

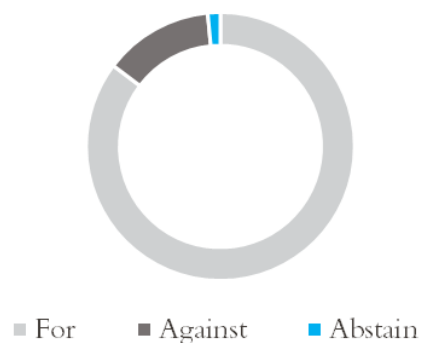
CCLA Vote Report

January to March 2026



Section 1: Overview

Chart 1: All Votes this quarter

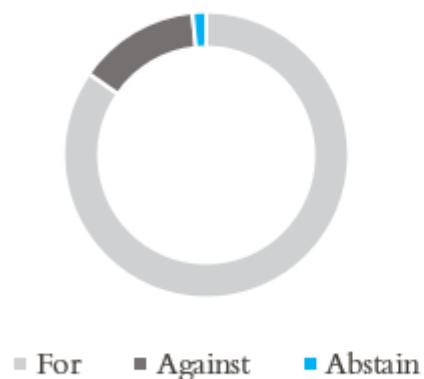


Headlines: CCLA aims to vote at all UK and overseas company meetings where we have portfolio holdings, and it is practical to do so. During the quarter we voted on 197 resolutions across 13 company meetings. We did not support management proposals on 29 occasions, 15% of all such resolutions.

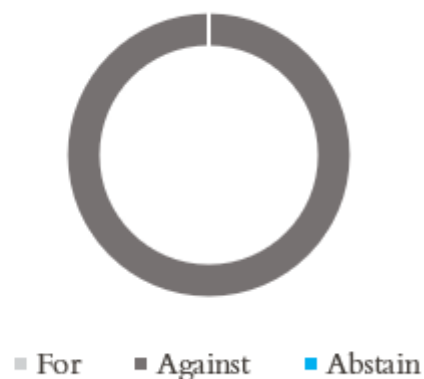
We aim to support shareholder proposals that we believe align with client values. In Q1, we backed a proposal urging Visa Inc. to publish a transparency report on its efforts to prevent the use of its products to pay for AI generated deepfake sexual content, particularly involving child exploitation. The proponent highlighted growing regulatory and reputational risks and argued that enhanced disclosure would demonstrate responsible risk management and alignment with Visa's human rights commitments. Although the board and our proxy advisor viewed current safeguards as adequate, we supported the proposal because we believe that additional assurance and reporting would benefit shareholders

Chart 2. CCLA Vote by theme this quarter

Director Elections



Executive Remuneration



Factors affecting remuneration votes

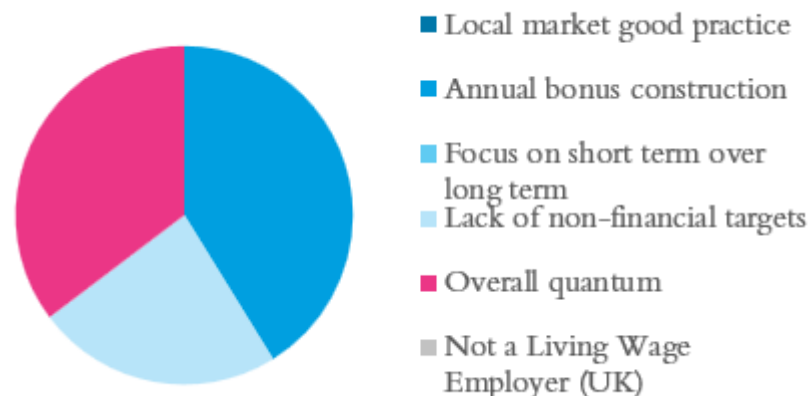


Table 1: Meeting Overview

Meeting Overview					
Region	Asia	Europe	North America	Oceania	United Kingdom
Number of Meetings	1	1	5	0	4
Number of Resolutions	11	66	64	0	56
Vote Instruction (all resolutions)					
For	11	58	46	0	53
Against/Withhold	0	7	16	0	3
Abstain	0	1	2	0	0
One Year	0	0	0	0	0

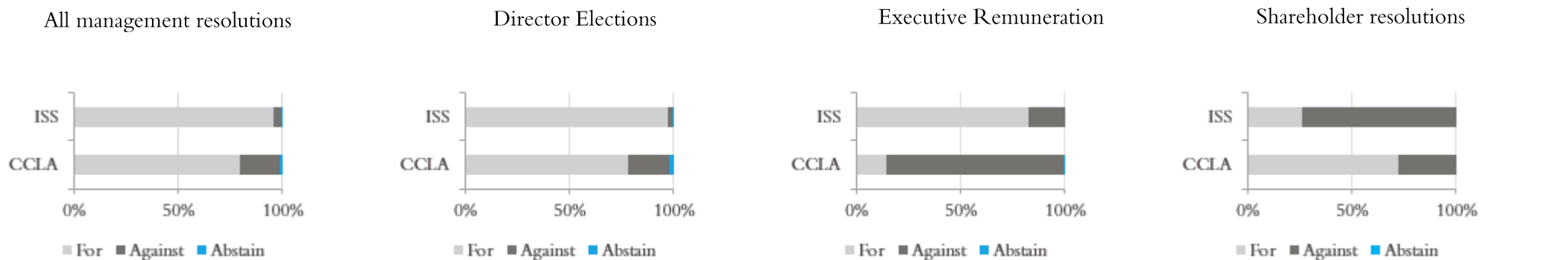
Section 2: Impact of CCLA Vote Template

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

A comparison of CCLA vote instructions and ISS vote recommendations for the same management proposals illustrates the template’s impact. During the quarter in accordance with the CCLA vote policy, we did not support 13.3% of 25 resolutions proposed by management. During the same period, the ISS Standard Vote Report recommended against supporting 0.5% of the same proposals.

To air our dissenting voice, we use our votes when relevant directors are due to be re-elected. For instance, we vote against the chair of the remuneration committee where we have concerns about executive pay plans, the chair of the nomination committee if the company has a poor approach to gender diversity, and the chair if the business is not adequately addressing climate-related risk. Our voting activity is managed by Institutional Shareholder Services. However, we ask ISS to adhere to our bespoke voting guidelines which led us to oppose around five times as many management proposals as the standard ISS voting guidelines. The records in the charts below illustrate the impact of our voting guidelines over the last four quarters (data for the four quarters to 31st December 2025).

Chart 3: Impact of CCLA Vote Template



Section 3a: CCLA Vote History Summary

Percentage vote	2025	2024	2023	2022
All Management Resolutions				
For	79.5	82.3	82.4	86.4
Abstain	1.1	0.7	1.3	0.5
Against	19.3	17.0	16.3	13.1
Executive Remuneration				
For	19.5	19.2	17.8	20.5
Abstain	0.7	1.2	8.0	2.9
Against	85.2	79.6	74.1	76.6
Director Election				
For	78.4	80.5	79.8	86.9
Abstain	2.1	0.5	1.0	0.2
Against	19.5	19.0	19.3	12.9

Notes: AGAINST Votes include withhold votes.

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

Data for full calendar years unless labelled otherwise.

Totals may not sum to 100% due to rounding

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 four 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 or the Director of Governance & ESG Integration

Company Name	Type	Meeting Date	Proponent	Proposal Number	Proposal Text	Voting Policy Recommendation	Vote Instruction	Rationale
Intuit Inc.	Annual	22-Jan-26	Management	1d	Elect Director Sasan K. Goodarzi	Against	For	Whilst a tier 4 response in the CCLA Mental Health Benchmark would normally result in a negative vote outcome, the company has shown constructive engagement during the last year and has moved up a tier. As such we are voting for Mr Goodarzi's re-election whilst acknowledging we are also overriding our policy does not support the re-election of a director who is both chair and CEO.
DiaSorin SpA	Extraordinary Shareholders	27-Jan-26	Management	1	Authorize Share Repurchase Program	Against	For	Investment team decision. Our voting template would normally have us vote against such a provision given the figures involved and the presence of a majority shareholder – share buy backs in this context can result in creeping control of the business. However, the transaction is not expected to materially affect the company's ownership structure of control position.
DiaSorin SpA	Extraordinary Shareholders	27-Jan-26	Management	2	Authorize Cancellation of Treasury Shares without Reduction of Share Capital;	Against	For	Investment team decision. Our voting template would normally have us vote against such a provision given the figures involved and the presence of a majority shareholder – share buy backs in this context can result in creeping control of the business. However, the transaction

Company Name	Type	Meeting Date	Proponent	Proposal Number	Proposal Text	Voting Policy Recommendation	Vote Instruction	Rationale
					Amend Article 5			is not expected to materially affect the company's ownership structure of control position.

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

Company Name	Type	Meeting Date	Proponent	Proposal Number	Proposal Text	Vote Instruction	Rationale
The Procter & Gamble Company	Annual	14-Oct-25	Management	1g	Elect Director Joseph Jimenez	Against	Board does not contain 40% gender diversity.
The Procter & Gamble Company	Annual	14-Oct-25	Management	1h	Elect Director Christopher Kempczinski	Against	Responsible for oversight of remuneration which does not comply with CCLA's Global approach.
The Procter & Gamble Company	Annual	14-Oct-25	Management	1j	Elect Director Christine M. McCarthy	Against	Concerns we note a lack of climate related financial guidance in the auditors' report and the company's financial statements.
The Procter & Gamble Company	Annual	14-Oct-25	Management	1l	Elect Director Jon R. Moeller	Abstain	Application of our voting policy would normally result in a vote Against for this resolution due to the combination of Chair and CEO roles along with the company's tiers in the CCLA Mental Health and Modern Slavery Benchmarks. However, the company has been responsive during engagement this year and, whilst we cannot support the combined roles and vote For, we have decided to Abstain.
The Procter & Gamble Company	Annual	14-Oct-25	Management	2	Ratify Deloitte & Touche LLP as Auditors	Against	Concerns we note a lack of climate related financial guidance in the auditors' report and the company's financial statements.
The Procter & Gamble Company	Annual	14-Oct-25	Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Annual bonus scheme does not comply with CCLA's Global approach. Non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes. Failure to disclose use of non-financials as a determinant of remuneration does not comply with CCLA's Global approach. Concerns over multiples of salary.
The Procter & Gamble Company	Annual	14-Oct-25	Shareholder	5	Report on Efforts to Reduce Plastic Use	For	[SH00] The provision of a report on these matters is seen as an enhancement to shareholders understanding of the company's role in these matters.
Medtronic plc	Annual	16-Oct-25	Management	1a	Elect Director Craig Arnold	Against	Board does not contain 40% gender diversity.
Medtronic plc	Annual	16-Oct-25	Management	1h	Elect Director Gregory P. Lewis	Against	Concerns - audit independence.

Company Name	Type	Meeting Date	Proponent	Proposal Number	Proposal Text	Vote Instruction	Rationale
Medtronic plc	Annual	16-Oct-25	Management	1j	Elect Director Geoffrey S. Martha	Abstain	Application of our voting policy would normally result in a vote Against for this resolution due to the combination of Chair and CEO roles along with the company's tiers in the CCLA Mental Health and the Transition Pathway Initiative. However, the company has been responsive during engagement this year and, whilst we cannot support the combined roles and vote For, we have decided to Abstain.
Medtronic plc	Annual	16-Oct-25	Management	1k	Elect Director Elizabeth G. Nabel	Against	Responsible for oversight of remuneration which does not comply with CCLA's Global approach.
Medtronic plc	Annual	16-Oct-25	Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Annual bonus scheme does not comply with CCLA's Global approach. Non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes. Failure to disclose use of non-financials as a determinant of remuneration does not comply with CCLA's Global approach. Concerns over multiples of salary.
CAR Group Limited	Annual	31-Oct-25	Management	2	Approve Remuneration Report	Abstain	The strategic section of the long-term incentives has too little detail to evaluate them appropriately. As such we have decided to abstain.
CAR Group Limited	Annual	31-Oct-25	Management	3a	Elect David Wiadrowski as Director	Against	Concerns – audit independence. A vote AGAINST the re-election of David Wiadrowski is warranted, as corporate governance concerns are identified. David Wiadrowski is Chair of the Audit Committee. Disclosure indicates that he is a former partner at PwC and continues to receive an amount from a retirement scheme from PwC, noting that PwC have been the company's auditor since 2000.
CAR Group Limited	Annual	31-Oct-25	Management	4b	Approve Grant of Performance Rights to William Elliott	Abstain	The strategic section of the long-term incentives has too little detail to evaluate them appropriately. As such we have decided to abstain.
Automatic Data Processing, Inc.	Annual	12-Nov-25	Management	1i	Elect Director Scott F. Powers	Against	Responsible for oversight of remuneration which does not comply with CCLA's Global approach.
Automatic Data Processing, Inc.	Annual	12-Nov-25	Management	1l	Elect Director Sandra S. Wijnberg	Against	Concerns – audit independence.
Automatic Data Processing, Inc.	Annual	12-Nov-25	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Annual bonus scheme does not comply with CCLA's Global approach. Concerns over multiples of salary.
Microsoft Corporation	Annual	05-Dec-25	Management	1b	Elect Director Hugh F. Johnston	Against	Concerns – audit independence.
Microsoft Corporation	Annual	05-Dec-25	Management	1f	Elect Director Satya Nadella	Against	Chair/CEO: no intention to separate.
Microsoft Corporation	Annual	05-Dec-25	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Annual bonus scheme does not comply with CCLA's Global approach. Concerns over multiples of salary.
Microsoft Corporation	Annual	05-Dec-25	Shareholder	8	Report on Risks of Operating in Countries with Significant Human Rights Concerns	For	A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure regarding how the company is managing human rights-related risks in high-risk countries.

Company Name	Type	Meeting Date	Proponent	Proposal Number	Proposal Text	Vote Instruction	Rationale
Intuit Inc.	Annual	22-Jan-26	Management	1i	Elect Director Thomas Szkutak	Against	Concerns – audit independence.
Intuit Inc.	Annual	22-Jan-26	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Annual bonus scheme does not comply with CCLA's Global approach. Non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes. Failure to disclose use of non-financials as a determinant of remuneration does not comply with CCLA's Global approach. Concerns over multiples of salary.
Visa Inc.	Annual	27-Jan-26	Management	1b	Elect Director Kermit R. Crawford	Against	Concerns – audit independence.
Visa Inc.	Annual	27-Jan-26	Management	1f	Elect Director Ryan McNerney	Abstain	Company scores poorly on the CCLA Mental Health Benchmark.
Visa Inc.	Annual	27-Jan-26	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Annual bonus scheme does not comply with CCLA's Global approach. Concerns over multiples of salary.
Visa Inc.	Annual	27-Jan-26	Shareholder	5	Require Independent Board Chair	For	Separation of roles is considered best practice and supported by CCLA guidelines.
Visa Inc.	Annual	27-Jan-26	Shareholder	6	Provide Right to Act by Written Consent	For	A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.
Visa Inc.	Annual	27-Jan-26	Shareholder	7	Report on AI-Driven Online Sexual Exploitation	For	CCLA clients regularly raise concerns about explicit content. Whilst VISA demonstrate commendable efforts in addressing illegal adult content, the rise in the use of AI in online sexual exploitation is an evolving risk that we as shareholders would appreciate being explored further.
Compass Group Plc	Annual	05-Feb-26	Management	2	Approve Remuneration Report	Against	Annual bonus scheme does not comply with CCLA's Global approach. Concerns over multiples of salary.
Compass Group Plc	Annual	05-Feb-26	Management	9	Re-elect John Bryant as Director	Against	Responsible for oversight of remuneration which does not comply with CCLA's Global approach.
The Sage Group plc.	Annual	05-Feb-26	Management	2	Approve Remuneration Report	Against	We do not support large increase in executive salaries at rates significantly high than the average for the whole workforce.
PTC Inc.	Annual	11-Feb-26	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Annual bonus scheme does not comply with CCLA's Global approach. Non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes. Failure to disclose use of non-financials as a determinant of remuneration does not comply with CCLA's Global approach. Concerns over multiples of salary.
Siemens AG	Annual	12-Feb-26	Management	6	Approve Remuneration Report	Against	Concerns over multiples of salary.
Siemens AG	Annual	12-Feb-26	Management	8	Approve Virtual-Only Shareholder Meetings Until 2031	Against	Our experience of virtual only AGMs has been that they are detrimental to our ability to exercise shareholder rights and

Company Name	Type	Meeting Date	Proponent	Proposal Number	Proposal Text	Vote Instruction	Rationale
							hold boards accountable for their decisions. As such a vote against this authorisation is warranted.
Deere & Company	Annual	25-Feb-26	Management	1a	Elect Director Leanne G. Caret	Against	Concerns – audit independence.
Deere & Company	Annual	25-Feb-26	Management	1b	Elect Director Tamra A. Erwin	Against	Board does not contain 40% gender diversity.
Deere & Company	Annual	25-Feb-26	Management	1e	Elect Director L. Neil Hunn	Against	Responsible for oversight of remuneration which does not comply with CCLA's Global approach.
Deere & Company	Annual	25-Feb-26	Management	1f	Elect Director John C. May	Against	Chair/CEO: no intention to separate.
Deere & Company	Annual	25-Feb-26	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Annual bonus scheme does not comply with CCLA's Global approach. Non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes. Failure to disclose use of non-financials as a determinant of remuneration does not comply with CCLA's Global approach. Concerns over multiples of salary.
Deere & Company	Annual	25-Feb-26	Shareholder	5	Provide Right to Act by Written Consent	For	A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.
Deere & Company	Annual	25-Feb-26	Shareholder	6	Report on Risks of Excluding Faith-Based Business Resource Groups	Abstain	In its response to the proposal the board emphasises its fair, inclusive and respectful treatment of employees including its accommodation of employees' sincerely held religious beliefs. The proponent fails to demonstrate instances where the company has breached its policies and while we feel faith based inclusionary spaces are important but do not feel that the company's policies/processes warrant the resolution and are sceptical about whether the proponent genuinely wants to create an inclusionary company.
Agilent Technologies, Inc.	Annual	18-Mar-26	Management	1.3	Elect Director George A. Scangos	Against	Responsible for oversight of remuneration which does not comply with CCLA's Global approach.
Agilent Technologies, Inc.	Annual	18-Mar-26	Management	1.4	Elect Director Dow R. Wilson	Against	Concerns – audit independence.
Agilent Technologies, Inc.	Annual	18-Mar-26	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Annual bonus scheme does not comply with CCLA's Global approach. Non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes. Failure to disclose use of non-financials as a determinant of remuneration does not comply with CCLA's Global approach. Concerns over multiples of salary.
SGS SA	Annual	26-Mar-26	Management	1.3	Approve Remuneration Report (Non-Binding)	Against	Annual bonus scheme does not comply with CCLA's Global approach.

Company Name	Type	Meeting Date	Proponent	Proposal Number	Proposal Text	Vote Instruction	Rationale
SGS SA	Annual	26-Mar-26	Management	4.1.1	Reelect Sami Atiya as Director	Against	Responsible for oversight of remuneration which does not comply with CCLA's Global approach.
SGS SA	Annual	26-Mar-26	Management	4.1.6	Reelect Geraldine Picaud as Director	Abstain	SGS score below our expectations on their Transition Pathway Initiative management score. Our policy in such circumstances is to abstain from the re-election of the CEO.
SGS SA	Annual	26-Mar-26	Management	4.3.1	Reappoint Sami Atiya as Member of the Compensation Committee	Against	Responsible for oversight of remuneration which does not comply with CCLA's Global approach.
SGS SA	Annual	26-Mar-26	Management	5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 8 Million	Against	Annual bonus scheme does not comply with CCLA's Global approach.
SGS SA	Annual	26-Mar-26	Management	7	Transact Other Business (Voting)	Against	This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors

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. There were eight shareholder resolutions during the period.

Company Name	Type	Meeting Date	Proposal Number	Proposal Text	Vote Instruction	Rationale
Intuit Inc.	Annual	22-Jan-26	4	Report on the Return on Investment of the Company's Diversity and Inclusion Efforts	Against	We are not convinced that Intuit's efforts on diversity and inclusion pose a material risk to the company that merits further reporting.
Visa Inc.	Annual	27-Jan-26	5	Require Independent Board Chair	For	Separation of roles is considered best practice and supported by CCLA guidelines.
Visa Inc.	Annual	27-Jan-26	6	Provide Right to Act by Written Consent	For	A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.
Visa Inc.	Annual	27-Jan-26	7	Report on AI-Driven Online Sexual Exploitation	For	CCLA clients regularly raise concerns about explicit content. Whilst VISA demonstrate commendable efforts in addressing illegal adult content, the rise in the use of AI in online sexual exploitation is an evolving risk that we as shareholders would appreciate being explored further.

Company Name	Type	Meeting Date	Proposal Number	Proposal Text	Vote Instruction	Rationale
Visa Inc.	Annual	27-Jan-26	8	Report on the Return on Investment of the Company's Inclusion Programs	Against	We support the board's stated position that an inclusive corporate culture enhances innovation, leadership, and employee engagement, supporting Visa's long term success.
Deere & Company	Annual	25-Feb-26	4	Report on Expected Return on Investment of Company's Emissions Reduction Goals	Against	CCLA have been engaging with the company around their approach to climate change and support the attempts to reduce emissions by the company. As such supporting a proposal that questions such disclosure is not consistent with our engagement.
Deere & Company	Annual	25-Feb-26	5	Provide Right to Act by Written Consent	For	A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.
Deere & Company	Annual	25-Feb-26	6	Report on Risks of Excluding Faith-Based Business Resource Groups	Abstain	In its response to the proposal the board emphasises its fair, inclusive and respectful treatment of employees including its accommodation of employees' sincerely held religious beliefs. The proponent fails to demonstrate instances where the company has breached its policies and while we feel faith based inclusionary spaces are important but do not feel that the company's policies/processes warrant the resolution and are sceptical about whether the proponent genuinely wants to create an inclusionary company.

Section 5d: All vote instructions

Company Name	Meeting Type	Meeting Date	Proponent	Proposal Number	Proposal Text	Vote Instruction
THE PRS REIT PLC	Special	05-Jan-26	Management	1	Approve Matters Relating to the Voluntary Winding-Up of the Company	For
Intuit Inc.	Annual	22-Jan-26	Management	1a	Elect Director Eve Burton	For
Intuit Inc.	Annual	22-Jan-26	Management	1b	Elect Director Scott D. Cook	For
Intuit Inc.	Annual	22-Jan-26	Management	1c	Elect Director Richard L. Dalzell	For
Intuit Inc.	Annual	22-Jan-26	Management	1d	Elect Director Sasan K. Goodarzi	For
Intuit Inc.	Annual	22-Jan-26	Management	1e	Elect Director Deborah Liu	For
Intuit Inc.	Annual	22-Jan-26	Management	1f	Elect Director Tekedra Mawakana	For
Intuit Inc.	Annual	22-Jan-26	Management	1g	Elect Director Forrest Norrod	For
Intuit Inc.	Annual	22-Jan-26	Management	1h	Elect Director Vasant Prabhu	For
Intuit Inc.	Annual	22-Jan-26	Management	1i	Elect Director Thomas Szkutak	Against
Intuit Inc.	Annual	22-Jan-26	Management	1j	Elect Director Raul Vazquez	For
Intuit Inc.	Annual	22-Jan-26	Management	1k	Elect Director Eric S. Yuan	For
Intuit Inc.	Annual	22-Jan-26	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Intuit Inc.	Annual	22-Jan-26	Management	3	Ratify Ernst & Young LLP as Auditors	For

Company Name	Meeting Type	Meeting Date	Proponent	Proposal Number	Proposal Text	Vote Instruction
Intuit Inc.	Annual	22-Jan-26	Shareholder	4	Report on the Return on Investment of the Company's Diversity and Inclusion Efforts	Against
DiaSorin SpA	Extraordinary Shareholders	27-Jan-26	Management	1	Authorize Share Repurchase Program	For
DiaSorin SpA	Extraordinary Shareholders	27-Jan-26	Management	1	Approve the Elimination of the Par Value of Shares; Amend Article 5	For
DiaSorin SpA	Extraordinary Shareholders	27-Jan-26	Management	2	Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5	For
Reckitt Benckiser Group Plc	Special	27-Jan-26	Management	1	Approve Special Dividend	For
Reckitt Benckiser Group Plc	Special	27-Jan-26	Management	2	Approve Share Consolidation	For
Reckitt Benckiser Group Plc	Special	27-Jan-26	Management	3	Authorise Issue of Equity	For
Reckitt Benckiser Group Plc	Special	27-Jan-26	Management	4	Authorise Issue of Equity without Pre-emptive Rights	For
Reckitt Benckiser Group Plc	Special	27-Jan-26	Management	5	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
Reckitt Benckiser Group Plc	Special	27-Jan-26	Management	6	Authorise Market Purchase of Ordinary Shares	For
Visa Inc.	Annual	27-Jan-26	Management	1a	Elect Director Lloyd A. Carney	For
Visa Inc.	Annual	27-Jan-26	Management	1b	Elect Director Kermit R. Crawford	Against
Visa Inc.	Annual	27-Jan-26	Management	1c	Elect Director Francisco Javier Fernández-Carbajal	For
Visa Inc.	Annual	27-Jan-26	Management	1d	Elect Director Teri L. List	For
Visa Inc.	Annual	27-Jan-26	Management	1e	Elect Director John F. Lundgren	For
Visa Inc.	Annual	27-Jan-26	Management	1f	Elect Director Ryan McInerney	Abstain
Visa Inc.	Annual	27-Jan-26	Management	1g	Elect Director Denise M. Morrison	For
Visa Inc.	Annual	27-Jan-26	Management	1h	Elect Director Pamela Murphy	For
Visa Inc.	Annual	27-Jan-26	Management	1i	Elect Director William Ready	For
Visa Inc.	Annual	27-Jan-26	Management	1j	Elect Director Linda J. Rendle	For
Visa Inc.	Annual	27-Jan-26	Management	1k	Elect Director Maynard G. Webb, Jr.	For
Visa Inc.	Annual	27-Jan-26	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Visa Inc.	Annual	27-Jan-26	Management	3	Ratify KPMG LLP as Auditors	For
Visa Inc.	Annual	27-Jan-26	Management	4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	For
Visa Inc.	Annual	27-Jan-26	Shareholder	5	Require Independent Board Chair	For
Visa Inc.	Annual	27-Jan-26	Shareholder	6	Provide Right to Act by Written Consent	For
Visa Inc.	Annual	27-Jan-26	Shareholder	7	Report on AI-Driven Online Sexual Exploitation	For
Visa Inc.	Annual	27-Jan-26	Shareholder	8	Report on the Return on Investment of the Company's Inclusion Programs	Against
Compass Group Plc	Annual	05-Feb-26	Management	1	Accept Financial Statements and Statutory Reports	For
Compass Group Plc	Annual	05-Feb-26	Management	2	Approve Remuneration Report	Against
Compass Group Plc	Annual	05-Feb-26	Management	3	Approve Final Dividend	For
Compass Group Plc	Annual	05-Feb-26	Management	4	Re-elect Ian Meakins as Director	For

Voting Record: Issued by CCLA Investment Management Limited (registered in England & Wales, No. 2183088, at One Angel Lane, London EC4R 3AB), which is part of the Jupiter Group, and is authorised and regulated by the Financial Conduct Authority. Data sourced from our proxy voting provider, ISS, and CCLA.

Company Name	Meeting Type	Meeting Date	Proponent	Proposal Number	Proposal Text	Vote Instruction
Compass Group Plc	Annual	05-Feb-26	Management	5	Re-elect Dominic Blakemore as Director	For
Compass Group Plc	Annual	05-Feb-26	Management	6	Re-elect Petros Parras as Director	For
Compass Group Plc	Annual	05-Feb-26	Management	7	Re-elect Palmer Brown as Director	For
Compass Group Plc	Annual	05-Feb-26	Management	8	Re-elect Liat Ben-Zur as Director	For
Compass Group Plc	Annual	05-Feb-26	Management	9	Re-elect John Bryant as Director	Against
Compass Group Plc	Annual	05-Feb-26	Management	10	Re-elect Juliana Chugg as Director	For
Compass Group Plc	Annual	05-Feb-26	Management	11	Re-elect Arlene Isaacs-Lowe as Director	For
Compass Group Plc	Annual	05-Feb-26	Management	12	Re-elect Anne-Francoise Nesmes as Director	For
Compass Group Plc	Annual	05-Feb-26	Management	13	Re-elect Sundar Raman as Director	For
Compass Group Plc	Annual	05-Feb-26	Management	14	Re-elect Leanne Wood as Director	For
Compass Group Plc	Annual	05-Feb-26	Management	15	Reappoint KPMG LLP as Auditors	For
Compass Group Plc	Annual	05-Feb-26	Management	16	Authorise the Audit Committee to Fix Remuneration of Auditors	For
Compass Group Plc	Annual	05-Feb-26	Management	17	Authorise UK Political Donations and Expenditure	For
Compass Group Plc	Annual	05-Feb-26	Management	18	Approve SAYE Share Option Scheme	For
Compass Group Plc	Annual	05-Feb-26	Management	19	Approve Amendments to the Share Incentive Plan	For
Compass Group Plc	Annual	05-Feb-26	Management	20	Authorise Issue of Equity	For
Compass Group Plc	Annual	05-Feb-26	Management	21	Authorise Issue of Equity without Pre-emptive Rights	For
Compass Group Plc	Annual	05-Feb-26	Management	22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
Compass Group Plc	Annual	05-Feb-26	Management	23	Authorise Market Purchase of Ordinary Shares	For
Compass Group Plc	Annual	05-Feb-26	Management	24	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
The Sage Group plc.	Annual	05-Feb-26	Management	1	Accept Financial Statements and Statutory Reports	For
The Sage Group plc.	Annual	05-Feb-26	Management	2	Approve Remuneration Report	Against
The Sage Group plc.	Annual	05-Feb-26	Management	3	Approve Final Dividend	For
The Sage Group plc.	Annual	05-Feb-26	Management	4	Elect Jacqui Cartin as Director	For
The Sage Group plc.	Annual	05-Feb-26	Management	5	Elect Lori Mitchell-Keller as Director	For
The Sage Group plc.	Annual	05-Feb-26	Management	6	Re-elect Andrew Duff as Director	For
The Sage Group plc.	Annual	05-Feb-26	Management	7	Re-elect Steve Hare as Director	For
The Sage Group plc.	Annual	05-Feb-26	Management	8	Re-elect John Bates as Director	For
The Sage Group plc.	Annual	05-Feb-26	Management	9	Re-elect Jonathan Bewes as Director	For
The Sage Group plc.	Annual	05-Feb-26	Management	10	Re-elect Maggie Chan Jones as Director	For
The Sage Group plc.	Annual	05-Feb-26	Management	11	Re-elect Annette Court as Director	For
The Sage Group plc.	Annual	05-Feb-26	Management	12	Re-elect Roisin Donnelly as Director	For
The Sage Group plc.	Annual	05-Feb-26	Management	13	Re-elect Derek Harding as Director	For
The Sage Group plc.	Annual	05-Feb-26	Management	14	Reappoint KPMG LLP as Auditors	For
The Sage Group plc.	Annual	05-Feb-26	Management	15	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For
The Sage Group plc.	Annual	05-Feb-26	Management	16	Authorise UK Political Donations and Expenditure	For

Company Name	Meeting Type	Meeting Date	Proponent	Proposal Number	Proposal Text	Vote Instruction
The Sage Group plc.	Annual	05-Feb-26	Management	17	Approve Increase in the Maximum Aggregate Fees Payable to Non-Executive Directors	For
The Sage Group plc.	Annual	05-Feb-26	Management	18	Approve Share Incentive Plan	For
The Sage Group plc.	Annual	05-Feb-26	Management	19	Amend 2023 Colleague Share Purchase Plan	For
The Sage Group plc.	Annual	05-Feb-26	Management	20	Approve Save and Share Plan	For
The Sage Group plc.	Annual	05-Feb-26	Management	21	Authorise Issue of Equity	For
The Sage Group plc.	Annual	05-Feb-26	Management	22	Authorise Issue of Equity without Pre-emptive Rights	For
The Sage Group plc.	Annual	05-Feb-26	Management	23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
The Sage Group plc.	Annual	05-Feb-26	Management	24	Authorise Market Purchase of Ordinary Shares	For
The Sage Group plc.	Annual	05-Feb-26	Management	25	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
PTC Inc.	Annual	11-Feb-26	Management	1.1	Elect Director Neil Barua	For
PTC Inc.	Annual	11-Feb-26	Management	1.2	Elect Director Mark Benjamin	For
PTC Inc.	Annual	11-Feb-26	Management	1.3	Elect Director Robert Bernshteyn	For
PTC Inc.	Annual	11-Feb-26	Management	1.4	Elect Director Janice Chaffin	For
PTC Inc.	Annual	11-Feb-26	Management	1.5	Elect Director Michal Katz	For
PTC Inc.	Annual	11-Feb-26	Management	1.6	Elect Director Corinna Lathan	For
PTC Inc.	Annual	11-Feb-26	Management	1.7	Elect Director James Lico	For
PTC Inc.	Annual	11-Feb-26	Management	1.8	Elect Director Trac Pham	For
PTC Inc.	Annual	11-Feb-26	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
PTC Inc.	Annual	11-Feb-26	Management	3	Ratify PricewaterhouseCoopers LLP as Auditors	For
Siemens AG	Annual	12-Feb-26	Management	2	Approve Allocation of Income and Dividends of EUR 5.35 per Share	For
Siemens AG	Annual	12-Feb-26	Management	3.1	Approve Discharge of Management Board Member Roland Busch for Fiscal Year 2024/25	For
Siemens AG	Annual	12-Feb-26	Management	3.2	Approve Discharge of Management Board Member Veronika Bienert for Fiscal Year 2024/25	For
Siemens AG	Annual	12-Feb-26	Management	3.3	Approve Discharge of Management Board Member Peter Koerte for Fiscal Year 2024/25	For
Siemens AG	Annual	12-Feb-26	Management	3.4	Approve Discharge of Management Board Member Cedrik Neike for Fiscal Year 2024/25	For
Siemens AG	Annual	12-Feb-26	Management	3.5	Approve Discharge of Management Board Member Matthias Rebellius for Fiscal Year 2024/25	For
Siemens AG	Annual	12-Feb-26	Management	3.6	Approve Discharge of Management Board Member Ralf Thomas for Fiscal Year 2024/25	For
Siemens AG	Annual	12-Feb-26	Management	3.7	Approve Discharge of Management Board Member Judith Wiese for Fiscal Year 2024/25	For

Company Name	Meeting Type	Meeting Date	Proponent	Proposal Number	Proposal Text	Vote Instruction
Siemens AG	Annual	12-Feb-26	Management	4.1	Approve Discharge of Supervisory Board Member Jim Snabe for Fiscal Year 2024/25	For
Siemens AG	Annual	12-Feb-26	Management	4.2	Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal Year 2024/25	For
Siemens AG	Annual	12-Feb-26	Management	4.3	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2024/25	For
Siemens AG	Annual	12-Feb-26	Management	4.4	Approve Discharge of Supervisory Board Member Tobias Baeumler for Fiscal Year 2024/25	For
Siemens AG	Annual	12-Feb-26	Management	4.5	Approve Discharge of Supervisory Board Member Regina Dugan for Fiscal Year 2024/25	For
Siemens AG	Annual	12-Feb-26	Management	4.6	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2024/25	For
Siemens AG	Annual	12-Feb-26	Management	4.7	Approve Discharge of Supervisory Board Member Bettina Haller (until Feb. 13, 2025) for Fiscal Year 2024/25	For
Siemens AG	Annual	12-Feb-26	Management	4.8	Approve Discharge of Supervisory Board Member Oliver Hartmann for Fiscal Year 2024/25	For
Siemens AG	Annual	12-Feb-26	Management	4.9	Approve Discharge of Supervisory Board Member Keryn Lee James for Fiscal Year 2024/25	For
Siemens AG	Annual	12-Feb-26	Management	4.10	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2024/25	For
Siemens AG	Annual	12-Feb-26	Management	4.11	Approve Discharge of Supervisory Board Member Saskia Krausser (from Feb. 25, 2025) for Fiscal Year 2024/25	For
Siemens AG	Annual	12-Feb-26	Management	4.12	Approve Discharge of Supervisory Board Member Martina Merz (until Feb. 13, 2025) for Fiscal Year 2024/25	For
Siemens AG	Annual	12-Feb-26	Management	4.13	Approve Discharge of Supervisory Board Member Christian Pfeiffer for Fiscal Year 2024/25	For
Siemens AG	Annual	12-Feb-26	Management	4.14	Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal Year 2024/25	For
Siemens AG	Annual	12-Feb-26	Management	4.15	Approve Discharge of Supervisory Board Member Hagen Reimer for Fiscal Year 2024/25	For
Siemens AG	Annual	12-Feb-26	Management	4.16	Approve Discharge of Supervisory Board Member Kasper Rorsted for Fiscal Year 2024/25	For
Siemens AG	Annual	12-Feb-26	Management	4.17	Approve Discharge of Supervisory Board Member Ulf Schneider (from Feb. 13, 2025) for Fiscal Year 2024/25	For
Siemens AG	Annual	12-Feb-26	Management	4.18	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2024/25	For
Siemens AG	Annual	12-Feb-26	Management	4.19	Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal Year 2024/25	For
Siemens AG	Annual	12-Feb-26	Management	4.20	Approve Discharge of Supervisory Board Member Mimon Uhamou for Fiscal Year 2024/25	For

Company Name	Meeting Type	Meeting Date	Proponent	Proposal Number	Proposal Text	Vote Instruction
Siemens AG	Annual	12-Feb-26	Management	4.21	Approve Discharge of Supervisory Board Member Grazia Vittadini for Fiscal Year 2024/25	For
Siemens AG	Annual	12-Feb-26	Management	4.22	Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal Year 2024/25	For
Siemens AG	Annual	12-Feb-26	Management	5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025/26	For
Siemens AG	Annual	12-Feb-26	Management	5.2	Ratify PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025/26	For
Siemens AG	Annual	12-Feb-26	Management	6	Approve Remuneration Report	Against
Siemens AG	Annual	12-Feb-26	Management	7	Approve Supervisory Board Remuneration Policy	For
Siemens AG	Annual	12-Feb-26	Management	8	Approve Virtual-Only Shareholder Meetings Until 2031	Against
Siemens AG	Annual	12-Feb-26	Management	9	Approve Creation of EUR 90 Million Pool of Capital for Employee Stock Purchase Plan	For
Deere & Company	Annual	25-Feb-26	Management	1a	Elect Director Leanne G. Caret	Against
Deere & Company	Annual	25-Feb-26	Management	1b	Elect Director Tamra A. Erwin	Against
Deere & Company	Annual	25-Feb-26	Management	1c	Elect Director R. Preston Feight	For
Deere & Company	Annual	25-Feb-26	Management	1d	Elect Director Alan C. Heuberger	For
Deere & Company	Annual	25-Feb-26	Management	1e	Elect Director L. Neil Hunn	Against
Deere & Company	Annual	25-Feb-26	Management	1f	Elect Director John C. May	Against
Deere & Company	Annual	25-Feb-26	Management	1g	Elect Director Gregory R. Page	For
Deere & Company	Annual	25-Feb-26	Management	1h	Elect Director Brian Sikes	For
Deere & Company	Annual	25-Feb-26	Management	1i	Elect Director Dmitri L. Stockton	For
Deere & Company	Annual	25-Feb-26	Management	1j	Elect Director Sheila G. Talton	For
Deere & Company	Annual	25-Feb-26	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Deere & Company	Annual	25-Feb-26	Management	3	Ratify Deloitte & Touche LLP as Auditors	For
Deere & Company	Annual	25-Feb-26	Shareholder	4	Report on Expected Return on Investment of Company's Emissions Reduction Goals	Against
Deere & Company	Annual	25-Feb-26	Shareholder	5	Provide Right to Act by Written Consent	For
Deere & Company	Annual	25-Feb-26	Shareholder	6	Report on Risks of Excluding Faith-Based Business Resource Groups	Abstain
Agilent Technologies, Inc.	Annual	18-Mar-26	Management	1.1	Elect Director Judy Gawlik Brown	For
Agilent Technologies, Inc.	Annual	18-Mar-26	Management	1.2	Elect Director Sue H. Rataj	For
Agilent Technologies, Inc.	Annual	18-Mar-26	Management	1.3	Elect Director George A. Scangos	Against
Agilent Technologies, Inc.	Annual	18-Mar-26	Management	1.4	Elect Director Dow R. Wilson	Against
Agilent Technologies, Inc.	Annual	18-Mar-26	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Agilent Technologies, Inc.	Annual	18-Mar-26	Management	3	Ratify PricewaterhouseCoopers LLP as Auditors	For
Agilent Technologies, Inc.	Annual	18-Mar-26	Management	4	Declassify the Board of Directors	For
SGS SA	Annual	26-Mar-26	Management	1.1	Accept Financial Statements and Statutory Reports	For

Voting Record: Issued by CCLA Investment Management Limited (registered in England & Wales, No. 2183088, at One Angel Lane, London EC4R 3AB), which is part of the Jupiter Group, and is authorised and regulated by the Financial Conduct Authority. Data sourced from our proxy voting provider, ISS, and CCLA.

Company Name	Meeting Type	Meeting Date	Proponent	Proposal Number	Proposal Text	Vote Instruction
SGS SA	Annual	26-Mar-26	Management	1.2	Approve Non-Financial Report	For
SGS SA	Annual	26-Mar-26	Management	1.3	Approve Remuneration Report (Non-Binding)	Against
SGS SA	Annual	26-Mar-26	Management	2	Approve Discharge of Board and Senior Management	For
SGS SA	Annual	26-Mar-26	Management	3.1	Approve Allocation of Income and Dividends of CHF 3.20 per Share, if Item 3.2 is Approved	For
SGS SA	Annual	26-Mar-26	Management	3.2	Approve CHF 360,000 Ordinary Share Capital Increase without Preemptive Rights, if Item 3.1 is Approved	For
SGS SA	Annual	26-Mar-26	Management	4.1.1	Reelect Sami Atiya as Director	Against
SGS SA	Annual	26-Mar-26	Management	4.1.2	Reelect Phyllis Cheung as Director	For
SGS SA	Annual	26-Mar-26	Management	4.1.3	Reelect Ian Gallienne as Director	For
SGS SA	Annual	26-Mar-26	Management	4.1.4	Reelect Tobias Hartmann as Director	For
SGS SA	Annual	26-Mar-26	Management	4.1.5	Reelect Patrick Kron as Director	For
SGS SA	Annual	26-Mar-26	Management	4.1.6	Reelect Geraldine Picaud as Director	Abstain
SGS SA	Annual	26-Mar-26	Management	4.1.7	Reelect Kory Sorenson as Director	For
SGS SA	Annual	26-Mar-26	Management	4.1.8	Reelect Janet Vergis as Director	For
SGS SA	Annual	26-Mar-26	Management	4.1.9	Elect Gilbert Ghostine as Director	For
SGS SA	Annual	26-Mar-26	Management	4.2	Reelect Gilbert Ghostine as Board Chair	For
SGS SA	Annual	26-Mar-26	Management	4.3.1	Reappoint Sami Atiya as Member of the Compensation Committee	Against
SGS SA	Annual	26-Mar-26	Management	4.3.2	Reappoint Patrick Kron as Member of the Compensation Committee	For
SGS SA	Annual	26-Mar-26	Management	4.3.3	Reappoint Kory Sorenson as Member of the Compensation Committee	For
SGS SA	Annual	26-Mar-26	Management	4.4	Ratify PricewaterhouseCoopers SA as Auditors	For
SGS SA	Annual	26-Mar-26	Management	4.5	Designate Keller Ltd as Independent Proxy	For
SGS SA	Annual	26-Mar-26	Management	5.1	Approve Remuneration of Directors in the Amount of CHF 2.7 Million	For
SGS SA	Annual	26-Mar-26	Management	5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 10.5 Million	For
SGS SA	Annual	26-Mar-26	Management	5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 8 Million	Against
SGS SA	Annual	26-Mar-26	Management	5.4	Approve Long Term Incentive Plan for Executive Committee in the Amount of CHF 13 Million for Fiscal Year 2027	For
SGS SA	Annual	26-Mar-26	Management	6	Amend Articles Re: Editorial Changes	For
SGS SA	Annual	26-Mar-26	Management	7	Transact Other Business (Voting)	Against
DBS Group Holdings Ltd.	Annual	31-Mar-26	Management	1	Adopt Financial Statements and Directors' and Auditors' Reports	For
DBS Group Holdings Ltd.	Annual	31-Mar-26	Management	2	Approve Final Dividend and Capital Return Dividend	For
DBS Group Holdings Ltd.	Annual	31-Mar-26	Management	3	Approve Directors' Remuneration	For

Company Name	Meeting Type	Meeting Date	Proponent	Proposal Number	Proposal Text	Vote Instruction
DBS Group Holdings Ltd.	Annual	31-Mar-26	Management	4	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For
DBS Group Holdings Ltd.	Annual	31-Mar-26	Management	5	Elect Peter Seah Lim Huat as Director	For
DBS Group Holdings Ltd.	Annual	31-Mar-26	Management	6	Elect Punita Lal as Director	For
DBS Group Holdings Ltd.	Annual	31-Mar-26	Management	7	Elect Anthony Lim Weng Kin as Director	For
DBS Group Holdings Ltd.	Annual	31-Mar-26	Management	8	Elect David Ho Hing-Yuen as Director	For
DBS Group Holdings Ltd.	Annual	31-Mar-26	Management	9	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	For
DBS Group Holdings Ltd.	Annual	31-Mar-26	Management	10	Approve Issuance of Shares Pursuant to the DBSH Scrip Dividend Scheme	For
DBS Group Holdings Ltd.	Annual	31-Mar-26	Management	11	Authorize Share Repurchase Program	For
SGS SA	Annual	26-Mar-26	Management	1.2	Approve Non-Financial Report	For
SGS SA	Annual	26-Mar-26	Management	1.3	Approve Remuneration Report (Non-Binding)	Against
SGS SA	Annual	26-Mar-26	Management	2	Approve Discharge of Board and Senior Management	For
SGS SA	Annual	26-Mar-26	Management	3.1	Approve Allocation of Income and Dividends of CHF 3.20 per Share, if Item 3.2 is Approved	For
SGS SA	Annual	26-Mar-26	Management	3.2	Approve CHF 360,000 Ordinary Share Capital Increase without Preemptive Rights, if Item 3.1 is Approved	For