24-May-23 | Shareholder | 14 | Report on Cost/Benefit Analysis of Diversity, Equity and Inclusion Programs | Against |
| Amazon.com, Inc. | Annual | 24-May-23 | Shareholder | 15 | Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders | For |
| Amazon.com, Inc. | Annual | 24-May-23 | Shareholder | 16 | Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining | For |
| Amazon.com, Inc. | Annual | 24-May-23 | Shareholder | 17 | Consider Pay Disparity Between Executives and Other Employees | For |
| Amazon.com, Inc. | Annual | 24-May-23 | Shareholder | 18 | Report on Animal Welfare Standards | For |
| Amazon.com, Inc. | Annual | 24-May-23 | Shareholder | 19 | Establish a Public Policy Committee | For |
| Amazon.com, Inc. | Annual | 24-May-23 | Shareholder | 20 | Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates | For |
| Amazon.com, Inc. | Annual | 24-May-23 | Shareholder | 21 | Commission a Third Party Audit on Working Conditions | For |
| Amazon.com, Inc. | Annual | 24-May-23 | Shareholder | 22 | Report on Efforts to Reduce Plastic Use | For |
| Amazon.com, Inc. | Annual | 24-May-23 | Shareholder | 23 | Commission Third Party Study and Report on Risks Associated with Use of Rekognition | For |
| Intertek Group Plc | Annual | 24-May-23 | Management | 1 | Accept Financial Statements and Statutory Reports | For |
| Intertek Group Plc | Annual | 24-May-23 | Management | 2 | Approve Remuneration Report | For |
| Intertek Group Plc | Annual | 24-May-23 | Management | 3 | Approve Final Dividend | For |
| Intertek Group Plc | Annual | 24-May-23 | Management | 4 | Elect Colm Deasy as Director | For |

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

| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|----------------------------|--------|-----------|------------|----------|--|------------------|
| Intertek Group Plc | Annual | 24-May-23 | Management | 5 | Elect Jez Maiden as Director | For |
| Intertek Group Plc | Annual | 24-May-23 | Management | 6 | Elect Kawal Preet as Director | For |
| Intertek Group Plc | Annual | 24-May-23 | Management | 7 | Re-elect Andrew Martin as Director | Against |
| Intertek Group Plc | Annual | 24-May-23 | Management | 8 | Re-elect Andre Lacroix as Director | For |
| Intertek Group Plc | Annual | 24-May-23 | Management | 9 | Re-elect Graham Allan as Director | Against |
| Intertek Group Plc | Annual | 24-May-23 | Management | 10 | Re-elect Gurnek Bains as Director | Against |
| Intertek Group Plc | Annual | 24-May-23 | Management | 11 | Re-elect Lynda Clarizio as Director | For |
| Intertek Group Plc | Annual | 24-May-23 | Management | 12 | Re-elect Tamara Ingram as Director | For |
| Intertek Group Plc | Annual | 24-May-23 | Management | 13 | Re-elect Gill Rider as Director | For |
| Intertek Group Plc | Annual | 24-May-23 | Management | 14 | Re-elect Jean-Michel Valette as Director | For |
| Intertek Group Plc | Annual | 24-May-23 | Management | 15 | Reappoint PricewaterhouseCoopers LLP as Auditors | For |
| Intertek Group Plc | Annual | 24-May-23 | Management | 16 | Authorise the Audit Committee to Fix Remuneration of Auditors | For |
| Intertek Group Plc | Annual | 24-May-23 | Management | 17 | Authorise Issue of Equity | For |
| Intertek Group Plc | Annual | 24-May-23 | Management | 18 | Authorise UK Political Donations and Expenditure | For |
| Intertek Group Plc | Annual | 24-May-23 | Management | 19 | Authorise Issue of Equity without Pre-emptive Rights | For |
| Intertek Group Plc | Annual | 24-May-23 | Management | 20 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | For |
| Intertek Group Plc | Annual | 24-May-23 | Management | 21 | Authorise Market Purchase of Ordinary Shares | For |
| Intertek Group Plc | Annual | 24-May-23 | Management | 22 | Authorise the Company to Call General Meeting with Two Weeks' Notice | For |
| American Tower Corporation | Annual | 24-May-23 | Management | 1a | Elect Director Thomas A. Bartlett | For |
| American Tower Corporation | Annual | 24-May-23 | Management | 1b | Elect Director Kelly C. Chambliss | For |
| American Tower Corporation | Annual | 24-May-23 | Management | 1c | Elect Director Teresa H. Clarke | For |
| American Tower Corporation | Annual | 24-May-23 | Management | 1d | Elect Director Raymond P. Dolan | For |
| American Tower Corporation | Annual | 24-May-23 | Management | 1e | Elect Director Kenneth R. Frank | For |
| American Tower Corporation | Annual | 24-May-23 | Management | 1f | Elect Director Robert D. Hormats | For |
| American Tower Corporation | Annual | 24-May-23 | Management | 1g | Elect Director Grace D. Lieblein | For |
| American Tower Corporation | Annual | 24-May-23 | Management | 1h | Elect Director Craig Macnab | Against |
| American Tower Corporation | Annual | 24-May-23 | Management | 1i | Elect Director JoAnn A. Reed | Against |
| American Tower Corporation | Annual | 24-May-23 | Management | 1j | Elect Director Pamela D. A. Reeve | For |
| American Tower Corporation | Annual | 24-May-23 | Management | 1k | Elect Director Bruce L. Tanner | For |
| American Tower Corporation | Annual | 24-May-23 | Management | 1l | Elect Director Samme L. Thompson | For |
| American Tower Corporation | Annual | 24-May-23 | Management | 2 | Ratify Deloitte & Touche LLP as Auditors | For |
| American Tower Corporation | Annual | 24-May-23 | Management | 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against |

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| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|-------------------------------|--------|-----------|------------|----------|--|------------------|
| American Tower Corporation | Annual | 24-May-23 | Management | 4 | Advisory Vote on Say on Pay Frequency | One Year |
| Empiric Student Property PLC | Annual | 24-May-23 | Management | 1 | Accept Financial Statements and Statutory Reports | For |
| Empiric Student Property PLC | Annual | 24-May-23 | Management | 2 | Approve Remuneration Report | For |
| Empiric Student Property PLC | Annual | 24-May-23 | Management | 3 | Approve Remuneration Policy | For |
| Empiric Student Property PLC | Annual | 24-May-23 | Management | 4 | Reappoint BDO LLP as Auditors | For |
| Empiric Student Property PLC | Annual | 24-May-23 | Management | 5 | Authorise Board to Fix Remuneration of Auditors | For |
| Empiric Student Property PLC | Annual | 24-May-23 | Management | 6 | Approve Dividend Policy | For |
| Empiric Student Property PLC | Annual | 24-May-23 | Management | 7 | Elect Clair Preston-Beer as Director | For |
| Empiric Student Property PLC | Annual | 24-May-23 | Management | 8 | Elect Donald Grant as Director | For |
| Empiric Student Property PLC | Annual | 24-May-23 | Management | 9 | Re-elect Mark Pain as Director | For |
| Empiric Student Property PLC | Annual | 24-May-23 | Management | 10 | Re-elect Alice Avis as Director | For |
| Empiric Student Property PLC | Annual | 24-May-23 | Management | 11 | Re-elect Duncan Garrood as Director | For |
| Empiric Student Property PLC | Annual | 24-May-23 | Management | 12 | Re-elect Martin Ratchford as Director | Abstain |
| Empiric Student Property PLC | Annual | 24-May-23 | Management | 13 | Authorise Issue of Equity | For |
| Empiric Student Property PLC | Annual | 24-May-23 | Management | 14 | Authorise Issue of Equity without Pre-emptive Rights | For |
| Empiric Student Property PLC | Annual | 24-May-23 | Management | 15 | Authorise Market Purchase of Shares | For |
| Empiric Student Property PLC | Annual | 24-May-23 | Management | 16 | Authorise the Company to Call General Meeting with Two Weeks' Notice | For |
| US SOLAR FUND PLC | Annual | 24-May-23 | Management | 1 | Accept Financial Statements and Statutory Reports | For |
| US SOLAR FUND PLC | Annual | 24-May-23 | Management | 2 | Approve Remuneration Report | For |
| US SOLAR FUND PLC | Annual | 24-May-23 | Management | 3 | Approve Remuneration Policy | For |
| US SOLAR FUND PLC | Annual | 24-May-23 | Management | 4 | Reappoint Deloitte LLP as Auditors | For |
| US SOLAR FUND PLC | Annual | 24-May-23 | Management | 5 | Authorise Board to Fix Remuneration of Auditors | For |
| US SOLAR FUND PLC | Annual | 24-May-23 | Management | 6 | Re-elect Gill Nott as Director | Abstain |
| US SOLAR FUND PLC | Annual | 24-May-23 | Management | 7 | Re-elect Jamie Richards as Director | Abstain |
| US SOLAR FUND PLC | Annual | 24-May-23 | Management | 8 | Re-elect Rachael Nutter as Director | Abstain |
| US SOLAR FUND PLC | Annual | 24-May-23 | Management | 9 | Re-elect Thomas Plagemann as Director | Abstain |
| US SOLAR FUND PLC | Annual | 24-May-23 | Management | 10 | Approve Company's Dividend Policy | For |
| US SOLAR FUND PLC | Annual | 24-May-23 | Management | 11 | Authorise Market Purchase of Ordinary Shares | For |
| US SOLAR FUND PLC | Annual | 24-May-23 | Management | 12 | Authorise the Company to Call General Meeting with Two Weeks' Notice | For |
| Thermo Fisher Scientific Inc. | Annual | 24-May-23 | Management | 1a | Elect Director Marc N. Casper | Against |
| Thermo Fisher Scientific Inc. | Annual | 24-May-23 | Management | 1b | Elect Director Nelson J. Chai | Against |
| Thermo Fisher Scientific Inc. | Annual | 24-May-23 | Management | 1c | Elect Director Ruby R. Chandy | For |
| Thermo Fisher Scientific Inc. | Annual | 24-May-23 | Management | 1d | Elect Director C. Martin Harris | For |
| Thermo Fisher Scientific Inc. | Annual | 24-May-23 | Management | 1e | Elect Director Tyler Jacks | For |

| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|-------------------------------|--------|-----------|------------|----------|--|------------------|
| Thermo Fisher Scientific Inc. | Annual | 24-May-23 | Management | 1f | Elect Director R. Alexandra Keith | For |
| Thermo Fisher Scientific Inc. | Annual | 24-May-23 | Management | 1g | Elect Director James C. Mullen | For |
| Thermo Fisher Scientific Inc. | Annual | 24-May-23 | Management | 1h | Elect Director Lars R. Sorensen | Against |
| Thermo Fisher Scientific Inc. | Annual | 24-May-23 | Management | 1i | Elect Director Debora L. Spar | For |
| Thermo Fisher Scientific Inc. | Annual | 24-May-23 | Management | 1j | Elect Director Scott M. Sperling | For |
| Thermo Fisher Scientific Inc. | Annual | 24-May-23 | Management | 1k | Elect Director Dion J. Weisler | Against |
| Thermo Fisher Scientific Inc. | Annual | 24-May-23 | Management | 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Thermo Fisher Scientific Inc. | Annual | 24-May-23 | Management | 3 | Advisory Vote on Say on Pay Frequency | One Year |
| Thermo Fisher Scientific Inc. | Annual | 24-May-23 | Management | 4 | Ratify PricewaterhouseCoopers LLP as Auditors | For |
| Thermo Fisher Scientific Inc. | Annual | 24-May-23 | Management | 5 | Amend Omnibus Stock Plan | For |
| Thermo Fisher Scientific Inc. | Annual | 24-May-23 | Management | 6 | Approve Qualified Employee Stock Purchase Plan | For |
| Partners Group Holding AG | Annual | 24-May-23 | Management | 1 | Accept Financial Statements and Statutory Reports | For |
| Partners Group Holding AG | Annual | 24-May-23 | Management | 2 | Approve Allocation of Income and Dividends of CHF 37.00 per Share | For |
| Partners Group Holding AG | Annual | 24-May-23 | Management | 3 | Approve Discharge of Board and Senior Management | For |
| Partners Group Holding AG | Annual | 24-May-23 | Management | 4.1 | Amend Corporate Purpose | For |
| Partners Group Holding AG | Annual | 24-May-23 | Management | 4.2 | Approve Virtual-Only or Hybrid Shareholder Meetings | For |
| Partners Group Holding AG | Annual | 24-May-23 | Management | 4.3 | Amend Articles of Association | For |
| Partners Group Holding AG | Annual | 24-May-23 | Management | 4.4 | Amend Articles Re: Restriction on Share Transferability | For |
| Partners Group Holding AG | Annual | 24-May-23 | Management | 5 | Approve Remuneration Report | For |
| Partners Group Holding AG | Annual | 24-May-23 | Management | 6.1 | Approve Fixed Remuneration of Directors in the Amount of CHF 3.5 Million | For |
| Partners Group Holding AG | Annual | 24-May-23 | Management | 6.2 | Approve Variable Long-Term Remuneration of Executive Directors in the Amount of CHF 6.8 Million | For |
| Partners Group Holding AG | Annual | 24-May-23 | Management | 6.3 | Approve Technical Non-Financial Remuneration of Directors in the Amount of CHF 13.3 Million | For |
| Partners Group Holding AG | Annual | 24-May-23 | Management | 6.4 | Approve Remuneration Budget of Executive Committee in the Amount of CHF 13 Million | For |
| Partners Group Holding AG | Annual | 24-May-23 | Management | 6.5 | Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 23.9 Million | For |
| Partners Group Holding AG | Annual | 24-May-23 | Management | 6.6 | Approve Technical Non-Financial Remuneration of Executive Committee in the Amount of CHF 90,000 | For |
| Partners Group Holding AG | Annual | 24-May-23 | Management | 7.1.1 | Reelect Steffen Meister as Director and Board Chair | Against |
| Partners Group Holding AG | Annual | 24-May-23 | Management | 7.1.2 | Reelect Marcel Erni as Director | For |
| Partners Group Holding AG | Annual | 24-May-23 | Management | 7.1.3 | Reelect Alfred Gantner as Director | For |
| Partners Group Holding AG | Annual | 24-May-23 | Management | 7.1.4 | Reelect Anne Lester as Director | For |

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| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|---------------------------|--------|-----------|------------|----------|---|------------------|
| Partners Group Holding AG | Annual | 24-May-23 | Management | 7.1.5 | Elect Gaelle Olivier as Director | For |
| Partners Group Holding AG | Annual | 24-May-23 | Management | 7.1.6 | Reelect Martin Strobel as Director | Against |
| Partners Group Holding AG | Annual | 24-May-23 | Management | 7.1.7 | Reelect Urs Wietlisbach as Director | For |
| Partners Group Holding AG | Annual | 24-May-23 | Management | 7.1.8 | Reelect Flora Zhao as Director | Against |
| Partners Group Holding AG | Annual | 24-May-23 | Management | 7.2.1 | Reappoint Flora Zhao as Member of the Nomination and Compensation Committee | Against |
| Partners Group Holding AG | Annual | 24-May-23 | Management | 7.2.2 | Reappoint Anne Lester as Member of the Nomination and Compensation Committee | For |
| Partners Group Holding AG | Annual | 24-May-23 | Management | 7.2.3 | Reappoint Martin Strobel as Member of the Nomination and Compensation Committee | Against |
| Partners Group Holding AG | Annual | 24-May-23 | Management | 7.3 | Designate Hotz & Goldmann as Independent Proxy | For |
| Partners Group Holding AG | Annual | 24-May-23 | Management | 7.4 | Ratify KPMG AG as Auditors | For |
| Partners Group Holding AG | Annual | 24-May-23 | Management | 8 | Transact Other Business (Voting) | Against |
| IDEX Corporation | Annual | 25-May-23 | Management | 1a | Elect Director Katrina L. Helmkamp | For |
| IDEX Corporation | Annual | 25-May-23 | Management | 1b | Elect Director Mark A. Beck | Against |
| IDEX Corporation | Annual | 25-May-23 | Management | 1c | Elect Director Carl R. Christenson | Against |
| IDEX Corporation | Annual | 25-May-23 | Management | 1d | Elect Director Alejandro Quiroz Centeno | For |
| IDEX Corporation | Annual | 25-May-23 | Management | 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| IDEX Corporation | Annual | 25-May-23 | Management | 3 | Advisory Vote on Say on Pay Frequency | One Year |
| IDEX Corporation | Annual | 25-May-23 | Management | 4 | Ratify Deloitte & Touche LLP as Auditors | For |
| McDonald's Corporation | Annual | 25-May-23 | Management | 1a | Elect Director Anthony Capuano | For |
| McDonald's Corporation | Annual | 25-May-23 | Management | 1b | Elect Director Kareem Daniel | For |
| McDonald's Corporation | Annual | 25-May-23 | Management | 1c | Elect Director Lloyd Dean | For |
| McDonald's Corporation | Annual | 25-May-23 | Management | 1d | Elect Director Catherine Engelbert | Against |
| McDonald's Corporation | Annual | 25-May-23 | Management | 1e | Elect Director Margaret Georgiadis | For |
| McDonald's Corporation | Annual | 25-May-23 | Management | 1f | Elect Director Enrique Hernandez, Jr. | For |
| McDonald's Corporation | Annual | 25-May-23 | Management | 1g | Elect Director Christopher Kempczinski | For |
| McDonald's Corporation | Annual | 25-May-23 | Management | 1h | Elect Director Richard Lenny | Against |
| McDonald's Corporation | Annual | 25-May-23 | Management | 1i | Elect Director John Mulligan | For |
| McDonald's Corporation | Annual | 25-May-23 | Management | 1j | Elect Director Jennifer Taubert | For |
| McDonald's Corporation | Annual | 25-May-23 | Management | 1k | Elect Director Paul Walsh | For |
| McDonald's Corporation | Annual | 25-May-23 | Management | 1l | Elect Director Amy Weaver | For |
| McDonald's Corporation | Annual | 25-May-23 | Management | 1m | Elect Director Miles White | Against |
| McDonald's Corporation | Annual | 25-May-23 | Management | 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| McDonald's Corporation | Annual | 25-May-23 | Management | 3 | Advisory Vote on Say on Pay Frequency | One Year |

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| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|------------------------|---------------|-----------|-------------|----------|--|------------------|
| McDonald's Corporation | Annual | 25-May-23 | Management | 4 | Ratify Ernst & Young LLP as Auditors | For |
| McDonald's Corporation | Annual | 25-May-23 | Shareholder | 5 | Adopt Policy to Phase Out Use of Medically-Important Antibiotics in Beef and Pork Supply Chain | For |
| McDonald's Corporation | Annual | 25-May-23 | Shareholder | 6 | Comply with World Health Organization Guidelines on Antimicrobial Use Throughout Supply Chains | For |
| McDonald's Corporation | Annual | 25-May-23 | Shareholder | 7 | Report on Risks Related to Operations in China | Against |
| McDonald's Corporation | Annual | 25-May-23 | Shareholder | 8 | Report on Civil Rights and Non-Discrimination Audit | Against |
| McDonald's Corporation | Annual | 25-May-23 | Shareholder | 9 | Report on Lobbying Payments and Policy | For |
| McDonald's Corporation | Annual | 25-May-23 | Shareholder | 10 | Issue Transparency Report on Global Public Policy and Political Influence | For |
| McDonald's Corporation | Annual | 25-May-23 | Shareholder | 11 | Report on Animal Welfare | For |
| Illumina, Inc. | Proxy Contest | 25-May-23 | Shareholder | 1.1 | Elect Dissident Nominee Director Vincent J. Intrieri | Withhold |
| Illumina, Inc. | Proxy Contest | 25-May-23 | Shareholder | 1.2 | Elect Dissident Nominee Director Jesse A. Lynn | Withhold |
| Illumina, Inc. | Proxy Contest | 25-May-23 | Shareholder | 1.3 | Elect Dissident Nominee Director Andrew J. Teno | For |
| Illumina, Inc. | Proxy Contest | 25-May-23 | Management | 1.4 | Elect Management Nominee Director Frances Arnold | For |
| Illumina, Inc. | Proxy Contest | 25-May-23 | Management | 1.5 | Elect Management Nominee Director Caroline D. Dorsa | For |
| Illumina, Inc. | Proxy Contest | 25-May-23 | Management | 1.6 | Elect Management Nominee Director Scott Gottlieb | For |
| Illumina, Inc. | Proxy Contest | 25-May-23 | Management | 1.7 | Elect Management Nominee Director Gary S. Guthart | For |
| Illumina, Inc. | Proxy Contest | 25-May-23 | Management | 1.8 | Elect Management Nominee Director Philip W. Schiller | For |
| Illumina, Inc. | Proxy Contest | 25-May-23 | Management | 1.9 | Elect Management Nominee Director Susan E. Siegel | For |
| Illumina, Inc. | Proxy Contest | 25-May-23 | Management | 1.10 | Elect Management Nominee Director Francis A. deSouza | For |
| Illumina, Inc. | Proxy Contest | 25-May-23 | Management | 1.11 | Elect Management Nominee Director Robert S. Epstein | For |
| Illumina, Inc. | Proxy Contest | 25-May-23 | Management | 1.12 | Elect Management Nominee Director John W. Thompson | Withhold |
| Illumina, Inc. | Proxy Contest | 25-May-23 | Management | 2 | Ratify Ernst & Young LLP as Auditors | For |
| Illumina, Inc. | Proxy Contest | 25-May-23 | Management | 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Illumina, Inc. | Proxy Contest | 25-May-23 | Management | 4 | Advisory Vote on Say on Pay Frequency | One Year |
| Illumina, Inc. | Proxy Contest | 25-May-23 | Management | 5 | Amend Omnibus Stock Plan | For |
| Prudential Plc | Annual | 25-May-23 | Management | 1 | Accept Financial Statements and Statutory Reports | For |
| Prudential Plc | Annual | 25-May-23 | Management | 2 | Approve Remuneration Report | Against |
| Prudential Plc | Annual | 25-May-23 | Management | 3 | Approve Remuneration Policy | Against |
| Prudential Plc | Annual | 25-May-23 | Management | 4 | Elect Arijit Basu as Director | For |
| Prudential Plc | Annual | 25-May-23 | Management | 5 | Elect Claudia Dyckerhoff as Director | For |
| Prudential Plc | Annual | 25-May-23 | Management | 6 | Elect Anil Wadhvani as Director | For |
| Prudential Plc | Annual | 25-May-23 | Management | 7 | Re-elect Shriti Vadera as Director | For |
| Prudential Plc | Annual | 25-May-23 | Management | 8 | Re-elect Jeremy Anderson as Director | For |

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| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|----------------------|--------|-----------|------------|----------|--|------------------|
| Prudential Plc | Annual | 25-May-23 | Management | 9 | Re-elect Chua Sock Koong as Director | For |
| Prudential Plc | Annual | 25-May-23 | Management | 10 | Re-elect David Law as Director | For |
| Prudential Plc | Annual | 25-May-23 | Management | 11 | Re-elect Ming Lu as Director | For |
| Prudential Plc | Annual | 25-May-23 | Management | 12 | Re-elect George Sartorel as Director | For |
| Prudential Plc | Annual | 25-May-23 | Management | 13 | Re-elect Jeanette Wong as Director | For |
| Prudential Plc | Annual | 25-May-23 | Management | 14 | Re-elect Amy Yip as Director | For |
| Prudential Plc | Annual | 25-May-23 | Management | 15 | Appoint Ernst & Young LLP as Auditors | For |
| Prudential Plc | Annual | 25-May-23 | Management | 16 | Authorise the Audit Committee to Fix Remuneration of Auditors | For |
| Prudential Plc | Annual | 25-May-23 | Management | 17 | Authorise UK Political Donations and Expenditure | For |
| Prudential Plc | Annual | 25-May-23 | Management | 18 | Approve Sharesave Plan | For |
| Prudential Plc | Annual | 25-May-23 | Management | 19 | Approve Long Term Incentive Plan | Against |
| Prudential Plc | Annual | 25-May-23 | Management | 20 | Approve International Savings-Related Share Option Scheme for Non-Employees | For |
| Prudential Plc | Annual | 25-May-23 | Management | 21 | Approve the ISSOSNE Service Provider Sublimit | For |
| Prudential Plc | Annual | 25-May-23 | Management | 22 | Approve Agency Long Term Incentive Plan | For |
| Prudential Plc | Annual | 25-May-23 | Management | 23 | Approve the Agency LTIP Service Provider Sublimit | For |
| Prudential Plc | Annual | 25-May-23 | Management | 24 | Authorise Issue of Equity | For |
| Prudential Plc | Annual | 25-May-23 | Management | 25 | Authorise Issue of Equity to Include Repurchased Shares | For |
| Prudential Plc | Annual | 25-May-23 | Management | 26 | Authorise Issue of Equity without Pre-emptive Rights | For |
| Prudential Plc | Annual | 25-May-23 | Management | 27 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | For |
| Prudential Plc | Annual | 25-May-23 | Management | 28 | Authorise Market Purchase of Ordinary Shares | For |
| Prudential Plc | Annual | 25-May-23 | Management | 29 | Adopt New Articles of Association | For |
| Prudential Plc | Annual | 25-May-23 | Management | 30 | Authorise the Company to Call General Meeting with Two Weeks' Notice | For |
| Keywords Studios Plc | Annual | 26-May-23 | Management | 1 | Accept Financial Statements and Statutory Reports | For |
| Keywords Studios Plc | Annual | 26-May-23 | Management | 2 | Approve Remuneration Report | For |
| Keywords Studios Plc | Annual | 26-May-23 | Management | 3 | Approve Final Dividend | For |
| Keywords Studios Plc | Annual | 26-May-23 | Management | 4 | Elect Don Robert as Director | For |
| Keywords Studios Plc | Annual | 26-May-23 | Management | 5 | Re-elect Bertrand Bodson as Director | For |
| Keywords Studios Plc | Annual | 26-May-23 | Management | 6 | Re-elect Georges Fornay as Director | For |
| Keywords Studios Plc | Annual | 26-May-23 | Management | 7 | Re-elect Charlotta Ginman as Director | For |
| Keywords Studios Plc | Annual | 26-May-23 | Management | 8 | Re-elect Jon Hauck as Director | For |
| Keywords Studios Plc | Annual | 26-May-23 | Management | 9 | Re-elect Marion Sears as Director | For |
| Keywords Studios Plc | Annual | 26-May-23 | Management | 10 | Re-elect Neil Thompson as Director | For |

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| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|---|--------|-----------|------------|----------|--|------------------|
| Keywords Studios Plc | Annual | 26-May-23 | Management | 11 | Reappoint BDO LLP as Auditors | For |
| Keywords Studios Plc | Annual | 26-May-23 | Management | 12 | Authorise Board to Fix Remuneration of Auditors | For |
| Keywords Studios Plc | Annual | 26-May-23 | Management | 13 | Authorise Issue of Equity | For |
| Keywords Studios Plc | Annual | 26-May-23 | Management | 14 | Approve Increase in the Cap on Aggregate Fees Payable to Directors | For |
| Keywords Studios Plc | Annual | 26-May-23 | Management | 15 | Authorise Issue of Equity without Pre-emptive Rights | For |
| Keywords Studios Plc | Annual | 26-May-23 | Management | 16 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | For |
| Keywords Studios Plc | Annual | 26-May-23 | Management | 17 | Authorise Market Purchase of Ordinary Shares | For |
| RM Infrastructure Income PLC | Annual | 30-May-23 | Management | 1 | Accept Financial Statements and Statutory Reports | For |
| RM Infrastructure Income PLC | Annual | 30-May-23 | Management | 2 | Approve Remuneration Report | For |
| RM Infrastructure Income PLC | Annual | 30-May-23 | Management | 3 | Re-elect Norman Crighton as Director | For |
| RM Infrastructure Income PLC | Annual | 30-May-23 | Management | 4 | Re-elect Guy Heald as Director | For |
| RM Infrastructure Income PLC | Annual | 30-May-23 | Management | 5 | Re-elect Marlene Wood as Director | For |
| RM Infrastructure Income PLC | Annual | 30-May-23 | Management | 6 | Reappoint Ernst & Young LLP as Auditors | For |
| RM Infrastructure Income PLC | Annual | 30-May-23 | Management | 7 | Authorise Board to Fix Remuneration of Auditors | For |
| RM Infrastructure Income PLC | Annual | 30-May-23 | Management | 8 | Authorise Directors to Declare and Pay All Dividends of the Company as Interim Dividends | For |
| RM Infrastructure Income PLC | Annual | 30-May-23 | Management | 9 | Authorise Issue of Equity | For |
| RM Infrastructure Income PLC | Annual | 30-May-23 | Management | 10 | Authorise Issue of Equity without Pre-emptive Rights | For |
| RM Infrastructure Income PLC | Annual | 30-May-23 | Management | 11 | Authorise Market Purchase of Ordinary Shares | For |
| RM Infrastructure Income PLC | Annual | 30-May-23 | Management | 12 | Authorise the Company to Call General Meeting with Two Weeks' Notice | For |
| International Public Partnerships Limited | Annual | 31-May-23 | Management | 1 | Accept Financial Statements and Statutory Reports | For |
| International Public Partnerships Limited | Annual | 31-May-23 | Management | 2 | Approve Remuneration Report | For |
| International Public Partnerships Limited | Annual | 31-May-23 | Management | 3 | Re-elect Julia Bond as Director | For |
| International Public Partnerships Limited | Annual | 31-May-23 | Management | 4 | Re-elect Stephanie Coxon as Director | For |
| International Public Partnerships Limited | Annual | 31-May-23 | Management | 5 | Re-elect Sally-Ann David as Director | For |
| International Public Partnerships Limited | Annual | 31-May-23 | Management | 6 | Re-elect Giles Frost as Director | For |
| International Public Partnerships Limited | Annual | 31-May-23 | Management | 7 | Re-elect Michael Gerrard as Director | For |

| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|---|--------|-----------|------------|----------|--|------------------|
| International Public Partnerships Limited | Annual | 31-May-23 | Management | 8 | Re-elect Meriel Lenfestey as Director | For |
| International Public Partnerships Limited | Annual | 31-May-23 | Management | 9 | Re-elect John Le Poidevin as Director | For |
| International Public Partnerships Limited | Annual | 31-May-23 | Management | 10 | Note and Sanction Interim Dividends | For |
| International Public Partnerships Limited | Annual | 31-May-23 | Management | 11 | Ratify PricewaterhouseCoopers CI LLP as Auditors | For |
| International Public Partnerships Limited | Annual | 31-May-23 | Management | 12 | Authorise Board to Fix Remuneration of Auditors | For |
| International Public Partnerships Limited | Annual | 31-May-23 | Management | 13 | Approve Scrip Dividend | For |
| International Public Partnerships Limited | Annual | 31-May-23 | Management | 14 | Authorise Market Purchase of Ordinary Shares | For |
| International Public Partnerships Limited | Annual | 31-May-23 | Management | 15 | Authorise Issue of Equity without Pre-emptive Rights | For |
| ServiceNow, Inc. | Annual | 01-Jun-23 | Management | 1a | Elect Director Susan L. Bostrom | Against |
| ServiceNow, Inc. | Annual | 01-Jun-23 | Management | 1b | Elect Director Teresa Briggs | For |
| ServiceNow, Inc. | Annual | 01-Jun-23 | Management | 1c | Elect Director Jonathan C. Chadwick | For |
| ServiceNow, Inc. | Annual | 01-Jun-23 | Management | 1d | Elect Director Paul E. Chamberlain | For |
| ServiceNow, Inc. | Annual | 01-Jun-23 | Management | 1e | Elect Director Lawrence J. Jackson, Jr. | For |
| ServiceNow, Inc. | Annual | 01-Jun-23 | Management | 1f | Elect Director Frederic B. Luddy | For |
| ServiceNow, Inc. | Annual | 01-Jun-23 | Management | 1g | Elect Director William R. McDermott | Against |
| ServiceNow, Inc. | Annual | 01-Jun-23 | Management | 1h | Elect Director Jeffrey A. Miller | Against |
| ServiceNow, Inc. | Annual | 01-Jun-23 | Management | 1i | Elect Director Joseph 'Larry' Quinlan | For |
| ServiceNow, Inc. | Annual | 01-Jun-23 | Management | 1j | Elect Director Anita M. Sands | For |
| ServiceNow, Inc. | Annual | 01-Jun-23 | Management | 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| ServiceNow, Inc. | Annual | 01-Jun-23 | Management | 3 | Ratify PricewaterhouseCoopers LLP as Auditors | For |
| ServiceNow, Inc. | Annual | 01-Jun-23 | Management | 4 | Amend Omnibus Stock Plan | For |
| ServiceNow, Inc. | Annual | 01-Jun-23 | Management | 5 | Elect Director Deborah Black | For |
| Trane Technologies Plc | Annual | 01-Jun-23 | Management | 1a | Elect Director Kirk E. Arnold | For |
| Trane Technologies Plc | Annual | 01-Jun-23 | Management | 1b | Elect Director Ann C. Berzin | For |
| Trane Technologies Plc | Annual | 01-Jun-23 | Management | 1c | Elect Director April Miller Boise | For |
| Trane Technologies Plc | Annual | 01-Jun-23 | Management | 1d | Elect Director Gary D. Forsee | Against |
| Trane Technologies Plc | Annual | 01-Jun-23 | Management | 1e | Elect Director Mark R. George | For |
| Trane Technologies Plc | Annual | 01-Jun-23 | Management | 1f | Elect Director John A. Hayes | For |
| Trane Technologies Plc | Annual | 01-Jun-23 | Management | 1g | Elect Director Linda P. Hudson | For |

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| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|--|--------|-----------|-------------|----------|--|------------------|
| Trane Technologies Plc | Annual | 01-Jun-23 | Management | 1h | Elect Director Myles P. Lee | For |
| Trane Technologies Plc | Annual | 01-Jun-23 | Management | 1i | Elect Director David S. Regnery | Against |
| Trane Technologies Plc | Annual | 01-Jun-23 | Management | 1j | Elect Director Melissa N. Schaeffer | For |
| Trane Technologies Plc | Annual | 01-Jun-23 | Management | 1k | Elect Director John P. Surma | Against |
| Trane Technologies Plc | Annual | 01-Jun-23 | Management | 2 | Advisory Vote on Say on Pay Frequency | One Year |
| Trane Technologies Plc | Annual | 01-Jun-23 | Management | 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Trane Technologies Plc | Annual | 01-Jun-23 | Management | 4 | Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration | For |
| Trane Technologies Plc | Annual | 01-Jun-23 | Management | 5 | Authorize Issue of Equity | For |
| Trane Technologies Plc | Annual | 01-Jun-23 | Management | 6 | Authorize Issue of Equity without Pre-emptive Rights | For |
| Trane Technologies Plc | Annual | 01-Jun-23 | Management | 7 | Authorize Reissuance of Repurchased Shares | For |
| UnitedHealth Group Incorporated | Annual | 05-Jun-23 | Management | 1a | Elect Director Timothy Flynn | Against |
| UnitedHealth Group Incorporated | Annual | 05-Jun-23 | Management | 1b | Elect Director Paul Garcia | For |
| UnitedHealth Group Incorporated | Annual | 05-Jun-23 | Management | 1c | Elect Director Kristen Gil | For |
| UnitedHealth Group Incorporated | Annual | 05-Jun-23 | Management | 1d | Elect Director Stephen Hemsley | For |
| UnitedHealth Group Incorporated | Annual | 05-Jun-23 | Management | 1e | Elect Director Michele Hooper | For |
| UnitedHealth Group Incorporated | Annual | 05-Jun-23 | Management | 1f | Elect Director F. William McNabb, III | Against |
| UnitedHealth Group Incorporated | Annual | 05-Jun-23 | Management | 1g | Elect Director Valerie Montgomery Rice | For |
| UnitedHealth Group Incorporated | Annual | 05-Jun-23 | Management | 1h | Elect Director John Noseworthy | Against |
| UnitedHealth Group Incorporated | Annual | 05-Jun-23 | Management | 1i | Elect Director Andrew Witty | For |
| UnitedHealth Group Incorporated | Annual | 05-Jun-23 | Management | 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| UnitedHealth Group Incorporated | Annual | 05-Jun-23 | Management | 3 | Advisory Vote on Say on Pay Frequency | One Year |
| UnitedHealth Group Incorporated | Annual | 05-Jun-23 | Management | 4 | Ratify Deloitte & Touche LLP as Auditors | For |
| UnitedHealth Group Incorporated | Annual | 05-Jun-23 | Shareholder | 5 | Report on Third-Party Racial Equity Audit | For |
| UnitedHealth Group Incorporated | Annual | 05-Jun-23 | Shareholder | 6 | Report on Congruency of Political Spending with Company Values and Priorities | For |
| UnitedHealth Group Incorporated | Annual | 05-Jun-23 | Shareholder | 7 | Submit Severance Agreement (Change-in-Control) to Shareholder Vote | For |
| Taiwan Semiconductor Manufacturing Co., Ltd. | Annual | 06-Jun-23 | Management | 1 | Approve Business Operations Report and Financial Statements | For |
| Taiwan Semiconductor Manufacturing Co., Ltd. | Annual | 06-Jun-23 | Management | 2 | Approve Issuance of Restricted Stocks | For |
| Taiwan Semiconductor Manufacturing Co., Ltd. | Annual | 06-Jun-23 | Management | 3 | Amend Procedures for Endorsement and Guarantees | For |

| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|--|--------|-----------|------------|----------|---|------------------|
| Taiwan Semiconductor Manufacturing Co., Ltd. | Annual | 06-Jun-23 | Management | 4 | Amend the Name of Audit Committee in the Policies (I)Procedures for Acquisition or Disposal of Assets (II)Procedures for Financial Derivatives Transactions (III)Procedures for Lending Funds to Other Parties (IV)Procedures for Endorsement and Guarantee | For |
| abrdn European Logistics Income PLC | Annual | 12-Jun-23 | Management | 1 | Accept Financial Statements and Statutory Reports | For |
| abrdn European Logistics Income PLC | Annual | 12-Jun-23 | Management | 2 | Approve Remuneration Report | For |
| abrdn European Logistics Income PLC | Annual | 12-Jun-23 | Management | 3 | Approve Company's Dividend Policy | For |
| abrdn European Logistics Income PLC | Annual | 12-Jun-23 | Management | 4 | Re-elect Caroline Gulliver as Director | For |
| abrdn European Logistics Income PLC | Annual | 12-Jun-23 | Management | 5 | Re-elect John Heawood as Director | For |
| abrdn European Logistics Income PLC | Annual | 12-Jun-23 | Management | 6 | Re-elect Tony Roper as Director | For |
| abrdn European Logistics Income PLC | Annual | 12-Jun-23 | Management | 7 | Re-elect Diane Wilde as Director | For |
| abrdn European Logistics Income PLC | Annual | 12-Jun-23 | Management | 8 | Reappoint KPMG LLP as Auditors | For |
| abrdn European Logistics Income PLC | Annual | 12-Jun-23 | Management | 9 | Authorise Board to Fix Remuneration of Auditors | For |
| abrdn European Logistics Income PLC | Annual | 12-Jun-23 | Management | 10 | Authorise Issue of Equity | For |
| abrdn European Logistics Income PLC | Annual | 12-Jun-23 | Management | 11 | Authorise Issue of Equity without Pre-emptive Rights | For |
| abrdn European Logistics Income PLC | Annual | 12-Jun-23 | Management | 12 | Authorise Market Purchase of Ordinary Shares | For |
| abrdn European Logistics Income PLC | Annual | 12-Jun-23 | Management | 13 | Authorise the Company to Call General Meeting with Two Weeks' Notice | For |
| ROUND HILL MUSIC ROYALTY FUND LIMITED | Annual | 12-Jun-23 | Management | 1 | Accept Financial Statements and Statutory Reports | For |
| ROUND HILL MUSIC ROYALTY FUND LIMITED | Annual | 12-Jun-23 | Management | 2 | Approve Remuneration Report | For |
| ROUND HILL MUSIC ROYALTY FUND LIMITED | Annual | 12-Jun-23 | Management | 3 | Ratify KPMG Channel Islands Limited as Auditors | For |
| ROUND HILL MUSIC ROYALTY FUND LIMITED | Annual | 12-Jun-23 | Management | 4 | Authorise Board to Fix Remuneration of Auditors | For |
| ROUND HILL MUSIC ROYALTY FUND LIMITED | Annual | 12-Jun-23 | Management | 5 | Re-elect Caroline Chan as Director | For |
| ROUND HILL MUSIC ROYALTY FUND LIMITED | Annual | 12-Jun-23 | Management | 6 | Re-elect Francis Keeling as Director | For |
| ROUND HILL MUSIC ROYALTY FUND LIMITED | Annual | 12-Jun-23 | Management | 7 | Elect Robert Naylor as Director | For |
| ROUND HILL MUSIC ROYALTY FUND LIMITED | Annual | 12-Jun-23 | Management | 8 | Elect Audrey McNair as Director | For |
| ROUND HILL MUSIC ROYALTY FUND LIMITED | Annual | 12-Jun-23 | Management | 9 | Approve Dividend Policy | For |
| ROUND HILL MUSIC ROYALTY FUND LIMITED | Annual | 12-Jun-23 | Management | 10 | Authorise Market Purchase of Ordinary Shares | For |

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| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|---------------------------------------|--------|-----------|------------|----------|---|------------------|
| ROUND HILL MUSIC ROYALTY FUND LIMITED | Annual | 12-Jun-23 | Management | 11 | Allow Electronic Distribution of Company Communications | For |
| Roper Technologies, Inc. | Annual | 13-Jun-23 | Management | 1.1 | Elect Director Shellye L. Archambeau | For |
| Roper Technologies, Inc. | Annual | 13-Jun-23 | Management | 1.2 | Elect Director Amy Woods Brinkley | For |
| Roper Technologies, Inc. | Annual | 13-Jun-23 | Management | 1.3 | Elect Director Irene M. Esteves | For |
| Roper Technologies, Inc. | Annual | 13-Jun-23 | Management | 1.4 | Elect Director L. Neil Hunn | For |
| Roper Technologies, Inc. | Annual | 13-Jun-23 | Management | 1.5 | Elect Director Robert D. Johnson | For |
| Roper Technologies, Inc. | Annual | 13-Jun-23 | Management | 1.6 | Elect Director Thomas P. Joyce, Jr. | For |
| Roper Technologies, Inc. | Annual | 13-Jun-23 | Management | 1.7 | Elect Director Laura G. Thatcher | Against |
| Roper Technologies, Inc. | Annual | 13-Jun-23 | Management | 1.8 | Elect Director Richard F. Wallman | Against |
| Roper Technologies, Inc. | Annual | 13-Jun-23 | Management | 1.9 | Elect Director Christopher Wright | For |
| Roper Technologies, Inc. | Annual | 13-Jun-23 | Management | 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Roper Technologies, Inc. | Annual | 13-Jun-23 | Management | 3 | Advisory Vote on Say on Pay Frequency | One Year |
| Roper Technologies, Inc. | Annual | 13-Jun-23 | Management | 4 | Ratify PricewaterhouseCoopers LLP as Auditors | For |
| Roper Technologies, Inc. | Annual | 13-Jun-23 | Management | 5 | Amend Certificate of Incorporation to Permit the Exculpation of Officers | For |
| Foresight Solar Fund Limited | Annual | 14-Jun-23 | Management | 1 | Accept Financial Statements and Statutory Reports | For |
| Foresight Solar Fund Limited | Annual | 14-Jun-23 | Management | 2 | Approve Remuneration Report | For |
| Foresight Solar Fund Limited | Annual | 14-Jun-23 | Management | 3 | Approve Remuneration Policy | For |
| Foresight Solar Fund Limited | Annual | 14-Jun-23 | Management | 4 | Approve Dividend Policy | For |
| Foresight Solar Fund Limited | Annual | 14-Jun-23 | Management | 5 | Re-elect Alexander Ohlsson as Director | For |
| Foresight Solar Fund Limited | Annual | 14-Jun-23 | Management | 6 | Re-elect Ann Markey as Director | Abstain |
| Foresight Solar Fund Limited | Annual | 14-Jun-23 | Management | 7 | Re-elect Monique O'Keefe as Director | Abstain |
| Foresight Solar Fund Limited | Annual | 14-Jun-23 | Management | 8 | Re-elect Chris Ambler as Director | For |
| Foresight Solar Fund Limited | Annual | 14-Jun-23 | Management | 9 | Ratify KPMG LLP as Auditors | For |
| Foresight Solar Fund Limited | Annual | 14-Jun-23 | Management | 10 | Authorise Board to Fix Remuneration of Auditors | For |
| Foresight Solar Fund Limited | Annual | 14-Jun-23 | Management | 11 | Adopt New Articles of Association | For |
| Foresight Solar Fund Limited | Annual | 14-Jun-23 | Management | 12 | Authorise Issue of Equity without Pre-emptive Rights | For |
| Foresight Solar Fund Limited | Annual | 14-Jun-23 | Management | 13 | Authorise Market Purchase of Ordinary Shares | For |
| Foresight Solar Fund Limited | Annual | 14-Jun-23 | Management | 14 | Authorise the Company to Cancel Any Repurchased Shares or Hold Such Shares as Treasury Shares | For |
| KEYENCE Corp. | Annual | 14-Jun-23 | Management | 1 | Approve Allocation of Income, with a Final Dividend of JPY 150 | For |
| KEYENCE Corp. | Annual | 14-Jun-23 | Management | 2.1 | Elect Director Takizaki, Takemitsu | For |
| KEYENCE Corp. | Annual | 14-Jun-23 | Management | 2.2 | Elect Director Nakata, Yu | For |
| KEYENCE Corp. | Annual | 14-Jun-23 | Management | 2.3 | Elect Director Yamaguchi, Akiji | For |

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| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|--|--------|-----------|------------|----------|--|------------------|
| KEYENCE Corp. | Annual | 14-Jun-23 | Management | 2.4 | Elect Director Yamamoto, Hiroaki | For |
| KEYENCE Corp. | Annual | 14-Jun-23 | Management | 2.5 | Elect Director Nakano, Tetsuya | For |
| KEYENCE Corp. | Annual | 14-Jun-23 | Management | 2.6 | Elect Director Yamamoto, Akinori | For |
| KEYENCE Corp. | Annual | 14-Jun-23 | Management | 2.7 | Elect Director Taniguchi, Seiichi | For |
| KEYENCE Corp. | Annual | 14-Jun-23 | Management | 2.8 | Elect Director Suenaga, Kumiko | For |
| KEYENCE Corp. | Annual | 14-Jun-23 | Management | 2.9 | Elect Director Yoshioka, Michifumi | For |
| KEYENCE Corp. | Annual | 14-Jun-23 | Management | 3 | Appoint Statutory Auditor Komura, Koichiro | For |
| KEYENCE Corp. | Annual | 14-Jun-23 | Management | 4 | Appoint Alternate Statutory Auditor Yamamoto, Masaharu | For |
| AQUILA EUROPEAN RENEWABLES INCOME FUND PLC | Annual | 14-Jun-23 | Management | 1 | Accept Financial Statements and Statutory Reports | For |
| AQUILA EUROPEAN RENEWABLES INCOME FUND PLC | Annual | 14-Jun-23 | Management | 2 | Approve Remuneration Report | For |
| AQUILA EUROPEAN RENEWABLES INCOME FUND PLC | Annual | 14-Jun-23 | Management | 3 | Approve Remuneration Policy | For |
| AQUILA EUROPEAN RENEWABLES INCOME FUND PLC | Annual | 14-Jun-23 | Management | 4 | Approve Continuation of Company as Closed-Ended Investment Company | Against |
| AQUILA EUROPEAN RENEWABLES INCOME FUND PLC | Annual | 14-Jun-23 | Management | 5 | Re-elect Ian Nolan as Director | For |
| AQUILA EUROPEAN RENEWABLES INCOME FUND PLC | Annual | 14-Jun-23 | Management | 6 | Re-elect Patricia Rodrigues as Director | For |
| AQUILA EUROPEAN RENEWABLES INCOME FUND PLC | Annual | 14-Jun-23 | Management | 7 | Re-elect David MacLellan as Director | For |
| AQUILA EUROPEAN RENEWABLES INCOME FUND PLC | Annual | 14-Jun-23 | Management | 8 | Re-elect Kenneth MacRitchie as Director | For |
| AQUILA EUROPEAN RENEWABLES INCOME FUND PLC | Annual | 14-Jun-23 | Management | 9 | Reappoint PricewaterhouseCoopers LLP as Auditors | For |
| AQUILA EUROPEAN RENEWABLES INCOME FUND PLC | Annual | 14-Jun-23 | Management | 10 | Authorise Board to Fix Remuneration of Auditors | For |

| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|--|--------|-----------|------------|----------|--|------------------|
| AQUILA EUROPEAN RENEWABLES INCOME FUND PLC | Annual | 14-Jun-23 | Management | 11 | Authorise Directors to Declare and Pay All Dividends of the Company as Interim Dividends | For |
| AQUILA EUROPEAN RENEWABLES INCOME FUND PLC | Annual | 14-Jun-23 | Management | 12 | Authorise Issue of Equity | For |
| AQUILA EUROPEAN RENEWABLES INCOME FUND PLC | Annual | 14-Jun-23 | Management | 13 | Authorise Issue of Equity without Pre-emptive Rights | For |
| AQUILA EUROPEAN RENEWABLES INCOME FUND PLC | Annual | 14-Jun-23 | Management | 14 | Authorise Issue of Equity without Pre-emptive Rights (Additional Authority) | For |
| AQUILA EUROPEAN RENEWABLES INCOME FUND PLC | Annual | 14-Jun-23 | Management | 15 | Authorise Market Purchase of Ordinary Shares | For |
| AQUILA EUROPEAN RENEWABLES INCOME FUND PLC | Annual | 14-Jun-23 | Management | 16 | Authorise the Company to Call General Meeting with Two Weeks' Notice | For |
| Ingersoll Rand Inc. | Annual | 15-Jun-23 | Management | 1a | Elect Director Vicente Reynal | Against |
| Ingersoll Rand Inc. | Annual | 15-Jun-23 | Management | 1b | Elect Director William P. Donnelly | For |
| Ingersoll Rand Inc. | Annual | 15-Jun-23 | Management | 1c | Elect Director Kirk E. Arnold | Against |
| Ingersoll Rand Inc. | Annual | 15-Jun-23 | Management | 1d | Elect Director Gary D. Forsee | For |
| Ingersoll Rand Inc. | Annual | 15-Jun-23 | Management | 1e | Elect Director Jennifer Hartsock | For |
| Ingersoll Rand Inc. | Annual | 15-Jun-23 | Management | 1f | Elect Director John Humphrey | For |
| Ingersoll Rand Inc. | Annual | 15-Jun-23 | Management | 1g | Elect Director Marc E. Jones | Against |
| Ingersoll Rand Inc. | Annual | 15-Jun-23 | Management | 1h | Elect Director Mark Stevenson | For |
| Ingersoll Rand Inc. | Annual | 15-Jun-23 | Management | 1i | Elect Director Michael Stubblefield | For |
| Ingersoll Rand Inc. | Annual | 15-Jun-23 | Management | 1j | Elect Director Tony L. White | For |
| Ingersoll Rand Inc. | Annual | 15-Jun-23 | Management | 2 | Ratify Deloitte & Touche LLP as Auditors | For |
| Ingersoll Rand Inc. | Annual | 15-Jun-23 | Management | 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Ingersoll Rand Inc. | Annual | 15-Jun-23 | Management | 4 | Advisory Vote on Say on Pay Frequency | One Year |
| NB Private Equity Partners Limited | Annual | 15-Jun-23 | Management | 1 | Accept Financial Statements and Statutory Reports | For |
| NB Private Equity Partners Limited | Annual | 15-Jun-23 | Management | 2 | Approve Remuneration Report | For |
| NB Private Equity Partners Limited | Annual | 15-Jun-23 | Management | 3 | Re-elect William Maltby as Director | For |
| NB Private Equity Partners Limited | Annual | 15-Jun-23 | Management | 4 | Re-elect John Falla as Director | For |
| NB Private Equity Partners Limited | Annual | 15-Jun-23 | Management | 5 | Re-elect Trudi Clark as Director | For |
| NB Private Equity Partners Limited | Annual | 15-Jun-23 | Management | 6 | Re-elect Wilken von Hodenberg as Director | For |

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

| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|------------------------------------|--------|-----------|-------------|----------|--|------------------|
| NB Private Equity Partners Limited | Annual | 15-Jun-23 | Management | 7 | Re-elect Louisa Symington-Mills as Director | For |
| NB Private Equity Partners Limited | Annual | 15-Jun-23 | Management | 8 | Ratify KPMG Channel Islands Limited as Auditors | For |
| NB Private Equity Partners Limited | Annual | 15-Jun-23 | Management | 9 | Authorise Board to Fix Remuneration of Auditors | For |
| NB Private Equity Partners Limited | Annual | 15-Jun-23 | Management | 10 | Ratify Past Interim Dividends | For |
| NB Private Equity Partners Limited | Annual | 15-Jun-23 | Management | 11 | Approve Increase in the Aggregate Remuneration of Directors | For |
| NB Private Equity Partners Limited | Annual | 15-Jun-23 | Management | 12 | Authorise Market Purchase of Class A Shares | For |
| NB Private Equity Partners Limited | Annual | 15-Jun-23 | Management | 13 | Authorise Issue of Equity without Pre-emptive Rights | For |
| Veeva Systems Inc. | Annual | 21-Jun-23 | Management | 1a | Elect Director Timothy S. Cabral | For |
| Veeva Systems Inc. | Annual | 21-Jun-23 | Management | 1b | Elect Director Mark Carges | For |
| Veeva Systems Inc. | Annual | 21-Jun-23 | Management | 1c | Elect Director Peter P. Gassner | For |
| Veeva Systems Inc. | Annual | 21-Jun-23 | Management | 1d | Elect Director Mary Lynne Hedley | For |
| Veeva Systems Inc. | Annual | 21-Jun-23 | Management | 1e | Elect Director Priscilla Hung | For |
| Veeva Systems Inc. | Annual | 21-Jun-23 | Management | 1f | Elect Director Tina Hunt | For |
| Veeva Systems Inc. | Annual | 21-Jun-23 | Management | 1g | Elect Director Marshall L. Mohr | For |
| Veeva Systems Inc. | Annual | 21-Jun-23 | Management | 1h | Elect Director Gordon Ritter | Against |
| Veeva Systems Inc. | Annual | 21-Jun-23 | Management | 1i | Elect Director Paul Sekhri | For |
| Veeva Systems Inc. | Annual | 21-Jun-23 | Management | 1j | Elect Director Matthew J. Wallach | For |
| Veeva Systems Inc. | Annual | 21-Jun-23 | Management | 2 | Ratify KPMG LLP as Auditors | For |
| Veeva Systems Inc. | Annual | 21-Jun-23 | Management | 3 | Amend Certificate of Incorporation | For |
| Veeva Systems Inc. | Annual | 21-Jun-23 | Shareholder | 4 | Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders | For |
| UK Commercial Property REIT Ltd. | Annual | 21-Jun-23 | Management | 1 | Accept Financial Statements and Statutory Reports | For |
| UK Commercial Property REIT Ltd. | Annual | 21-Jun-23 | Management | 2 | Approve Dividend Policy | For |
| UK Commercial Property REIT Ltd. | Annual | 21-Jun-23 | Management | 3 | Approve Remuneration Report | For |
| UK Commercial Property REIT Ltd. | Annual | 21-Jun-23 | Management | 4 | Ratify Deloitte LLP as Auditors | For |
| UK Commercial Property REIT Ltd. | Annual | 21-Jun-23 | Management | 5 | Authorise Board to Fix Remuneration of Auditors | For |
| UK Commercial Property REIT Ltd. | Annual | 21-Jun-23 | Management | 6 | Elect Peter Pereira Gray as Director | For |
| UK Commercial Property REIT Ltd. | Annual | 21-Jun-23 | Management | 7 | Re-elect Michael Ayre as Director | For |
| UK Commercial Property REIT Ltd. | Annual | 21-Jun-23 | Management | 8 | Re-elect Fionnuala Hogan as Director | Against |
| UK Commercial Property REIT Ltd. | Annual | 21-Jun-23 | Management | 9 | Re-elect Chris Fry as Director | For |
| UK Commercial Property REIT Ltd. | Annual | 21-Jun-23 | Management | 10 | Re-elect Ken McCullagh as Director | For |
| UK Commercial Property REIT Ltd. | Annual | 21-Jun-23 | Management | 11 | Re-elect Margaret Littlejohns as Director | For |
| UK Commercial Property REIT Ltd. | Annual | 21-Jun-23 | Management | 12 | Authorise Issue of Equity without Pre-emptive Rights | For |
| UK Commercial Property REIT Ltd. | Annual | 21-Jun-23 | Management | 13 | Authorise Market Purchase of Ordinary Shares | For |

| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|---|--------|-----------|------------|----------|---|------------------|
| NVIDIA Corporation | Annual | 22-Jun-23 | Management | 1a | Elect Director Robert K. Burgess | For |
| NVIDIA Corporation | Annual | 22-Jun-23 | Management | 1b | Elect Director Tench Coxe | For |
| NVIDIA Corporation | Annual | 22-Jun-23 | Management | 1c | Elect Director John O. Dabiri | For |
| NVIDIA Corporation | Annual | 22-Jun-23 | Management | 1d | Elect Director Persis S. Drell | For |
| NVIDIA Corporation | Annual | 22-Jun-23 | Management | 1e | Elect Director Jen-Hsun Huang | For |
| NVIDIA Corporation | Annual | 22-Jun-23 | Management | 1f | Elect Director Dawn Hudson | Against |
| NVIDIA Corporation | Annual | 22-Jun-23 | Management | 1g | Elect Director Harvey C. Jones | For |
| NVIDIA Corporation | Annual | 22-Jun-23 | Management | 1h | Elect Director Michael G. McCaffery | For |
| NVIDIA Corporation | Annual | 22-Jun-23 | Management | 1i | Elect Director Stephen C. Neal | Against |
| NVIDIA Corporation | Annual | 22-Jun-23 | Management | 1j | Elect Director Mark L. Perry | For |
| NVIDIA Corporation | Annual | 22-Jun-23 | Management | 1k | Elect Director A. Brooke Seawell | For |
| NVIDIA Corporation | Annual | 22-Jun-23 | Management | 1l | Elect Director Aarti Shah | For |
| NVIDIA Corporation | Annual | 22-Jun-23 | Management | 1m | Elect Director Mark A. Stevens | For |
| NVIDIA Corporation | Annual | 22-Jun-23 | Management | 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| NVIDIA Corporation | Annual | 22-Jun-23 | Management | 3 | Advisory Vote on Say on Pay Frequency | One Year |
| NVIDIA Corporation | Annual | 22-Jun-23 | Management | 4 | Ratify PricewaterhouseCoopers LLP as Auditors | For |
| Blackstone Mortgage Trust, Inc. | Annual | 23-Jun-23 | Management | 1.1 | Elect Director Michael B. Nash | Withhold |
| Blackstone Mortgage Trust, Inc. | Annual | 23-Jun-23 | Management | 1.2 | Elect Director Katharine A. Keenan | For |
| Blackstone Mortgage Trust, Inc. | Annual | 23-Jun-23 | Management | 1.3 | Elect Director Leonard W. Cotton | For |
| Blackstone Mortgage Trust, Inc. | Annual | 23-Jun-23 | Management | 1.4 | Elect Director Thomas E. Dobrowski | For |
| Blackstone Mortgage Trust, Inc. | Annual | 23-Jun-23 | Management | 1.5 | Elect Director Timothy Johnson | For |
| Blackstone Mortgage Trust, Inc. | Annual | 23-Jun-23 | Management | 1.6 | Elect Director Nnenna Lynch | For |
| Blackstone Mortgage Trust, Inc. | Annual | 23-Jun-23 | Management | 1.7 | Elect Director Henry N. Nassau | For |
| Blackstone Mortgage Trust, Inc. | Annual | 23-Jun-23 | Management | 1.8 | Elect Director Gilda Perez-Alvarado | For |
| Blackstone Mortgage Trust, Inc. | Annual | 23-Jun-23 | Management | 1.9 | Elect Director Jonathan L. Pollack | For |
| Blackstone Mortgage Trust, Inc. | Annual | 23-Jun-23 | Management | 1.10 | Elect Director Lynne B. Sagalyn | For |
| Blackstone Mortgage Trust, Inc. | Annual | 23-Jun-23 | Management | 2 | Ratify Deloitte & Touche LLP as Auditors | For |
| Blackstone Mortgage Trust, Inc. | Annual | 23-Jun-23 | Management | 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | For |
| Princess Private Equity Holding Limited | Annual | 23-Jun-23 | Management | 1 | Accept Financial Statements and Statutory Reports | For |
| Princess Private Equity Holding Limited | Annual | 23-Jun-23 | Management | 2 | Ratify PricewaterhouseCoopers CI LLP as Auditors and Authorise Their Remuneration | For |
| Princess Private Equity Holding Limited | Annual | 23-Jun-23 | Management | 3 | Re-elect Felix Haldner as Director | Against |

| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|---|--------|-----------|-------------|----------|--|------------------|
| Princess Private Equity Holding Limited | Annual | 23-Jun-23 | Management | 4 | Re-elect Fionnuala Carvill as Director | For |
| Princess Private Equity Holding Limited | Annual | 23-Jun-23 | Management | 5 | Re-elect Henning von der Forst as Director | For |
| Princess Private Equity Holding Limited | Annual | 23-Jun-23 | Management | 6 | Re-elect Merise Wheatley as Director | For |
| Princess Private Equity Holding Limited | Annual | 23-Jun-23 | Management | 7 | Re-elect Steve Le Page as Director | Against |
| Princess Private Equity Holding Limited | Annual | 23-Jun-23 | Management | 8 | Approve Company's Dividend Policy | For |
| Princess Private Equity Holding Limited | Annual | 23-Jun-23 | Management | 9 | Authorise Issue of Equity without Pre-emptive Rights | For |
| Princess Private Equity Holding Limited | Annual | 23-Jun-23 | Management | 10 | Authorise Market Purchase of Ordinary Shares | For |
| Mastercard Incorporated | Annual | 27-Jun-23 | Management | 1a | Elect Director Merit E. Janow | Against |
| Mastercard Incorporated | Annual | 27-Jun-23 | Management | 1b | Elect Director Candido Bracher | For |
| Mastercard Incorporated | Annual | 27-Jun-23 | Management | 1c | Elect Director Richard K. Davis | Against |
| Mastercard Incorporated | Annual | 27-Jun-23 | Management | 1d | Elect Director Julius Genachowski | Against |
| Mastercard Incorporated | Annual | 27-Jun-23 | Management | 1e | Elect Director Choon Phong Goh | For |
| Mastercard Incorporated | Annual | 27-Jun-23 | Management | 1f | Elect Director Oki Matsumoto | For |
| Mastercard Incorporated | Annual | 27-Jun-23 | Management | 1g | Elect Director Michael Miebach | For |
| Mastercard Incorporated | Annual | 27-Jun-23 | Management | 1h | Elect Director Youngme Moon | For |
| Mastercard Incorporated | Annual | 27-Jun-23 | Management | 1i | Elect Director Rima Qureshi | For |
| Mastercard Incorporated | Annual | 27-Jun-23 | Management | 1j | Elect Director Gabrielle Sulzberger | For |
| Mastercard Incorporated | Annual | 27-Jun-23 | Management | 1k | Elect Director Harit Talwar | For |
| Mastercard Incorporated | Annual | 27-Jun-23 | Management | 1l | Elect Director Lance Uggla | For |
| Mastercard Incorporated | Annual | 27-Jun-23 | Management | 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Mastercard Incorporated | Annual | 27-Jun-23 | Management | 3 | Advisory Vote on Say on Pay Frequency | One Year |
| Mastercard Incorporated | Annual | 27-Jun-23 | Management | 4 | Approve Qualified Employee Stock Purchase Plan | For |
| Mastercard Incorporated | Annual | 27-Jun-23 | Management | 5 | Ratify PricewaterhouseCoopers LLP as Auditors | For |
| Mastercard Incorporated | Annual | 27-Jun-23 | Shareholder | 6 | Report on Overseeing Risks Related to Discrimination | Against |
| Mastercard Incorporated | Annual | 27-Jun-23 | Shareholder | 7 | Report on Establishing Merchant Category Code for Gun and Ammunition Stores | For |
| Mastercard Incorporated | Annual | 27-Jun-23 | Shareholder | 8 | Report on Lobbying Payments and Policy | For |
| Mastercard Incorporated | Annual | 27-Jun-23 | Shareholder | 9 | Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders | For |

| Company | Type | Date | Proponent | Prop No. | Proposal Text | Vote Instruction |
|-------------------------|-------------|-------------|------------------|-----------------|--|-------------------------|
| Mastercard Incorporated | Annual | 27-Jun-23 | Shareholder | 10 | Report on Cost-Benefit Analysis of Diversity and Inclusion Efforts | Against |