

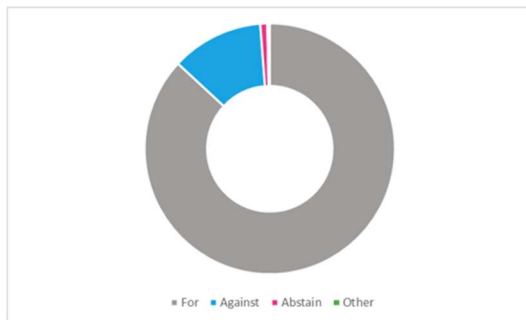
CCLA Vote Report

July to October 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 328 resolutions across 27 company meetings. We did not support management proposals on 42 occasions, 13% of all such resolutions.

Our voting on directors reflects our views on what determines good corporate governance. For example, at Experian PLC we voted against the chairs of both the remuneration committee and nomination committee due to concerns we have about executive pay and diversity in the workforce. In support of our stewardship work on cost of living and minimum standards in pay we did not support executive remuneration proposals at six UK companies due to the lack of Living Wage accreditation. As a result of our positive engagement on this issue with Watches of Switzerland, we took the decision to support the remuneration vote and can report that the company has now gained Living Wage accreditation.

We aim to support all shareholder proposals that have a positive real-world impact, particularly where a proposal complements one of our existing engagement priorities. We have been engaging with Nike over human rights for workers in their supply chain and supported a resolution at the AGM on this issue. We also supported a call for increased reporting on gender or racial pay gaps at the company.

Chart 2. CCLA Vote by theme

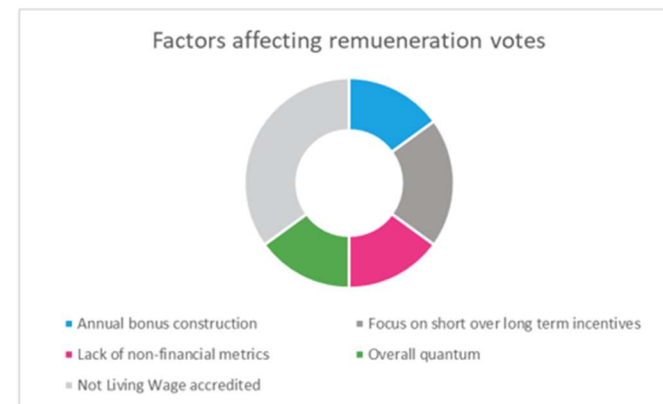
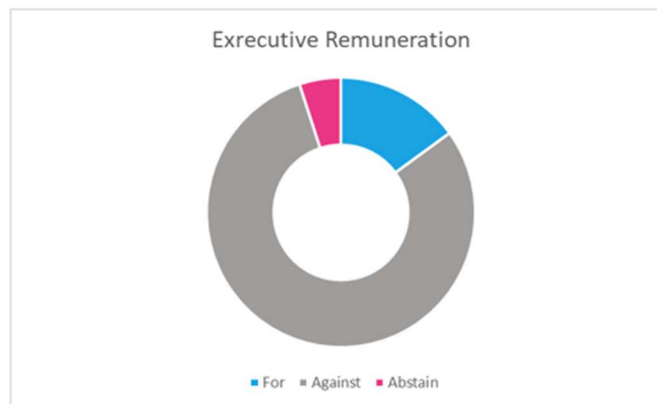
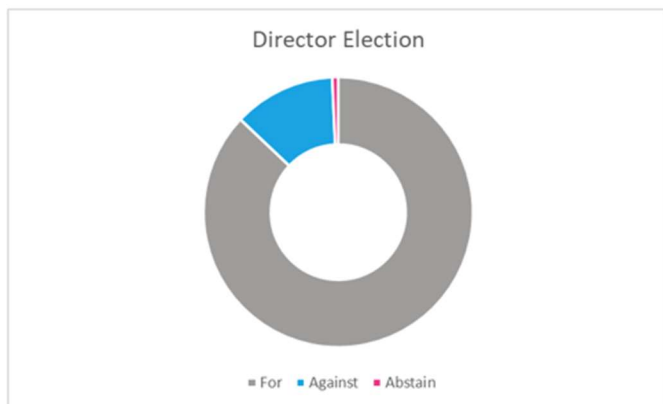


Table 1: Meeting Overview

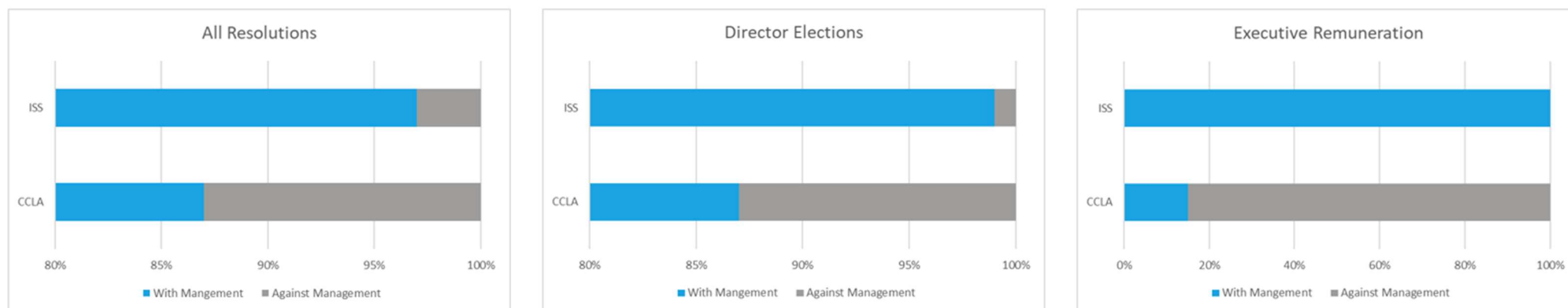
Meeting Overview					
Region	Asia	Europe	North America	Oceania	United Kingdom
Number of Meetings	1	7	2	0	17
Number of Resolutions	10	37	10	0	271
Vote Instruction					
For	6	36	6	0	237
Against/Withhold	6	1	3	0	33
Abstain	2	0	0	0	1
One Year	0	0	1	0	0

Section 2: Impact of CCLA Vote Template

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

A comparison of CCLA vote instructions and ISS vote recommendations for the same management proposals illustrates the template's impact. During the quarter in accordance with the CCLA vote policy, we did not support 13% of 328 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 – July to October 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.

The data in the above table is shown to June each year not the quarterly vote period, this allows comparison of vote outcome on an annual basis up to and including our busiest vote period against consistent vote guidelines.

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 2 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
Watches of Switzerland Group Plc	Annual	31-Aug-23	Management	2	Approve Remuneration Report	Against	For	The company responded to our engagement and became a Living Wage Employer during the year. Additionally, there is a new ESG underpin to the short term remuneration decision making. As such the company is now in compliance with our voting policy and a vote FOR this resolution is warranted.
Watches of Switzerland Group Plc	Annual	31-Aug-23	Management	6	Re-elect Tea Colaianni as Director	Against	For	The company responded to our engagement and became a Living Wage Employer during the year. Additionally, there is a new ESG underpin to the short term remuneration decision making. As such the company is now in compliance with our voting policy and a vote FOR this resolution is warranted.

Section 5b: Vote Against Management Recommendations We consider proxy voting an important tool to hold boards and management accountable for their sustainability policies and practices – because ambitious sustainability goals are nothing without strong governance.

Company	Type	Date	Proponent	Prop No.	Proposal Text	Management Rec.	Vote Instruction	Rationale
Burberry Group Plc	Annual	12-Jul-23	Management	2	Approve Remuneration Policy	For	Against	Concerns over focus of remuneration on short not long term incentives
Burberry Group Plc	Annual	12-Jul-23	Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Concerns over focus of remuneration on short not long term incentives
NICE Ltd. (Israel)	Annual	17-Jul-23	Management	7	Approve Remuneration Policy	For	Abstain	A lack of disclosure around targets and thresholds leaves us unable to fully apply our policy. In the detail that is provided there is nothing that warrants a vote against but there is not enough information to vote in favour.
NICE Ltd. (Israel)	Annual	17-Jul-23	Management	9	Approve/Amend Executive Incentive Bonus Plan	For	Abstain	A lack of disclosure around targets and thresholds leaves us unable to fully apply our policy. In the detail that is provided there is nothing that warrants a vote against but there is not enough information to vote in favour.
Experian Plc	Annual	19-Jul-23	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes. Concerns over potential total level of awards.
Experian Plc	Annual	19-Jul-23	Management	3	Approve Remuneration Policy	For	Against	Non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes.
Experian Plc	Annual	19-Jul-23	Management	8	Elect Director	For	Against	Responsible for oversight of remuneration which does not comply with CCLA's global approach.
Experian Plc	Annual	19-Jul-23	Management	12	Elect Director	For	Abstain	Concerns over director time commitments.
Experian Plc	Annual	19-Jul-23	Management	14	Elect Director	For	Against	Concerns over level of sub-board gender diversity
Intermediate Capital Group Plc	Annual	20-Jul-23	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Annual bonus scheme does not comply with CCLA's global approach. Concerns over multiples of salary.
Intermediate Capital Group Plc	Annual	20-Jul-23	Management	3	Approve Remuneration Policy	For	Against	Annual bonus scheme does not comply with CCLA's global approach. Concerns over multiples of salary.

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Company	Type	Date	Proponent	Prop No.	Proposal Text	Management Rec.	Vote Instruction	Rationale
Intermediate Capital Group Plc	Annual	20-Jul-23	Management	7	Elect Director	For	Against	Concerns over level of board and sub-board gender diversity
Intermediate Capital Group Plc	Annual	20-Jul-23	Management	11	Elect Director	For	Against	Responsible for oversight of remuneration which does not comply with CCLA's global approach.
Halma Plc	Annual	20-Jul-23	Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Not Living Wage accredited
Halma Plc	Annual	20-Jul-23	Management	5	Elect Director	For	Against	Concerns over level of sub-board gender diversity
Halma Plc	Annual	20-Jul-23	Management	9	Elect Director	For	Against	Responsible for oversight of remuneration which does not comply with CCLA's global approach.
discoverIE Group Plc	Annual	24-Jul-23	Management	1	Accept Financial Statements and Statutory Reports	For	Against	Concern over the company's actions in addressing modern slavery.
discoverIE Group Plc	Annual	24-Jul-23	Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Not Living Wage accredited
discoverIE Group Plc	Annual	24-Jul-23	Management	4	Elect Director	For	Against	Concerns over level of sub-board gender diversity
DS Smith Plc	Annual	05-Sep-23	Management	3	Approve Remuneration Policy	For	Against	Not Living Wage accredited
DS Smith Plc	Annual	05-Sep-23	Management	4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Not Living Wage accredited
DS Smith Plc	Annual	05-Sep-23	Management	5	Elect Director	For	Against	Concerns over level of board and sub-board gender diversity
DS Smith Plc	Annual	05-Sep-23	Management	6	Elect Director	For	Against	Concerns over level of sub-board gender diversity
DS Smith Plc	Annual	05-Sep-23	Management	8	Elect Director	For	Against	Concerns over level of sub-board gender diversity
DS Smith Plc	Annual	05-Sep-23	Management	9	Elect Director	For	Against	Concerns over level of sub-board gender diversity
DS Smith Plc	Annual	05-Sep-23	Management	10	Elect Director	For	Against	Concerns over level of sub-board gender diversity
DS Smith Plc	Annual	05-Sep-23	Management	12	Elect Director	For	Against	Concerns over level of sub-board gender diversity
DS Smith Plc	Annual	05-Sep-23	Management	13	Elect Director	For	Against	Concerns over level of sub-board gender diversity
Berkeley Group Holdings Plc	Annual	08-Sep-23	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Not Living Wage accredited. Non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes.

Company	Type	Date	Proponent	Prop No.	Proposal Text	Management Rec.	Vote Instruction	Rationale
SDCL ENERGY EFFICIENCY INCOME TRUST PLC	Annual	11-Sep-23	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Not Living Wage accredited
SDCL ENERGY EFFICIENCY INCOME TRUST PLC	Annual	11-Sep-23	Management	11	Approve Continuation of Company as Investment Trust	For	Against	Investment decision
NIKE, Inc.	Annual	12-Sep-23	Management	2	Elect Director	For	Withhold	Concern over audit independence
NIKE, Inc.	Annual	12-Sep-23	Management	3	Elect Director	For	Withhold	Concerns over multi-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset.
NIKE, Inc.	Annual	12-Sep-23	Management	5	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Annual bonus scheme does not comply with CCLA's global approach. Concerns over multiples of salary.
NIKE, Inc.	Annual	12-Sep-23	Shareholder	8	Gender Pay Gap	Against	For	Proposal is consistent with the wider aims of CCLA's 'Better Work' stewardship work.
NIKE, Inc.	Annual	12-Sep-23	Shareholder	9	Human Rights Risk Assessment	Against	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.
Novartis AG	Extraordinary Shareholders	15-Sep-23	Management	3	Other Business	For	Against	Insufficient information for shareholders to make an informed decision
Kainos Group Plc	Annual	21-Sep-23	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Not Living Wage accredited
Kainos Group Plc	Annual	21-Sep-23	Management	6	Elect Director	For	Against	Concerns over level of board and sub-board gender diversity
Diageo Plc	Annual	28-Sep-23	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Concerns of level of potential remuneration
Diageo Plc	Annual	28-Sep-23	Management	3	Approve Remuneration Policy	For	Against	Concerns over focus of remuneration on short not long term incentives
Diageo Plc	Annual	28-Sep-23	Management	4	Approve Restricted Stock Plan	For	Against	Concerns over focus of remuneration on short not long term incentives

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
NIKE, Inc.	Annual	12-Sep-23	8	Report on Median Gender/Racial Pay Gap	For	The proposal is consistent with our efforts to bring pay fairness into their voting, we are normally supportive of this type of proposals.
NIKE, Inc.	Annual	12-Sep-23	9	Report on Effectiveness of Supply Chain Management on Equity Goals and Human Rights Commitments	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.

Section 5d: All vote instructions

Company	Type	Date	Proponent	Prop No.	Proposal Text	Vote Instruction
Assura Plc	Annual	6-Jul-23	1	Management	Accept Financial Statements and Statutory Reports	For
Assura Plc	Annual	6-Jul-23	2	Management	Approve Remuneration Report	For
Assura Plc	Annual	6-Jul-23	3	Management	Reappoint Ernst & Young LLP as Auditors	For
Assura Plc	Annual	6-Jul-23	4	Management	Authorise the Audit Committee to Fix Remuneration of Auditors	For
Assura Plc	Annual	6-Jul-23	5	Management	Re-elect Ed Smith as Director	For
Assura Plc	Annual	6-Jul-23	6	Management	Re-elect Louise Fowler as Director	For
Assura Plc	Annual	6-Jul-23	7	Management	Re-elect Jonathan Murphy as Director	For
Assura Plc	Annual	6-Jul-23	8	Management	Re-elect Jayne Cottam as Director	For
Assura Plc	Annual	6-Jul-23	9	Management	Re-elect Jonathan Davies as Director	For
Assura Plc	Annual	6-Jul-23	10	Management	Re-elect Samantha Barrell as Director	For
Assura Plc	Annual	6-Jul-23	11	Management	Re-elect Emma Cariaga as Director	For
Assura Plc	Annual	6-Jul-23	12	Management	Re-elect Noel Gordon as Director	For
Assura Plc	Annual	6-Jul-23	13	Management	Authorise Issue of Equity	For
Assura Plc	Annual	6-Jul-23	14	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Assura Plc	Annual	6-Jul-23	15	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
Assura Plc	Annual	6-Jul-23	16	Management	Authorise Market Purchase of Ordinary Shares	For
Assura Plc	Annual	6-Jul-23	17	Management	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Burberry Group Plc	Annual	12-Jul-23	1	Management	Accept Financial Statements and Statutory Reports	For
Burberry Group Plc	Annual	12-Jul-23	2	Management	Approve Remuneration Policy	Against
Burberry Group Plc	Annual	12-Jul-23	3	Management	Approve Remuneration Report	Against
Burberry Group Plc	Annual	12-Jul-23	4	Management	Approve Final Dividend	For

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Burberry Group Plc	Annual	12-Jul-23	5	Management	Re-elect Gerry Murphy as Director	For
Burberry Group Plc	Annual	12-Jul-23	6	Management	Re-elect Jonathan Akeroyd as Director	For
Burberry Group Plc	Annual	12-Jul-23	7	Management	Re-elect Orna NiChionna as Director	For
Burberry Group Plc	Annual	12-Jul-23	8	Management	Re-elect Fabiola Arredondo as Director	For
Burberry Group Plc	Annual	12-Jul-23	9	Management	Re-elect Sam Fischer as Director	For
Burberry Group Plc	Annual	12-Jul-23	10	Management	Re-elect Ron Frasch as Director	For
Burberry Group Plc	Annual	12-Jul-23	11	Management	Re-elect Danuta Gray as Director	For
Burberry Group Plc	Annual	12-Jul-23	12	Management	Re-elect Debra Lee as Director	For
Burberry Group Plc	Annual	12-Jul-23	13	Management	Re-elect Antoine de Saint-Affrique as Director	For
Burberry Group Plc	Annual	12-Jul-23	14	Management	Elect Alan Stewart as Director	For
Burberry Group Plc	Annual	12-Jul-23	15	Management	Reappoint Ernst & Young LLP as Auditors	For
Burberry Group Plc	Annual	12-Jul-23	16	Management	Authorise the Audit Committee to Fix Remuneration of Auditors	For
Burberry Group Plc	Annual	12-Jul-23	17	Management	Authorise UK Political Donations and Expenditure	For
Burberry Group Plc	Annual	12-Jul-23	18	Management	Authorise Issue of Equity	For
Burberry Group Plc	Annual	12-Jul-23	19	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Burberry Group Plc	Annual	12-Jul-23	20	Management	Authorise Market Purchase of Ordinary Shares	For
Burberry Group Plc	Annual	12-Jul-23	21	Management	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Federated Hermes Climate Change High Yield Fund	Special	13-Jul-23	1	Management	Approve Change to the Investment Objective and Benchmark of the Fund	For
NICE Ltd. (Israel)	Annual	17-Jul-23	2	Management	Reelect David Kostman as Director	For
NICE Ltd. (Israel)	Annual	17-Jul-23	3	Management	Reelect Rimon Ben-Shaoul as Director	For
NICE Ltd. (Israel)	Annual	17-Jul-23	4	Management	Reelect Yehoshua (Shuki) Ehrlich as Director	For
NICE Ltd. (Israel)	Annual	17-Jul-23	5	Management	Reelect Leo Apotheker as Director	For
NICE Ltd. (Israel)	Annual	17-Jul-23	6	Management	Reelect Joseph (Joe) Cowan as Director	For
NICE Ltd. (Israel)	Annual	17-Jul-23	7	Management	Reapprove Compensation Policy for the Directors and Officers of the Company	Abstain
NICE Ltd. (Israel)	Annual	17-Jul-23	8	Management	Vote FOR if you are a controlling shareholder or have a personal interest in Item 2, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Against
NICE Ltd. (Israel)	Annual	17-Jul-23	9	Management	Approve Extended CEO Bonus Plan	Abstain
NICE Ltd. (Israel)	Annual	17-Jul-23	10	Management	Vote FOR if you are a controlling shareholder or have a personal interest in Item 3, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Against
NICE Ltd. (Israel)	Annual	17-Jul-23	11	Management	Reappoint Kost Forer Gabbay & Kasierer as Auditors and Authorize Board to Fix Their Remuneration	For
CT Property Trust Limited	Special	18-Jul-23	1	Management	Approve Matters Relating to the Recommended All-Share Offer for CT Property Trust Limited by LondonMetric Property plc	For
CT Property Trust Limited	Court	18-Jul-23	2	Management	Approve Scheme of Arrangement	For

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Experian Plc	Annual	19-Jul-23	1	Management	Accept Financial Statements and Statutory Reports	For
Experian Plc	Annual	19-Jul-23	2	Management	Approve Remuneration Report	Against
Experian Plc	Annual	19-Jul-23	3	Management	Approve Remuneration Policy	Against
Experian Plc	Annual	19-Jul-23	4	Management	Elect Craig Boundy as Director	For
Experian Plc	Annual	19-Jul-23	5	Management	Elect Kathleen DeRose as Director	For
Experian Plc	Annual	19-Jul-23	6	Management	Elect Esther Lee as Director	For
Experian Plc	Annual	19-Jul-23	7	Management	Elect Louise Pentland as Director	For
Experian Plc	Annual	19-Jul-23	8	Management	Re-elect Alison Brittain as Director	Against
Experian Plc	Annual	19-Jul-23	9	Management	Re-elect Brian Cassin as Director	For
Experian Plc	Annual	19-Jul-23	10	Management	Re-elect Caroline Donahue as Director	For
Experian Plc	Annual	19-Jul-23	11	Management	Re-elect Luiz Fleury as Director	For
Experian Plc	Annual	19-Jul-23	12	Management	Re-elect Jonathan Howell as Director	Abstain
Experian Plc	Annual	19-Jul-23	13	Management	Re-elect Lloyd Pitchford as Director	For
Experian Plc	Annual	19-Jul-23	14	Management	Re-elect Mike Rogers as Director	Against
Experian Plc	Annual	19-Jul-23	15	Management	Reappoint KPMG LLP as Auditors	For
Experian Plc	Annual	19-Jul-23	16	Management	Authorise Board to Fix Remuneration of Auditors	For
Experian Plc	Annual	19-Jul-23	17	Management	Authorise Issue of Equity	For
Experian Plc	Annual	19-Jul-23	18	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Experian Plc	Annual	19-Jul-23	19	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
Experian Plc	Annual	19-Jul-23	20	Management	Authorise Market Purchase of Ordinary Shares	For
HICL Infrastructure plc	Annual	19-Jul-23	1	Management	Accept Financial Statements and Statutory Reports	For
HICL Infrastructure plc	Annual	19-Jul-23	2	Management	Re-elect Michael Bane as Director	For
HICL Infrastructure plc	Annual	19-Jul-23	3	Management	Re-elect Rita Akushie as Director	For
HICL Infrastructure plc	Annual	19-Jul-23	4	Management	Elect Elizabeth Barber as Director	For
HICL Infrastructure plc	Annual	19-Jul-23	5	Management	Re-elect Susanna Davies as Director	For
HICL Infrastructure plc	Annual	19-Jul-23	6	Management	Re-elect Simon Holden as Director	For
HICL Infrastructure plc	Annual	19-Jul-23	7	Management	Elect Martin Pugh as Director	For
HICL Infrastructure plc	Annual	19-Jul-23	8	Management	Re-elect Kenneth Reid as Director	For
HICL Infrastructure plc	Annual	19-Jul-23	9	Management	Approve Remuneration Report	For
HICL Infrastructure plc	Annual	19-Jul-23	10	Management	Approve Remuneration Policy	For
HICL Infrastructure plc	Annual	19-Jul-23	11	Management	Reappoint KPMG LLP as Auditors	For
HICL Infrastructure plc	Annual	19-Jul-23	12	Management	Authorise Board to Fix Remuneration of Auditors	For
HICL Infrastructure plc	Annual	19-Jul-23	13	Management	Approve Company's Dividend Policy	For

Company	Type	Date	Proponent	Prop No.	Proposal Text	Vote Instruction
HICL Infrastructure plc	Annual	19-Jul-23	14	Management	Authorise Market Purchase of Ordinary Shares	For
HICL Infrastructure plc	Annual	19-Jul-23	15	Management	Authorise Issue of Equity	For
HICL Infrastructure plc	Annual	19-Jul-23	16	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Halma Plc	Annual	20-Jul-23	1	Management	Accept Financial Statements and Statutory Reports	For
Halma Plc	Annual	20-Jul-23	2	Management	Approve Final Dividend	For
Halma Plc	Annual	20-Jul-23	3	Management	Approve Remuneration Report	Against
Halma Plc	Annual	20-Jul-23	4	Management	Elect Steve Gunning as Director	For
Halma Plc	Annual	20-Jul-23	5	Management	Re-elect Dame Louise Makin as Director	Against
Halma Plc	Annual	20-Jul-23	6	Management	Re-elect Marc Ronchetti as Director	For
Halma Plc	Annual	20-Jul-23	7	Management	Re-elect Jennifer Ward as Director	For
Halma Plc	Annual	20-Jul-23	8	Management	Re-elect Carole Cran as Director	For
Halma Plc	Annual	20-Jul-23	9	Management	Re-elect Jo Harlow as Director	Against
Halma Plc	Annual	20-Jul-23	10	Management	Re-elect Dharmash Mistry as Director	For
Halma Plc	Annual	20-Jul-23	11	Management	Re-elect Sharmila Nebhrajani as Director	For
Halma Plc	Annual	20-Jul-23	12	Management	Re-elect Tony Rice as Director	For
Halma Plc	Annual	20-Jul-23	13	Management	Re-elect Roy Twite as Director	For
Halma Plc	Annual	20-Jul-23	14	Management	Reappoint PricewaterhouseCoopers LLP as Auditors	For
Halma Plc	Annual	20-Jul-23	15	Management	Authorise Board to Fix Remuneration of Auditors	For
Halma Plc	Annual	20-Jul-23	16	Management	Authorise Issue of Equity	For
Halma Plc	Annual	20-Jul-23	17	Management	Authorise UK Political Donations and Expenditure	For
Halma Plc	Annual	20-Jul-23	18	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Halma Plc	Annual	20-Jul-23	19	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
Halma Plc	Annual	20-Jul-23	20	Management	Authorise Market Purchase of Ordinary Shares	For
Halma Plc	Annual	20-Jul-23	21	Management	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Intermediate Capital Group Plc	Annual	20-Jul-23	1	Management	Accept Financial Statements and Statutory Reports	For
Intermediate Capital Group Plc	Annual	20-Jul-23	2	Management	Approve Remuneration Report	Against
Intermediate Capital Group Plc	Annual	20-Jul-23	3	Management	Approve Remuneration Policy	Against
Intermediate Capital Group Plc	Annual	20-Jul-23	4	Management	Reappoint Ernst & Young LLP as Auditors	For
Intermediate Capital Group Plc	Annual	20-Jul-23	5	Management	Authorise the Audit Committee to Fix Remuneration of Auditors	For
Intermediate Capital Group Plc	Annual	20-Jul-23	6	Management	Approve Final Dividend	For
Intermediate Capital Group Plc	Annual	20-Jul-23	7	Management	Elect William Rucker as Director	Against
Intermediate Capital Group Plc	Annual	20-Jul-23	8	Management	Re-elect Benoit Durteste as Director	For
Intermediate Capital Group Plc	Annual	20-Jul-23	9	Management	Re-elect Antje Hensel-Roth as Director	For
Intermediate Capital Group Plc	Annual	20-Jul-23	10	Management	Re-elect Andrew Sykes as Director	For
Intermediate Capital Group Plc	Annual	20-Jul-23	11	Management	Re-elect Virginia Holmes as Director	Against

Company	Type	Date	Proponent	Prop No.	Proposal Text	Vote Instruction
Intermediate Capital Group Plc	Annual	20-Jul-23	12	Management	Re-elect Rosemary Leith as Director	For
Intermediate Capital Group Plc	Annual	20-Jul-23	13	Management	Re-elect Matthew Lester as Director	For
Intermediate Capital Group Plc	Annual	20-Jul-23	14	Management	Re-elect Michael Nelligan as Director	For
Intermediate Capital Group Plc	Annual	20-Jul-23	15	Management	Re-elect Amy Schioldager as Director	For
Intermediate Capital Group Plc	Annual	20-Jul-23	16	Management	Re-elect Stephen Welton as Director	For
Intermediate Capital Group Plc	Annual	20-Jul-23	17	Management	Elect David Bicarregui as Director	For
Intermediate Capital Group Plc	Annual	20-Jul-23	18	Management	Authorise Issue of Equity	For
Intermediate Capital Group Plc	Annual	20-Jul-23	19	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Intermediate Capital Group Plc	Annual	20-Jul-23	20	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
Intermediate Capital Group Plc	Annual	20-Jul-23	21	Management	Authorise Market Purchase of Ordinary Shares	For
Intermediate Capital Group Plc	Annual	20-Jul-23	22	Management	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
discoverIE Group Plc	Annual	24-Jul-23	1	Management	Accept Financial Statements and Statutory Reports	Against
discoverIE Group Plc	Annual	24-Jul-23	2	Management	Approve Final Dividend	For
discoverIE Group Plc	Annual	24-Jul-23	3	Management	Approve Remuneration Report	Against
discoverIE Group Plc	Annual	24-Jul-23	4	Management	Re-elect Bruce Thompson as Director	Against
discoverIE Group Plc	Annual	24-Jul-23	5	Management	Re-elect Nick Jefferies as Director	For
discoverIE Group Plc	Annual	24-Jul-23	6	Management	Re-elect Simon Gibbins as Director	For
discoverIE Group Plc	Annual	24-Jul-23	7	Management	Re-elect Tracey Graham as Director	For
discoverIE Group Plc	Annual	24-Jul-23	8	Management	Re-elect Clive Watson as Director	For
discoverIE Group Plc	Annual	24-Jul-23	9	Management	Re-elect Rosalind Kainyah as Director	For
discoverIE Group Plc	Annual	24-Jul-23	10	Management	Elect Celia Baxter as Director	For
discoverIE Group Plc	Annual	24-Jul-23	11	Management	Reappoint PricewaterhouseCoopers LLP as Auditors	For
discoverIE Group Plc	Annual	24-Jul-23	12	Management	Authorise Board to Fix Remuneration of Auditors	For
discoverIE Group Plc	Annual	24-Jul-23	13	Management	Authorise Issue of Equity	For
discoverIE Group Plc	Annual	24-Jul-23	14	Management	Authorise Issue of Equity with Pre-emptive Rights in Connection with a Pre-emptive Offer	For
discoverIE Group Plc	Annual	24-Jul-23	15	Management	Authorise Issue of Equity without Pre-emptive Rights	For
discoverIE Group Plc	Annual	24-Jul-23	16	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	For
discoverIE Group Plc	Annual	24-Jul-23	17	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with a Pre-emptive Offer	For
discoverIE Group Plc	Annual	24-Jul-23	18	Management	Authorise Market Purchase of Ordinary Shares	For
discoverIE Group Plc	Annual	24-Jul-23	19	Management	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
discoverIE Group Plc	Annual	24-Jul-23	20	Management	Authorise UK Political Donations and Expenditure	For
ICON plc	Annual	25-Jul-23	1	Management	Elect Director Ciaran Murray	For
ICON plc	Annual	25-Jul-23	2	Management	Elect Director Steve Cutler	For

Company	Type	Date	Proponent	Prop No.	Proposal Text	Vote Instruction
ICON plc	Annual	25-Jul-23	3	Management	Elect Director Ronan Murphy	For
ICON plc	Annual	25-Jul-23	4	Management	Elect Director John Climax	For
ICON plc	Annual	25-Jul-23	5	Management	Elect Director Eugene McCague	For
ICON plc	Annual	25-Jul-23	6	Management	Elect Director Joan Garahy	For
ICON plc	Annual	25-Jul-23	7	Management	Elect Director Julie O'Neill	For
ICON plc	Annual	25-Jul-23	8	Management	Elect Director Linda Grais	For
ICON plc	Annual	25-Jul-23	9	Management	Accept Financial Statements and Statutory Reports	For
ICON plc	Annual	25-Jul-23	10	Management	Authorise Board to Fix Remuneration of Auditors	For
ICON plc	Annual	25-Jul-23	11	Management	Authorise Issue of Equity	For
ICON plc	Annual	25-Jul-23	12	Management	Authorise Issue of Equity without Pre-emptive Rights	For
ICON plc	Annual	25-Jul-23	13	Management	Authorize Share Repurchase Program	For
ICON plc	Annual	25-Jul-23	14	Management	Approve the Price Range for the Reissuance of Shares	For
KMG Wren Retirement Fund	Annual	26-Jul-23	2	Management	Approve Financial Statements and Allocation of Income	For
KMG Wren Retirement Fund	Annual	26-Jul-23	3	Management	Approve Discharge of Directors	For
KMG Wren Retirement Fund	Annual	26-Jul-23	4	Management	Approve Remuneration of Directors	For
KMG Wren Retirement Fund	Annual	26-Jul-23	5	Management	Ratify Cooptation of Anne Canel as Director	For
KMG Wren Retirement Fund	Annual	26-Jul-23	6	Management	Re-elect Anne Canel as Director	For
KMG Wren Retirement Fund	Annual	26-Jul-23	7	Management	Re-elect Kevin Mudd as Director	For
KMG Wren Retirement Fund	Annual	26-Jul-23	8	Management	Re-elect Jean-Marie Bettinger as Director	For
KMG Wren Retirement Fund	Annual	26-Jul-23	9	Management	Renew Appointment of KPMG as Auditor	For
Ares Capital Corporation	Special	8-Aug-23	1	Management	Approve Issuance of Shares Below Net Asset Value (NAV)	For
Duet Real Estate Finance Ltd.	Special	14-Aug-23	1	Management	Approve Liquidators' Receipts and Payments Account for the Period from 15 March 2017 to 14 August 2023	For
Duet Real Estate Finance Ltd.	Special	14-Aug-23	2	Management	Approve that the Joint Liquidators Shall Notify the Registrar of Companies of the Holding of the Meeting and of its Date	For
Duet Real Estate Finance Ltd.	Special	14-Aug-23	3	Management	Grant the Joint Liquidators' Release	For
Watches of Switzerland Group Plc	Annual	31-Aug-23	1	Management	Accept Financial Statements and Statutory Reports	For
Watches of Switzerland Group Plc	Annual	31-Aug-23	2	Management	Approve Remuneration Report	For
Watches of Switzerland Group Plc	Annual	31-Aug-23	3	Management	Re-elect Anders Romberg as Director	For
Watches of Switzerland Group Plc	Annual	31-Aug-23	4	Management	Re-elect Ian Carter as Director	For
Watches of Switzerland Group Plc	Annual	31-Aug-23	5	Management	Re-elect Brian Duffy as Director	For
Watches of Switzerland Group Plc	Annual	31-Aug-23	6	Management	Re-elect Tea Colaianni as Director	For
Watches of Switzerland Group Plc	Annual	31-Aug-23	7	Management	Re-elect Rosa Monckton as Director	For
Watches of Switzerland Group Plc	Annual	31-Aug-23	8	Management	Re-elect Robert Moorhead as Director	For
Watches of Switzerland Group Plc	Annual	31-Aug-23	9	Management	Re-elect Chabi Nouri as Director	For
Watches of Switzerland Group Plc	Annual	31-Aug-23	10	Management	Reappoint Ernst & Young LLP as Auditors	For
Watches of Switzerland Group Plc	Annual	31-Aug-23	11	Management	Authorise Board to Fix Remuneration of Auditors	For

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Company	Type	Date	Proponent	Prop No.	Proposal Text	Vote Instruction
Watches of Switzerland Group Plc	Annual	31-Aug-23	12	Management	Authorise UK Political Donations and Expenditure	For
Watches of Switzerland Group Plc	Annual	31-Aug-23	13	Management	Authorise Issue of Equity	For
Watches of Switzerland Group Plc	Annual	31-Aug-23	14	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Watches of Switzerland Group Plc	Annual	31-Aug-23	15	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
Watches of Switzerland Group Plc	Annual	31-Aug-23	16	Management	Authorise Market Purchase of Ordinary Shares	For
Watches of Switzerland Group Plc	Annual	31-Aug-23	17	Management	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
DS Smith Plc	Annual	5-Sep-23	1	Management	Accept Financial Statements and Statutory Reports	For
DS Smith Plc	Annual	5-Sep-23	2	Management	Approve Final Dividend	For
DS Smith Plc	Annual	5-Sep-23	3	Management	Approve Remuneration Policy	Against
DS Smith Plc	Annual	5-Sep-23	4	Management	Approve Remuneration Report	Against
DS Smith Plc	Annual	5-Sep-23	5	Management	Re-elect Geoff Drabble as Director	Against
DS Smith Plc	Annual	5-Sep-23	6	Management	Re-elect Miles Roberts as Director	Against
DS Smith Plc	Annual	5-Sep-23	7	Management	Elect Richard Pike as Director	For
DS Smith Plc	Annual	5-Sep-23	8	Management	Re-elect Celia Baxter as Director	Against
DS Smith Plc	Annual	5-Sep-23	9	Management	Re-elect Alan Johnson as Director	Against
DS Smith Plc	Annual	5-Sep-23	10	Management	Re-elect Alina Kessel as Director	Against
DS Smith Plc	Annual	5-Sep-23	11	Management	Elect Eric Olsen as Director	For
DS Smith Plc	Annual	5-Sep-23	12	Management	Re-elect David Robbie as Director	Against
DS Smith Plc	Annual	5-Sep-23	13	Management	Re-elect Louise Smalley as Director	Against
DS Smith Plc	Annual	5-Sep-23	14	Management	Reappoint Ernst & Young LLP as Auditors	For
DS Smith Plc	Annual	5-Sep-23	15	Management	Authorise The Audit Committee to Fix Remuneration of Auditors	For
DS Smith Plc	Annual	5-Sep-23	16	Management	Authorise Issue of Equity	For
DS Smith Plc	Annual	5-Sep-23	17	Management	Authorise Issue of Equity without Pre-emptive Rights	For
DS Smith Plc	Annual	5-Sep-23	18	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
DS Smith Plc	Annual	5-Sep-23	19	Management	Authorise Market Purchase of Ordinary Shares	For
DS Smith Plc	Annual	5-Sep-23	20	Management	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Berkeley Group Holdings Plc	Annual	8-Sep-23	1	Management	Accept Financial Statements and Statutory Reports	For
Berkeley Group Holdings Plc	Annual	8-Sep-23	2	Management	Approve Remuneration Report	Against
Berkeley Group Holdings Plc	Annual	8-Sep-23	3	Management	Re-elect Michael Dobson as Director	For
Berkeley Group Holdings Plc	Annual	8-Sep-23	4	Management	Re-elect Rachel Downey as Director	For
Berkeley Group Holdings Plc	Annual	8-Sep-23	5	Management	Re-elect Rob Perrins as Director	For
Berkeley Group Holdings Plc	Annual	8-Sep-23	6	Management	Re-elect Richard Stearn as Director	For
Berkeley Group Holdings Plc	Annual	8-Sep-23	7	Management	Re-elect Andy Kemp as Director	For
Berkeley Group Holdings Plc	Annual	8-Sep-23	8	Management	Re-elect Natasha Adams as Director	For
Berkeley Group Holdings Plc	Annual	8-Sep-23	9	Management	Re-elect William Jackson as Director	For

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Company	Type	Date	Proponent	Prop No.	Proposal Text	Vote Instruction
Berkeley Group Holdings Plc	Annual	8-Sep-23	10	Management	Re-elect Elizabeth Adekunle as Director	For
Berkeley Group Holdings Plc	Annual	8-Sep-23	11	Management	Re-elect Sarah Sands as Director	For
Berkeley Group Holdings Plc	Annual	8-Sep-23	12	Management	Reappoint KPMG LLP as Auditors	For
Berkeley Group Holdings Plc	Annual	8-Sep-23	13	Management	Authorise the Audit Committee to Fix Remuneration of Auditors	For
Berkeley Group Holdings Plc	Annual	8-Sep-23	14	Management	Authorise Issue of Equity	For
Berkeley Group Holdings Plc	Annual	8-Sep-23	15	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Berkeley Group Holdings Plc	Annual	8-Sep-23	16	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
Berkeley Group Holdings Plc	Annual	8-Sep-23	17	Management	Authorise Market Purchase of Ordinary Shares	For
Berkeley Group Holdings Plc	Annual	8-Sep-23	18	Management	Authorise UK Political Donations and Expenditure	For
Berkeley Group Holdings Plc	Annual	8-Sep-23	19	Management	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
SDCL ENERGY EFFICIENCY INCOME TRUST PLC	Annual	11-Sep-23	1	Management	Accept Financial Statements and Statutory Reports	For
SDCL ENERGY EFFICIENCY INCOME TRUST PLC	Annual	11-Sep-23	2	Management	Approve Remuneration Report	Against
SDCL ENERGY EFFICIENCY INCOME TRUST PLC	Annual	11-Sep-23	3	Management	Re-elect Tony Roper as Director	For
SDCL ENERGY EFFICIENCY INCOME TRUST PLC	Annual	11-Sep-23	4	Management	Re-elect Helen Clarkson as Director	For
SDCL ENERGY EFFICIENCY INCOME TRUST PLC	Annual	11-Sep-23	5	Management	Re-elect Christopher Knowles as Director	For
SDCL ENERGY EFFICIENCY INCOME TRUST PLC	Annual	11-Sep-23	6	Management	Re-elect Emma Griffin as Director	For
SDCL ENERGY EFFICIENCY INCOME TRUST PLC	Annual	11-Sep-23	7	Management	Re-elect Sarika Patel as Director	For
SDCL ENERGY EFFICIENCY INCOME TRUST PLC	Annual	11-Sep-23	8	Management	Reappoint PricewaterhouseCoopers LLP as Auditors	For
SDCL ENERGY EFFICIENCY INCOME TRUST PLC	Annual	11-Sep-23	9	Management	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	For
SDCL ENERGY EFFICIENCY INCOME TRUST PLC	Annual	11-Sep-23	10	Management	Approve Company's Dividend Policy	For
SDCL ENERGY EFFICIENCY INCOME TRUST PLC	Annual	11-Sep-23	11	Management	Approve Continuation of Company as Closed-Ended Investment Trust	Against
SDCL ENERGY EFFICIENCY INCOME TRUST PLC	Annual	11-Sep-23	12	Management	Authorise Issue of Equity	For
SDCL ENERGY EFFICIENCY INCOME TRUST PLC	Annual	11-Sep-23	13	Management	Authorise Issue of Equity without Pre-emptive Rights	For
SDCL ENERGY EFFICIENCY INCOME TRUST PLC	Annual	11-Sep-23	14	Management	Authorise Market Purchase of Ordinary Shares	For
SDCL ENERGY EFFICIENCY INCOME TRUST PLC	Annual	11-Sep-23	15	Management	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
SDCL ENERGY EFFICIENCY INCOME TRUST PLC	Annual	11-Sep-23	16	Management	Approve Reduction of the Share Premium Account	For

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Company	Type	Date	Proponent	Prop No.	Proposal Text	Vote Instruction
NIKE, Inc.	Annual	12-Sep-23	1	Management	Elect Director Cathleen Benko	For
NIKE, Inc.	Annual	12-Sep-23	2	Management	Elect Director Alan B. Graf, Jr.	Withhold
NIKE, Inc.	Annual	12-Sep-23	3	Management	Elect Director John Rogers, Jr.	Withhold
NIKE, Inc.	Annual	12-Sep-23	4	Management	Elect Director Robert Swan	For
NIKE, Inc.	Annual	12-Sep-23	5	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
NIKE, Inc.	Annual	12-Sep-23	6	Management	Advisory Vote on Say on Pay Frequency	One Year
NIKE, Inc.	Annual	12-Sep-23	7	Management	Ratify PricewaterhouseCoopers LLP as Auditors	For
NIKE, Inc.	Annual	12-Sep-23	8	Shareholder	Report on Median Gender/Racial Pay Gap	For
NIKE, Inc.	Annual	12-Sep-23	9	Shareholder	Report on Effectiveness of Supply Chain Management on Equity Goals and Human Rights Commitments	For
PIMCO Fds: Gbl Invs Series - Climate Bond Fund	Annual	13-Sep-23	2	Management	Ratify PricewaterhouseCoopers as Auditors	For
PIMCO Fds: Gbl Invs Series - Climate Bond Fund	Annual	13-Sep-23	3	Management	Authorise Board to Fix Remuneration of Auditors	For
PIMCO Fds: Gbl Invs Series - Climate Bond Fund	Annual	13-Sep-23	5	Management	Approve Amendments to the Memorandum and Articles of Association	For
Auto Trader Group Plc	Annual	14-Sep-23	1	Management	Accept Financial Statements and Statutory Reports	For
Auto Trader Group Plc	Annual	14-Sep-23	2	Management	Approve Remuneration Report	For
Auto Trader Group Plc	Annual	14-Sep-23	3	Management	Approve Final Dividend	For
Auto Trader Group Plc	Annual	14-Sep-23	4	Management	Elect Matt Davies as Director	For
Auto Trader Group Plc	Annual	14-Sep-23	5	Management	Re-elect Nathan Coe as Director	For
Auto Trader Group Plc	Annual	14-Sep-23	6	Management	Re-elect David Keens as Director	For
Auto Trader Group Plc	Annual	14-Sep-23	7	Management	Re-elect Jill Easterbrook as Director	For
Auto Trader Group Plc	Annual	14-Sep-23	8	Management	Re-elect Jeni Mundy as Director	For
Auto Trader Group Plc	Annual	14-Sep-23	9	Management	Re-elect Catherine Faiers as Director	For
Auto Trader Group Plc	Annual	14-Sep-23	10	Management	Re-elect Jamie Warner as Director	For
Auto Trader Group Plc	Annual	14-Sep-23	11	Management	Re-elect Sigga Sigurdardottir as Director	For
Auto Trader Group Plc	Annual	14-Sep-23	12	Management	Re-elect Jasvinder Gakhal as Director	For
Auto Trader Group Plc	Annual	14-Sep-23	13	Management	Reappoint KPMG LLP as Auditors	For
Auto Trader Group Plc	Annual	14-Sep-23	14	Management	Authorise Board to Fix Remuneration of Auditors	For
Auto Trader Group Plc	Annual	14-Sep-23	15	Management	Authorise Issue of Equity	For
Auto Trader Group Plc	Annual	14-Sep-23	16	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Auto Trader Group Plc	Annual	14-Sep-23	17	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	For
Auto Trader Group Plc	Annual	14-Sep-23	18	Management	Authorise Market Purchase of Ordinary Shares	For
Auto Trader Group Plc	Annual	14-Sep-23	19	Management	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Novartis AG	Extraordinary Shareholders	15-Sep-23	1	Management	Approve Special Distribution by Way of a Dividend in Kind to Effect the Spin-Off of Sandoz Group AG	For

Company	Type	Date	Proponent	Prop No.	Proposal Text	Vote Instruction
Novartis AG	Extraordinary Shareholders	15-Sep-23	2	Management	Approve CHF 22.8 Million Reduction in Share Capital via Reduction of Nominal Value in Connection with the Spin-Off	For
Novartis AG	Extraordinary Shareholders	15-Sep-23	3	Management	Transact Other Business (Voting)	Against
Kainos Group Plc	Annual	21-Sep-23	1	Management	Accept Financial Statements and Statutory Reports	For
Kainos Group Plc	Annual	21-Sep-23	2	Management	Approve Remuneration Report	Against
Kainos Group Plc	Annual	21-Sep-23	3	Management	Approve Final Dividend	For
Kainos Group Plc	Annual	21-Sep-23	4	Management	Re-elect Richard McCann as Director	For
Kainos Group Plc	Annual	21-Sep-23	5	Management	Re-elect Andy Malpass as Director	For
Kainos Group Plc	Annual	21-Sep-23	6	Management	Re-elect Tom Burnet as Director	Against
Kainos Group Plc	Annual	21-Sep-23	7	Management	Re-elect Katie Davis as Director	For
Kainos Group Plc	Annual	21-Sep-23	8	Management	Re-elect Rosaleen Blair as Director	For
Kainos Group Plc	Annual	21-Sep-23	9	Management	Reappoint KPMG as Auditors	For
Kainos Group Plc	Annual	21-Sep-23	10	Management	Authorise the Audit Committee to Fix Remuneration of Auditors	For
Kainos Group Plc	Annual	21-Sep-23	11	Management	Authorise Issue of Equity	For
Kainos Group Plc	Annual	21-Sep-23	12	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Kainos Group Plc	Annual	21-Sep-23	13	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
Kainos Group Plc	Annual	21-Sep-23	14	Management	Authorise Market Purchase of Ordinary Shares	For
Kainos Group Plc	Annual	21-Sep-23	15	Management	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Diageo Plc	Annual	28-Sep-23	1	Management	Accept Financial Statements and Statutory Reports	For
Diageo Plc	Annual	28-Sep-23	2	Management	Approve Remuneration Report	Against
Diageo Plc	Annual	28-Sep-23	3	Management	Approve Remuneration Policy	Against
Diageo Plc	Annual	28-Sep-23	4	Management	Approve Long Term Incentive Plan	Against
Diageo Plc	Annual	28-Sep-23	5	Management	Approve Final Dividend	For
Diageo Plc	Annual	28-Sep-23	6	Management	Elect Debra Crew as Director	For
Diageo Plc	Annual	28-Sep-23	7	Management	Re-elect Javier Ferran as Director	For
Diageo Plc	Annual	28-Sep-23	8	Management	Re-elect Lavanya Chandrashekar as Director	For
Diageo Plc	Annual	28-Sep-23	9	Management	Re-elect Susan Kilsby as Director	For
Diageo Plc	Annual	28-Sep-23	10	Management	Re-elect Melissa Bethell as Director	For
Diageo Plc	Annual	28-Sep-23	11	Management	Re-elect Karen Blackett as Director	For
Diageo Plc	Annual	28-Sep-23	12	Management	Re-elect Valerie Chapoulaud-Floquet as Director	For
Diageo Plc	Annual	28-Sep-23	13	Management	Re-elect Sir John Manzoni as Director	For
Diageo Plc	Annual	28-Sep-23	14	Management	Re-elect Alan Stewart as Director	For
Diageo Plc	Annual	28-Sep-23	15	Management	Re-elect Ireena Vittal as Director	For
Diageo Plc	Annual	28-Sep-23	16	Management	Reappoint PricewaterhouseCoopers LLP as Auditors	For
Diageo Plc	Annual	28-Sep-23	17	Management	Authorise the Audit Committee to Fix Remuneration of Auditors	For

Company	Type	Date	Proponent	Prop No.	Proposal Text	Vote Instruction
Diageo Plc	Annual	28-Sep-23	18	Management	Authorise UK Political Donations and Expenditure	For
Diageo Plc	Annual	28-Sep-23	19	Management	Authorise Issue of Equity	For
Diageo Plc	Annual	28-Sep-23	20	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Diageo Plc	Annual	28-Sep-23	21	Management	Authorise Market Purchase of Ordinary Shares	For
Diageo Plc	Annual	28-Sep-23	22	Management	Adopt New Articles of Association	For
Diageo Plc	Annual	28-Sep-23	23	Management	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Federated Hermes Climate Change High Yield Fund	Annual	28-Sep-23	1	Management	Accept Financial Statements and Statutory Reports	For
Federated Hermes Climate Change High Yield Fund	Annual	28-Sep-23	2	Management	Review the Company's Affairs	For
Federated Hermes Climate Change High Yield Fund	Annual	28-Sep-23	3	Management	Authorise Board to Fix Remuneration of Auditors	For
Federated Hermes Climate Change High Yield Fund	Annual	28-Sep-23	4	Management	Ratify Deloitte Ireland LLP as Auditors	For
Federated Hermes Sustainable Global Investment Grade Credit Fund	Annual	28-Sep-23	1	Management	Accept Financial Statements and Statutory Reports	For
Federated Hermes Sustainable Global Investment Grade Credit Fund	Annual	28-Sep-23	2	Management	Review the Company's Affairs	For
Federated Hermes Sustainable Global Investment Grade Credit Fund	Annual	28-Sep-23	3	Management	Authorise Board to Fix Remuneration of Auditors	For
Federated Hermes Sustainable Global Investment Grade Credit Fund	Annual	28-Sep-23	4	Management	Ratify Deloitte Ireland LLP as Auditors	For