

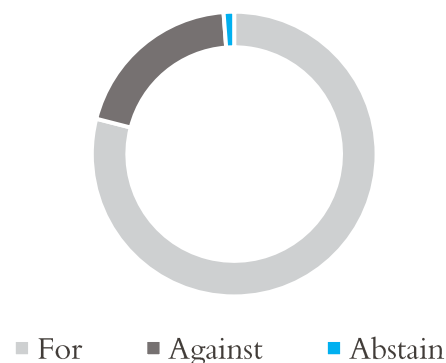
# **CCLA Vote Report**

## **April to June 2025**



## Section 1: Overview

**Chart 1: All Votes this quarter**

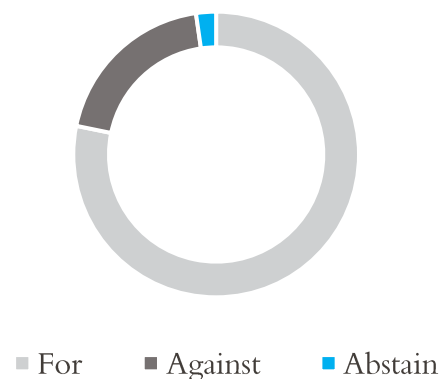


**Headlines:** CCLA aims to vote at all UK and overseas company meetings where we have portfolio holdings, and it is practical to do so. During the quarter we voted on 1559 resolutions across 90 company meetings. We did not support management proposals on 317 occasions, 21% of all such resolutions. In addition, we supported 40 shareholder resolutions on a variety of sustainability themes.

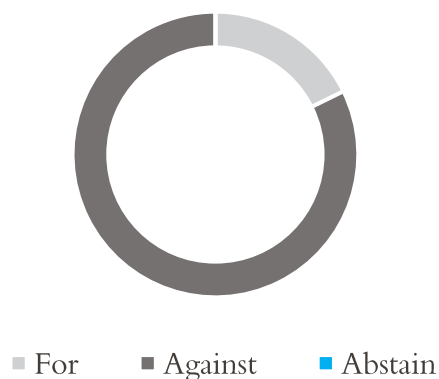
During the quarter, the busiest for voting and when most annual general meetings (AGMs) take place, we saw a significant drop in the number of shareholder resolutions that we voted on compared to this time last year. Most shareholder resolutions we vote on are at companies in the United States where in Q2 2024 we voted on 72. This year the number was 38. We believe the drop in resolutions stems from recent changes to the interpretation of SEC rules making it more difficult for shareholders proposals to make it to the ballot at company AGMs. We continue to monitor the effects of this change on what is a key tool in our toolbox for engaging with companies. We haven't changed how we vote and are increasingly taking steps to reflect our stewardship priorities in votes on management proposals such as director elections not just shareholder resolutions.

**Chart 2. CCLA Vote by theme this quarter**

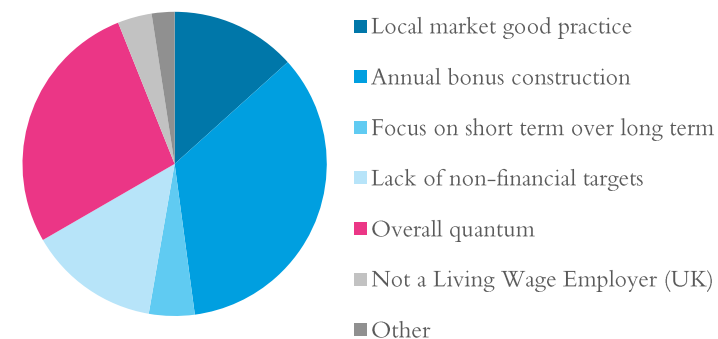
Director Elections



Executive Remuneration



Factors affecting remuneration votes



**Table 1: Meeting Overview**

<b>Meeting Overview</b>					
<b>Region</b>	Asia	Europe	North America	Oceania	United Kingdom
<b>Number of Meetings</b>	2	24	35	0	29
<b>Number of Resolutions</b>	14	543	457	0	545
<b>Vote Instruction (all resolutions)</b>					
<b>For</b>	14	418	310	0	490
<b>Against/Withhold</b>	0	123	139	0	47
<b>Abstain</b>	0	2	8	0	8
<b>One Year</b>	0	0	0	0	0

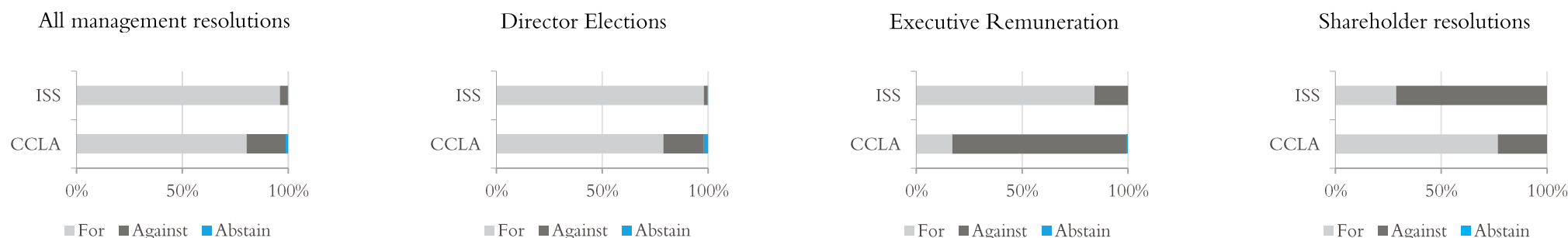
## Section 2: Impact of CCLA Vote Template

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](http://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 21% of 1509 resolutions proposed by management. During the same period, the ISS Standard Vote Report recommended against supporting 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 30<sup>th</sup> June 2025).

Chart 3: Impact of CCLA Vote Template



### Section 3a: CCLA Vote History Summary

Percentage vote	2025 (to end of June)	2024	2023	2022
<b>All Management Resolutions</b>				
For	79.2	82.3	82.4	86.4
Abstain	1.2	0.7	1.3	0.5
Against	19.6	17.0	16.3	13.1
<b>Executive Remuneration</b>				
For	16.5	19.2	17.8	20.5
Abstain	0.0	1.2	8.0	2.9
Against	83.5	79.6	74.1	76.6
<b>Director Election</b>				
For	78.4	80.5	79.8	86.9
Abstain	2.4	0.5	1.0	0.2
Against	19.2	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.

**Section 4:** Confirmed instructions: CCLA believe that it is in our clients' best interests to vote all our domestic and overseas holdings where it is practical to do so. Instances where we may not vote includes meetings in markets that adopt the practice of share blocking, which prohibits the sale of shares from the date that the vote is filed until the shareholder meeting, and where specific power of attorney requirements may mean that the costs of lodging a vote are prohibitively expensive. CCLA does not participate in stock lending processes and therefore there was no need to recall any stock before voting. All votes were confirmed on the ISS vote system.

**Section 5: Key Votes:** The following three subsections set out a brief rationale for key votes. These are: votes outside our standard in-house policy, votes against management recommendations and shareholder resolutions. The Sustainability team is responsible for instructing all votes in accordance with our Standard Operating Procedures. Our vote decisions are informed by investment considerations, discussions with portfolio managers and our engagement with companies.

**Section 5a: Votes Outside Policy:** During the quarter CCLA voted outside its standard policy on twenty occasions. The table below sets out a brief rationale for each of these votes. The Standard Operating Procedures require all votes outside our standard policy to be approved by CCLA's Head of Sustainability.

Company Name	Type	Meeting Date	Proponent	Proposal Number	Proposal Text	Voting Policy Recommendation	Vote Instruction	Rationale
Zurich Insurance Group AG	Annual	09-Apr-25	1.3	Management	Approve Sustainability Report	For	Against	Following the introduction of a sector specific vote on financial institutions and climate change, given the company's continued underwriting of oil and gas expansion we have taken the decision to vote against the proposal.
Nestle SA	Annual	16-Apr-25	4.1.c	Management	Reelect Renato Fassbind as Director	For	Abstain	Our voting policy would have us vote against the Chair of the Audit Committee due to concerns over how climate change risk is considered within the financial statements of the company. However, given our expectations have been partially met and we have had constructive dialogue on other climate issues with the company during the last year we have amended this vote to an abstain.
Texas Instruments Incorporated	Annual	17-Apr-25	1m	Management	Elect Director Richard Templeton	Against	For	Executive chairman and no indication of temporary position.
RELX Plc	Annual	24-Apr-25	8	Management	Re-elect Erik Engstrom as Director	For	Abstain	We are disappointed with RELX's lack of engagement around the CCLA Corporate Mental Health Benchmark, despite repeated efforts to make contact. For a company with such a large workforce, we would expect the company to perform more strongly and would welcome a conversation. However, the company has responded positively to the climate related engagement during the year.
The Coca-Cola Company	Annual	30-Apr-25	6	Shareholder	Establish a Board Committee on Improper Influence	For	Against	Our investment processes, stewardship practice and responsibilities to our clients require our speaking to companies, including Coca-Cola, about issues the proponent would appear to oppose discussion about. As such we cannot support this proposal.
Unilever Plc	Annual	30-Apr-25	6	Management	Re-elect Adrian Hennah as Director	For	Abstain	Unilever have not met the CA100+ fully expectations around disclosure of climate risk in their accounts. Whilst this would normally result in a vote against, this has been mitigated to an

Company Name	Type	Meeting Date	Proponent	Proposal Number	Proposal Text	Voting Policy Recommendation	Vote Instruction	Rationale
								abstention due to the partial meeting of the expectations and good engagement on this subject during the year.
Unilever Plc	Annual	30-Apr-25	12	Management	Reappoint KPMG LLP as Auditors	For	Abstain	KPMG's audit report did not met the CA100+ fully expectations around assessment of climate risk in their accounts. Whilst this would normally result in a vote against, this has been mitigated to an abstention due to the partial meeting of the expectations and good engagement on this subject during the year with Unilever.
Danaher Corporation	Annual	06-May-25	1j	Management	Elect Director John T. Schwieters	Against	For	ISS recommended a vote against this director due to concerns regarding historically pledged shares. Given the company has a pledging policy in place, no new shares have been pledged after this policy was implemented, and we were aware of this prior to investment we have decided to override this recommendation and vote for the audit committee members.
Danaher Corporation	Annual	06-May-25	1l	Management	Elect Director Raymond C. Stevens	Against	For	ISS recommended a vote against this director due to concerns regarding historically pledged shares. Given the company has a pledging policy in place, no new shares have been pledged after this policy was implemented, and we were aware of this prior to investment we have decided to override this recommendation and vote for the audit committee members.
Ares Capital Corporation	Annual	12-May-25	1a	Management	Elect Director Daniel G. Kelly, Jr.	Against	For	As with other companies where this occurs the governance issues are: has the company used the power during the year to the detriment of shareholders (no) and will the company allow a shareholder resolution to amend the articles (previously informed yes).
Ares Capital Corporation	Annual	12-May-25	1b	Management	Elect Director Eric B. Siegel	Against	For	As with other companies where this occurs the governance issues are: has the company used the power during the year to the detriment of shareholders (no) and will the company allow a shareholder resolution to amend the articles (previously informed yes).
McDonald's Corporation	Annual	20-May-25	1i	Management	Elect Director Paul Walsh	For	Against	McDonalds has not fully met the requirements set out in a 2023 shareholder resolution on lobby payments that received majority support. As such we have voted against Mr Walsh's re-election as he is Chair of the Corporate Responsibility Committee that has oversight over this decision.
Tradeweb Markets Inc.	Annual	20-May-25	1.3	Management	Elect Director Lisa Opoku	Withhold	For	The concerns ISS raise in their analysis were known to us at the point of investing and, whilst not good governance practice, have been taken into consideration. We will speak to the company about our governance concerns and review at the next AGM.
Thermo Fisher Scientific Inc.	Annual	21-May-25	1a	Management	Elect Director Marc N. Casper	Against	Abstain	Whilst Thermo Fisher's ranking in the CCLA Mental Health Benchmark would normally warrant a vote against the CEO the company has been engaging with us. As such we have overridden

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

Company Name	Type	Meeting Date	Proponent	Proposal Number	Proposal Text	Voting Policy Recommendation	Vote Instruction	Rationale
								our policy this time to an abstain. The abstention recognises it is not our policy to support a Chair/CEO with no intention to separate the roles.
Amazon.com, Inc.	Annual	21-May-25	1b	Management	Elect Director Andrew R. Jassy	For	Abstain	
Greggs Plc	Annual	21-May-25	13	Management	Approve Remuneration Report	For	Against	Not Living Wage Accredited. Engagement with Greggs on the issue of the Living Wage Accreditation continues. Whilst we won't support the Remuneration Report due to the lack of accreditation we have acknowledged that the company is still in discussion with ourselves and the Living Wage Foundation about this. As such we have supported the election of the Remuneration Committee chair again this year.
ServiceNow, Inc.	Annual	22-May-25	1g	Management	Elect Director William R. McDermott	Against	Abstain	The company is in tier 4 of the CCLA Mental Health Benchmark but have been engaging with us during the year. In light of this we are overriding our normal against vote. However the positions of CEO and Chair are still combined so we have not fully support this proposal.
Empiric Student Property PLC	Annual	04-Jun-25	6	Management	Re-elect Mark Pain as Director	Against	For	ISS has correctly recommended a vote against the Nomination Committee Chair according to our policy. Following on from good engagement with the company on ESG issues during the year, we have chosen to override the policy and vote 'for'. We will engage with the company on gender diversity.
Zurich Insurance Group AG	Annual	09-Apr-25	1.3	Management	Approve Sustainability Report	For	Against	Following the introduction of a sector specific vote on financial institutions and climate change, given the company's continued underwriting of oil and gas expansion we have taken the decision to vote against the proposal.
Nestle SA	Annual	16-Apr-25	4.1.c	Management	Reelect Renato Fassbind as Director	For	Abstain	Our voting policy would have us vote against the Chair of the Audit Committee due to concerns over how climate change risk is considered within the financial statements of the company. However, given our expectations have been partially met and we have had constructive dialogue on other climate issues with the company during the last year we have amended this vote to an abstain.

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



Company Name	Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction	Rationale
Rio Tinto Plc	Annual	03-Apr-25	2	Management	Approve Remuneration Report for UK Law Purposes	Against	Concerns over multiples of salary.
Rio Tinto Plc	Annual	03-Apr-25	3	Management	Approve Remuneration Report for Australian Law Purposes	Against	Concerns over multiples of salary.
Rio Tinto Plc	Annual	03-Apr-25	8	Management	Re-elect Simon Henry as Director	Abstain	Audit Committee Chair. While the financial statements demonstrate how material climate-related matters are incorporated and area consistent with the company's other reporting we are believe that the level of disclosure regarding quantitative climate-related assumptions and estimates could be improved. Given the progress the company has made on this point we have taken the opportunity to mitigate our vote outcome.
Rio Tinto Plc	Annual	03-Apr-25	13	Management	Re-elect Jakob Stausholm as Director	Abstain	A company's CEO is ultimately responsible for ensuring that climate change policy is implemented.As set out in our Approach to Climate Change document we have based our assessment of implementation of its policy on the TPI carbon performance indicator as the 'projected decarbonisation pathway' . The diversified mining sections of this assessment is not in line with a 2 degree scenario based on carbon intensity (tonne CO2e/ tonne copper equivalent). We note that Rio Tinto's copper segment accounts for approximately 14.6% of its total underlying EBITDA and although is a growing part of the business, still represents a small proportion of company emissions. Overall, Rio Tinto's total emissions decreased slightly from 2023 to 2024, largely due to operational emission cuts, although Scope 3 emissions rose marginally. Given the above we have taken the decision to mitigate our vote.
Rio Tinto Plc	Annual	03-Apr-25	19	Management	Approve Climate Action Plan	Abstain	Rio Tinto does not publish an overall emissions reduction target that is consistent with the goals of the Paris agreement as it has not provided a comprehensive quantitative scope 3 target. Considering the company's heavy scope 3 footprint, and that scope emissions count for 95% of total emissions, the absence of a concrete target stands out as a concern. Following continued engagement, the company has provided a series of smaller scope 3 targets and has expanded on its strategy to address scope 3 emissions. Further increased detail has been provided such as on decarbonisation capex, pathways to existing targets and type and amount of offset, as well as more information on operational and steel decarbonisation project plans, with milestones and timelines. Given these mitigating factors, an abstention is advised
Rio Tinto Plc	Annual	03-Apr-25	24	Shareholder	Shareholder Requisitioned Resolution That the Company Instigates an Independent Review into the Possible Unification of the Dual-listed Structure into a Single Australian-domiciled Holding Company and Publishes the Results of that Review	For	A vote FOR the shareholder resolution is considered warranted, as a public report from a recognised independent expert would help shareholders understand the basis for the Company's position on the issue.

Company Name	Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction	Rationale
Zurich Insurance Group AG	Annual	09-Apr-25	1.2	Management	Approve Remuneration Report	Against	Concerns over multiples of salary.
Zurich Insurance Group AG	Annual	09-Apr-25	1.3	Management	Approve Sustainability Report	Against	Following the introduction of a sector specific vote on financial institutions and climate change, given the company's s continued underwriting of oil and gas expansion we have taken the decision to vote against the proposal.
Zurich Insurance Group AG	Annual	09-Apr-25	4.1.a	Management	Reelect Michel Lies as Director and Board Chair	Against	Board does not contain 40% gender diversity.
Zurich Insurance Group AG	Annual	09-Apr-25	4.1.c	Management	Reelect Catherine Bessant as Director	Against	We believe that the financial sector has an important role to play in addressing climate change. Where we have concerns with a company's approach in this area we will withhold support from both the CEO and Audit Committee Chair. Given the company's s continued underwriting of oil and gas expansion and poor score, which is below our minimum threshold on the reclaim finance tracker. We have taken the decision to vote against the proposal.
Zurich Insurance Group AG	Annual	09-Apr-25	4.1.d	Management	Reelect Christoph Franz as Director	Against	Responsible for oversight of remuneration which does not comply with CCLA's policy.
Zurich Insurance Group AG	Annual	09-Apr-25	4.2.1	Management	Reappoint Michel Lies as Member of the Compensation Committee	Against	Board does not contain 40% gender diversity.
Zurich Insurance Group AG	Annual	09-Apr-25	4.2.3	Management	Reappoint Christoph Franz as Member of the Compensation Committee	Against	Responsible for oversight of remuneration which does not comply with CCLA's policy.
Zurich Insurance Group AG	Annual	09-Apr-25	5.2	Management	Approve Remuneration of Executive Committee in the Amount of CHF 83 Million	Against	Concerns over multiples of salary.
Zurich Insurance Group AG	Annual	09-Apr-25	6	Management	Transact Other Business (Voting)	Against	A vote AGAINST is warranted because: - This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and - The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.
Synopsys, Inc.	Annual	10-Apr-25	1a	Management	Elect Director Aart J. de Geus	Against	Executive chairman and no indication of temporary position.
Synopsys, Inc.	Annual	10-Apr-25	1c	Management	Elect Director Sassine Ghazi	Abstain	Company does not reach a level four in the Transition Pathway Initiative and as such we have abstained from the re-election of the CEO.
Synopsys, Inc.	Annual	10-Apr-25	1e	Management	Elect Director Janice D. Chaffin	Against	Board does not contain 40% gender diversity.
Synopsys, Inc.	Annual	10-Apr-25	1g	Management	Elect Director Mercedes Johnson	Against	Concerns - audit independence.
Synopsys, Inc.	Annual	10-Apr-25	4	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There are no metrics focused on climate performance as part of remuneration calculations.

Company Name	Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction	Rationale
Synopsys, Inc.	Annual	10-Apr-25	6	Shareholder	Submit Severance Agreement to Shareholder Vote	For	Shareholder approval of executive remuneration is considered best practice.
AstraZeneca PLC	Annual	11-Apr-25	5b	Management	Re-elect Pascal Soriot as Director	Against	Company is in tier 4 of the CCLA Mental Health Benchmark and has not responded to engagement.
AstraZeneca PLC	Annual	11-Apr-25	5k	Management	Re-elect Sheri McCoy as Director	Against	Responsible for oversight of remuneration which does not comply with CCLA's policy.
AstraZeneca PLC	Annual	11-Apr-25	6	Management	Approve Remuneration Report	Against	CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's policy. Concerns over multiples of salary.
AstraZeneca PLC	Annual	11-Apr-25	7	Management	Authorise UK Political Donations and Expenditure	Against	Concerns over level of political donations.
Nestle SA	Annual	16-Apr-25	1.2	Management	Approve Remuneration Report	Against	CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's policy.
Nestle SA	Annual	16-Apr-25	4.1.b	Management	Reelect Pablo Isla as Director	Against	Board does not contain 40% gender diversity.
Nestle SA	Annual	16-Apr-25	4.1.c	Management	Reelect Renato Fassbind as Director	Abstain	Our voting policy would have us vote against the Chair of the Audit Committee due to concerns over how climate change risk is considered within the financial statements of the company. However, given our expectations have been partially met and we have had constructive dialogue on other climate issues with the company during the last year we have amended this vote to an abstain.
Nestle SA	Annual	16-Apr-25	4.1.e	Management	Reelect Dick Boer as Director	Against	Responsible for oversight of remuneration which does not comply with CCLA's policy.
Nestle SA	Annual	16-Apr-25	4.3.1	Management	Reappoint Dick Boer as Member of the Compensation Committee	Against	Responsible for oversight of remuneration which does not comply with CCLA's policy.
Nestle SA	Annual	16-Apr-25	4.3.3	Management	Reappoint Pablo Isla as Member of the Compensation Committee	Against	Board does not contain 40% gender diversity.
Nestle SA	Annual	16-Apr-25	4.4	Management	Ratify Ernst & Young AG as Auditors	Against	Our voting policy is not to support the reappointment of the auditors at companies with a high carbon impact where the audit report fails to adequately address climate change risk.
Nestle SA	Annual	16-Apr-25	5.2	Management	Approve Remuneration of Executive Committee in the Amount of CHF 70 Million	Against	CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's policy.
Texas Instruments Incorporated	Annual	17-Apr-25	1b	Management	Elect Director Todd Bluedorn	Against	Board does not contain 40% gender diversity.
Texas Instruments Incorporated	Annual	17-Apr-25	1c	Management	Elect Director Janet Clark	Against	Concerns - audit independence.
Texas Instruments Incorporated	Annual	17-Apr-25	1e	Management	Elect Director Martin Craighead	Against	Responsible for oversight of remuneration which does not comply with CCLA's policy.
Texas Instruments Incorporated	Annual	17-Apr-25	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There are no metrics focused on climate performance as part of remuneration calculations.

Company Name	Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction	Rationale
Texas Instruments Incorporated	Annual	17-Apr-25	4	Shareholder	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	A vote FOR this proposal is warranted as the proposed 10 percent ownership threshold to call a special meeting would enhance shareholder ability to utilize the right, and the likelihood of its abuse is low.
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	17-Apr-25	4	Management	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Against	A vote AGAINST is warranted as the Company failed to provide enough information with respect to the transaction with Agache, the main shareholder, making it therefore impossible to ascertain that the continuation of this agreement is in shareholders' interests.
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	17-Apr-25	6	Management	Reelect Bernard Arnault as Director	Against	Chair/CEO: no intention to separate.
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	17-Apr-25	7	Management	Reelect Sophie Chassat as Director	Against	We would normally escalate our concern around remuneration practices with a vote against the re-election of the Remuneration Committee Chair. They are not up for election this year so we decided to vote against Ms Chassat as the only member of the committee up for re-election.
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	17-Apr-25	8	Management	Reelect Clara Gaymard as Director	Against	Ms Gaymard as Chair of the Audit Committee has failed to respond to high dissent votes regarding related party transactions and as such we are voting against her re-election.
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	17-Apr-25	10	Management	Approve Compensation Report of Corporate Officers	Against	Remuneration schemes should not breach local good practice.
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	17-Apr-25	11	Management	Approve Compensation of Bernard Arnault, Chairman and CEO	Against	Remuneration schemes should not breach local good practice. CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's policy. Concerns over multiples of salary.
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	17-Apr-25	12	Management	Approve Compensation of Antonio Belloni, Vice-CEO	Against	Remuneration schemes should not breach local good practice. Variable remuneration schemes should prioritise long-term over short-term performance. Balance of short and long-term remuneration does not comply with CCLA's policy.
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	17-Apr-25	14	Management	Approve Remuneration Policy of Chairman and CEO	Against	Remuneration schemes should not breach local good practice. CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's policy.
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	17-Apr-25	15	Management	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against	Concerns – impact on shareholder rights.
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	17-Apr-25	19	Management	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	Against	Votes AGAINST the authorizations under Items 19-23 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. - Votes AGAINST the authorizations under Items 19-21 are warranted because the maximum discount goes above the recommended 10 percent guidelines.

Company Name	Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction	Rationale
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	17-Apr-25	20	Management	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million	Against	Votes AGAINST the authorizations under Items 19-23 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. - Votes AGAINST the authorizations under Items 19-21 are warranted because the maximum discount goes above the recommended 10 percent guidelines.
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	17-Apr-25	21	Management	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against	Votes AGAINST the authorizations under Items 19-23 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. - Votes AGAINST the authorizations under Items 19-21 are warranted because the maximum discount goes above the recommended 10 percent guidelines.
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	17-Apr-25	22	Management	Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers	Against	Votes AGAINST the authorizations under Items 19-23 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights.
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	17-Apr-25	23	Management	Authorize Capital Increase of up to 20 Percent of Issued Capital for Contributions in Kind	Against	Votes AGAINST the authorizations under Items 19-23 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights.
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	17-Apr-25	24	Management	Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers	Against	Scheme does not comply with CCLA's approach to remuneration policy.
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	17-Apr-25	29	Management	Amend Articles of Bylaws to Incorporate Legal Changes	Against	Concerns - impact on shareholder rights.
Broadcom Inc.	Annual	21-Apr-25	1b	Management	Elect Director Gayla J. Delly	Against	Concerns - audit independence.
Broadcom Inc.	Annual	21-Apr-25	1d	Management	Elect Director Eddy W. Hartenstein	Against	Board does not contain 40% gender diversity.
Broadcom Inc.	Annual	21-Apr-25	1h	Management	Elect Director Hock E. Tan	Against	Company is in tier 5 of the CCLA Mental Health Benchmark and has not responded to engagement. Additionally the company has reached level 4 in their Transition Pathway Initiative assessment.
Broadcom Inc.	Annual	21-Apr-25	1i	Management	Elect Director Harry L. You	Against	Responsible for oversight of remuneration which does not comply with CCLA's policy.
Broadcom Inc.	Annual	21-Apr-25	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There are no metrics focused on climate performance as part of remuneration calculations.
ASML Holding NV	Annual	23-Apr-25	3a	Management	Approve Remuneration Report	Against	CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's policy.
ASML Holding NV	Annual	23-Apr-25	6	Management	Amend Remuneration Policy of Executive Board	Against	CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's policy. Concerns over multiples of salary.
Bunzl Plc	Annual	23-Apr-25	3	Management	Re-elect Peter Ventress as Director	Against	Concerns over sub-board level gender diversity.

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Company Name	Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction	Rationale
Bunzl Plc	Annual	23-Apr-25	4	Management	Re-elect Frank van Zanten as Director	Abstain	Company does not achieve a level 4 in the Transition Pathway Initiative and has been unresponsive to engagement.
Bunzl Plc	Annual	23-Apr-25	9	Management	Re-elect Jacky Simmonds as Director	Against	Responsible for oversight of remuneration which does not comply with CCLA's policy.
Bunzl Plc	Annual	23-Apr-25	14	Management	Approve Remuneration Report	Against	Variable remuneration schemes should prioritise long-term over short-term performance. Balance of short and long-term remuneration does not comply with CCLA's policy.
RELX Plc	Annual	24-Apr-25	2	Management	Approve Remuneration Report	Against	CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's policy. Concerns over multiples of salary.
RELX Plc	Annual	24-Apr-25	7	Management	Re-elect Paul Walker as Director	Against	Concerns over sub-board level gender diversity.
RELX Plc	Annual	24-Apr-25	8	Management	Re-elect Erik Engstrom as Director	Abstain	We are disappointed with RELX's lack of engagement around the CCLA Corporate Mental Health Benchmark, despite repeated efforts to make contact. For a company with such a large workforce, we would expect the company to perform more strongly and would welcome a conversation. However, the company has responded positively to the climate related engagement during the year.
RELX Plc	Annual	24-Apr-25	10	Management	Re-elect Alistair Cox as Director	Against	Responsible for oversight of remuneration which does not comply with CCLA's policy.
Johnson & Johnson	Annual	24-Apr-25	1a	Management	Elect Director Darius Adamczyk	Against	Concerns - audit independence.
Johnson & Johnson	Annual	24-Apr-25	1d	Management	Elect Director Joaquin Duato	Against	Chair/CEO: no intention to separate.
Johnson & Johnson	Annual	24-Apr-25	1k	Management	Elect Director Eugene A. Woods	Against	Responsible for oversight of remuneration which does not comply with CCLA's policy.
Johnson & Johnson	Annual	24-Apr-25	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's policy. 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 policy. Concerns over multiples of salary.
Johnson & Johnson	Annual	24-Apr-25	4	Shareholder	Submit Severance Agreement to Shareholder Vote	For	It is considered best practice for executive remuneration, including severance arrangements, to be submitted for shareholder approval
Johnson & Johnson	Annual	24-Apr-25	5	Shareholder	Oversee and Report Human Rights Impact Assessment	For	We would welcome further detail on how the company considers access to medicines in its pricing practices and lobbying activities.
Cembra Money Bank AG	Annual	24-Apr-25	8	Management	Transact Other Business (Voting)	Against	A vote AGAINST is warranted because: - This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and - The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.

Company Name	Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction	Rationale
Abbott Laboratories	Annual	25-Apr-25	1.4	Management	Elect Director Robert B. Ford	Against	Company is in tier 4 of the CCLA Mental Health Benchmark and has not responded to engagement.
Abbott Laboratories	Annual	25-Apr-25	1.8	Management	Elect Director Nancy McKinstry	Against	Concerns - audit independence.
Abbott Laboratories	Annual	25-Apr-25	1.11	Management	Elect Director Daniel J. Starks	Against	Responsible for oversight of remuneration which does not comply with CCLA's policy.
Abbott Laboratories	Annual	25-Apr-25	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's policy. Concerns over multiples of salary.
DiaSorin SpA	Annual	28-Apr-25	1.1	Management	Accept Financial Statements and Statutory Reports	Against	A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.
DiaSorin SpA	Annual	28-Apr-25	2.1	Management	Approve Remuneration Policy	Against	Remuneration schemes should not breach local good practice.
DiaSorin SpA	Annual	28-Apr-25	2.2	Management	Approve Second Section of the Remuneration Report	Against	Variable remuneration schemes should prioritise long-term over short-term performance. Balance of short and long-term remuneration does not comply with CCLA's policy.
DiaSorin SpA	Annual	28-Apr-25	5	Management	Approve Long-Term Incentive Plan	Against	Scheme does not comply with CCLA's approach to remuneration policy.
DiaSorin SpA	Annual	28-Apr-25	6	Management	Approve Stock Option Plan	Against	Scheme does not comply with CCLA's approach to remuneration policy.
DiaSorin SpA	Annual	28-Apr-25	7	Management	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against	Concerns - creeping control.
Recordati SpA	Annual	29-Apr-25	1.a	Management	Accept Financial Statements and Statutory Reports	Against	These items warrant a vote FOR because the company's financial statements and the proposed income allocation do not raise concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.
Recordati SpA	Annual	29-Apr-25	2.e	Management	Deliberations Pursuant to Article 2390 of Civil Code Re: Decisions Inherent to Authorization of Board Members to Assume Positions in Competing Companies	Against	A vote AGAINST is warranted considering the lack of disclosure on the rationale and directors targeted by this proposal.

Company Name	Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction	Rationale
Recordati SpA	Annual	29-Apr-25	3.a	Management	Approve Remuneration Policy	Against	A qualified vote FOR is warranted because the company partially mitigated some of the main shortcomings of the current remuneration policies. This is not without highlighting that the company reiterates the following below par practices: - Targets of the LTIP (third cycle) are only partially disclosed. - The board maintains excessively broad derogation powers. - The disclosure provided on the strategic MBO KPIs for both the CEO and the CFO is vague.
Recordati SpA	Annual	29-Apr-25	3.b	Management	Approve Second Section of the Remuneration Report	Against	Remuneration schemes should not breach local good practice.
Recordati SpA	Annual	29-Apr-25	4	Management	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against	Concerns - creeping control.
L'Oreal SA	Annual/Special	29-Apr-25	13	Management	Approve Compensation of Nicolas Hieronimus, CEO	Against	A vote FOR this remuneration report is warranted but is not without concerns as the company does not disclose sufficient information to ascertain that the performance conditions attached to LTI plans are fully stringent. The main reasons for support are the absence of any other concerns.
L'Oreal SA	Annual/Special	29-Apr-25	16	Management	Approve Remuneration Policy of CEO	Against	Remuneration schemes should not breach local good practice. CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's policy.
L'Oreal SA	Annual/Special	29-Apr-25	17	Management	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against	Concerns - creeping control.
DNB Bank ASA	Annual	29-Apr-25	6.a	Management	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	Against	Concerns - creeping control.
DNB Bank ASA	Annual	29-Apr-25	6.b	Management	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against	Concerns - creeping control.
The Coca-Cola Company	Annual	30-Apr-25	1.5	Management	Elect Director Carolyn Everson	Against	Responsible for oversight of remuneration which does not comply with CCLA's policy.
The Coca-Cola Company	Annual	30-Apr-25	1.8	Management	Elect Director Amity Millhiser	Against	Concerns - audit independence.
The Coca-Cola Company	Annual	30-Apr-25	1.9	Management	Elect Director James Quincey	Against	Chair/CEO: no intention to separate.
The Coca-Cola Company	Annual	30-Apr-25	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's policy. Concerns over multiples of salary.
The Coca-Cola Company	Annual	30-Apr-25	4	Shareholder	Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	For	The provision of a report on non-sugar sweeteners would seem a prudent response to emerging research and potential risks. It thus warrants support.
The Coca-Cola Company	Annual	30-Apr-25	5	Shareholder	Report on Food Waste Management and Targets to Reduce Food Waste	For	There are multiple benefits to the company to reducing food waste, particularly focused on the cafes it runs. As such support for this proposal is warranted.

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Company Name	Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction	Rationale
Hermes International SCA	Annual/Special	30-Apr-25	5	Management	Approve Auditors' Special Report on Related-Party Transactions	Against	A vote AGAINST this proposal is warranted because: - The company failed to provide sufficient information concerning a consulting agreement entered into with Studio des Fleurs. It is therefore impossible to ascertain that the continuation of this agreement is in shareholders' interests; and - The company fails to provide comprehensive information regarding the transactions with RDAI. In this context, it is impossible to ascertain that the continuation of transactions with RDAI is in the interest of all shareholders.
Hermes International SCA	Annual/Special	30-Apr-25	6	Management	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against	Concerns - creeping control.
Hermes International SCA	Annual/Special	30-Apr-25	7	Management	Approve Compensation Report of Corporate Officers	Against	A vote AGAINST this remuneration report is warranted as: - The discretionary power to set executives' remunerations lies in the hands of the General Partner, which is the same legal entity as one of the General Managers and is controlled by the family of the other General Manager, leading to an important conflict of interest; - The pay equity ratio's perimeter is not relevant to all the company's employees; and - The company remains unresponsive about last AGM's significant dissent on compensation-related items.
Hermes International SCA	Annual/Special	30-Apr-25	8	Management	Approve Compensation of Axel Dumas, General Manager	Against	Remuneration schemes should not breach local good practice. Variable remuneration schemes should prioritise long-term over short-term performance. Balance of short and long-term remuneration does not comply with CCLA's policy.
Hermes International SCA	Annual/Special	30-Apr-25	9	Management	Approve Compensation of Emile Hermes SAS, General Manager	Against	Remuneration schemes should not breach local good practice. Variable remuneration schemes should prioritise long-term over short-term performance. Balance of short and long-term remuneration does not comply with CCLA's policy.
Hermes International SCA	Annual/Special	30-Apr-25	11	Management	Approve Remuneration Policy of General Managers	Against	Remuneration schemes should not breach local good practice. Variable remuneration schemes should prioritise long-term over short-term performance. Balance of short and long-term remuneration does not comply with CCLA's policy.
Hermes International SCA	Annual/Special	30-Apr-25	13	Management	Reelect Charles-Eric Bauer as Supervisory Board Member	Against	Votes AGAINST the reelections of Charles-Eric Bauer and Julie Guerrand are warranted since they are affiliated with the Hermes family, indirectly benefiting from the company's distortive voting structure (Items 13 and 15).
Hermes International SCA	Annual/Special	30-Apr-25	14	Management	Reelect Estelle Brachlianoff as Supervisory Board Member	Against	Responsible for oversight of remuneration which does not comply with CCLA's policy.
Hermes International SCA	Annual/Special	30-Apr-25	15	Management	Reelect Julie Guerrand as Supervisory Board Member	Against	Votes AGAINST the reelections of Charles-Eric Bauer and Julie Guerrand are warranted since they are affiliated with the Hermes family, indirectly benefiting from the company's distortive voting structure (Items 13 and 15).
Hermes International SCA	Annual/Special	30-Apr-25	21	Management	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Capital	Against	Votes AGAINST Items 21, 22, 24, 25 and 26 are warranted as the possibility of use during a takeover period is not excluded.

Company Name	Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction	Rationale
Hermes International SCA	Annual/Special	30-Apr-25	22	Management	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 40 Percent of Issued Capital	Against	Votes AGAINST Items 21, 22, 24, 25 and 26 are warranted as the possibility of use during a takeover period is not excluded. Votes AGAINST the authorizations under Items 22, 24 and 26 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights.
Hermes International SCA	Annual/Special	30-Apr-25	24	Management	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to 20 Percent of Issued Capital	Against	Votes AGAINST Items 21, 22, 24, 25 and 26 are warranted as the possibility of use during a takeover period is not excluded. Votes AGAINST the authorizations under Items 22, 24 and 26 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights.
Hermes International SCA	Annual/Special	30-Apr-25	25	Management	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against	Votes AGAINST Items 21, 22, 24, 25 and 26 are warranted as the possibility of use during a takeover period is not excluded.
Hermes International SCA	Annual/Special	30-Apr-25	26	Management	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to 10 Percent of Issued Capital	Against	Votes AGAINST Items 21, 22, 24, 25 and 26 are warranted as the possibility of use during a takeover period is not excluded. Votes AGAINST the authorizations under Items 22, 24 and 26 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights.
Hermes International SCA	Annual/Special	30-Apr-25	27	Management	Delegate Powers to the Management Board to Decide on Merger, Spin-Off Agreement and Acquisition	Against	While the company has performed well under the leadership of the current team, these delegations are no considered to be in shareholders interests.
Hermes International SCA	Annual/Special	30-Apr-25	28	Management	Delegate Powers to the Management Board to Issue Shares up to 40 Percent of Issued Capital in Connection with Item 27 Above	Against	While the company has performed well under the leadership of the current team, these delegations are no considered to be in shareholders interests.
Muenchener Rueckversicherungs-Gesellschaft AG	Annual	30-Apr-25	3.1	Management	Approve Discharge of Management Board Member Joachim Wenning for Fiscal Year 2024	Against	Lead executive and concerns over the company's continued work in Oil&Gas refinancing
Muenchener Rueckversicherungs-Gesellschaft AG	Annual	30-Apr-25	4.31	Management	Approve Discharge of Supervisory Board Member Maximilian Zimmerer for Fiscal Year 2024	Against	Audit Committee chair and we have concerns over the company's continued re-insurance work within the Oil&Gas sector.
Muenchener Rueckversicherungs-Gesellschaft AG	Annual	30-Apr-25	6	Management	Approve Remuneration Report	Against	A vote FOR this resolution is warranted because the company's remuneration practices are broadly in line with market practice, and pay and performance appear reasonably aligned at this time. However, it is not without some concern: - Target compensation levels were increased by 10 percent for all executives to align with market levels, although the report does not detail the specific outcomes of the benchmarking exercise. - Contributions under legacy pension arrangements remain very high in the context of market practice. - One executive received a service anniversary award, albeit in a limited amount.

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Muenchener Rueckversicherungs-Gesellschaft AG	Annual	30-Apr-25	7	Management	Approve Remuneration Policy	Against	A vote FOR this resolution is warranted because the proposed remuneration policy is broadly in line with market practice and proposed changes are supported by explanations. However, it is not without some concerns: - Specific financial metrics are not defined for the STI, while specific ESG metrics are not defined for the LTI. - The rationale for the increase to the maximum annual compensation caps is somewhat limited considering the flexibility they would afford for compensation increases. - The derogation clause remains broadly formulated and allows for substantial flexibility.
EssilorLuxottica SA	Annual/Special	30-Apr-25	5	Management	Approve Compensation Report of Corporate Officers	Against	Remuneration schemes should not breach local good practice.
EssilorLuxottica SA	Annual/Special	30-Apr-25	6	Management	Approve Compensation of Francesco Milleri, Chairman and CEO	Against	CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's policy. Concerns over multiples of salary.
EssilorLuxottica SA	Annual/Special	30-Apr-25	7	Management	Approve Compensation of Paul du Saillant, Vice-CEO	Against	CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's policy.
EssilorLuxottica SA	Annual/Special	30-Apr-25	9	Management	Approve Remuneration Policy of Chairman and CEO	Against	Remuneration schemes should not breach local good practice. CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's policy.
EssilorLuxottica SA	Annual/Special	30-Apr-25	10	Management	Approve Remuneration Policy of Vice-CEO	Against	Remuneration schemes should not breach local good practice. CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's policy.
EssilorLuxottica SA	Annual/Special	30-Apr-25	14	Management	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against	Concerns - creeping control.
Unilever Plc	Annual	30-Apr-25	2	Management	Approve Remuneration Report	Against	Remuneration schemes should not breach local good practice. CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's policy.
Unilever Plc	Annual	30-Apr-25	6	Management	Re-elect Adrian Hennah as Director	Abstain	Unilever have not met the CA100+ fully expectations around disclosure of climate risk in their accounts. Whilst this would normally result in a vote against, this has been mitigated to an abstention due to the partial meeting of the expectations and good engagement on this subject during the year.
Unilever Plc	Annual	30-Apr-25	10	Management	Re-elect Ian Meakins as Director	Against	Concerns over sub-board level gender diversity. Concerns over lack of gender diversity in senior board roles.
Unilever Plc	Annual	30-Apr-25	12	Management	Reappoint KPMG LLP as Auditors	Abstain	KPMG's audit report did not meet the CA100+ fully expectations around assessment of climate risk in their accounts. Whilst this would normally result in a vote against, this has been mitigated to an abstention due to the partial meeting of the expectations and good engagement on this subject during the year with Unilever.

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London Stock Exchange Group plc	Annual	01-May-25	3	Management	Approve Remuneration Report	Against	Remuneration schemes should not breach local good practice. CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's policy.
London Stock Exchange Group plc	Annual	01-May-25	12	Management	Re-elect Don Robert as Director	Against	Board does not contain 40% gender diversity.
London Stock Exchange Group plc	Annual	01-May-25	14	Management	Re-elect William Vereker as Director	Against	Responsible for oversight of remuneration which does not comply with CCLA's policy.
Kerry Group Plc	Annual	01-May-25	5	Management	Approve Remuneration Report	Against	We did not support the new remuneration policy in 2024 due to concerns about increases in inequality within the business caused by the changes. The remuneration report this year has not allayed those concerns.
Hexagon AB	Annual	05-May-25	12.1	Management	Reelect Ola Rollen as Director	Against	Responsible for oversight of remuneration which does not comply with CCLA's policy.
Hexagon AB	Annual	05-May-25	12.2	Management	Reelect Marta Schorling Andreen as Director	Against	Votes AGAINST candidates Marta Schorling Andreen and Sofia Schorling Hogberg (Items 12.2 and 12.3) are warranted as they are representatives of a shareholder benefitting from a share structure of unequal voting rights.
Hexagon AB	Annual	05-May-25	12.3	Management	Reelect Sofia Schorling Hogberg as Director	Against	Votes AGAINST candidates Marta Schorling Andreen and Sofia Schorling Hogberg (Items 12.2 and 12.3) are warranted as they are representatives of a shareholder benefitting from a share structure of unequal voting rights.
Hexagon AB	Annual	05-May-25	12.10	Management	Reelect Ola Rollen as Board Chair	Against	Responsible for oversight of remuneration which does not comply with CCLA's policy.
Hexagon AB	Annual	05-May-25	14	Management	Approve Remuneration Report	Against	Variable remuneration schemes should prioritise long-term over short-term performance. Balance of short and long-term remuneration does not comply with CCLA's policy. 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 policy.
Hexagon AB	Annual	05-May-25	15	Management	Approve Performance Share Program 2025/2028 for Key Employees	Against	Scheme does not comply with CCLA's approach to remuneration policy.
Hexagon AB	Annual	05-May-25	16	Management	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against	Concerns - creeping control.
Danaher Corporation	Annual	06-May-25	1a	Management	Elect Director Rainer M. Blair	Against	Danaher is in tier 5 of the CCLA Mental Health Benchmark and hasn't responded to engagement. Additionally there are some concerns about a lack of robust climate action and reporting.
Danaher Corporation	Annual	06-May-25	1c	Management	Elect Director Linda Filler	Against	Board does not contain 40% gender diversity.

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Danaher Corporation	Annual	06-May-25	1e	Management	Elect Director Teri List	Against	Responsible for oversight of remuneration which does not comply with CCLA's policy. A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for failure to sufficiently address problematic pledging activity.
Danaher Corporation	Annual	06-May-25	1h	Management	Elect Director Steven M. Rales	Against	Executive chairman and no indication of temporary position.
Danaher Corporation	Annual	06-May-25	1i	Management	Elect Director A. Shane Sanders	Against	Concerns - audit independence. A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for failure to sufficiently address problematic pledging activity.
Danaher Corporation	Annual	06-May-25	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's policy. Concerns over multiples of salary.
S&P Global Inc.	Annual	07-May-25	1.5	Management	Elect Director Stephanie C. Hill	Against	Responsible for oversight of remuneration which does not comply with CCLA's policy.
S&P Global Inc.	Annual	07-May-25	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Remuneration schemes should not breach local good practice. CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's policy. Concerns over multiples of salary.
S&P Global Inc.	Annual	07-May-25	4	Shareholder	Amend Clawback Policy	For	The introduction of clawback into remuneration practice is seen as best practice.
Tritax Big Box REIT plc	Annual	07-May-25	8	Management	Re-elect Richard Laing as Director	Against	Concerns - audit independence.
AMETEK, Inc.	Annual	07-May-25	1b	Management	Elect Director David A. Zapico	Against	AMETEK score a level 3 on the TPI ranking which would normally result in an abstention on their CEO.
AMETEK, Inc.	Annual	07-May-25	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's policy. 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 policy. Concerns over multiples of salary.
TransUnion	Annual	07-May-25	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's policy. 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 policy. Concerns over multiples of salary.
Schneider Electric SE	Annual/Special	07-May-25	7	Management	Approve Compensation of Peter Herweck, CEO from January 1, 2024 to November 1, 2024	Against	Remuneration schemes should not breach local good practice. Concerns over multiples of salary.
Schneider Electric SE	Annual/Special	07-May-25	8	Management	Approve Compensation of Jean-Pascal Tricoire, Chairman of the Board	Against	Mr Tricoire was formerly an executive of the company and still benefits from vesting of rewards granted during that previous mandate. This, along

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							with his continued presence as a non-independent chair, is not good practice and as such a vote against is warranted.
Schneider Electric SE	Annual/Special	07-May-25	9	Management	Approve Remuneration Policy of CEO	Against	CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's policy.
Union Pacific Corporation	Annual	08-May-25	1a	Management	Elect Director David B. Dillon	Against	Concerns - audit independence.
Union Pacific Corporation	Annual	08-May-25	1b	Management	Elect Director Sheri H. Edison	Against	Board does not contain 40% gender diversity.
Union Pacific Corporation	Annual	08-May-25	1g	Management	Elect Director Doyle R. Simons	Against	Responsible for oversight of remuneration which does not comply with CCLA's policy.
Union Pacific Corporation	Annual	08-May-25	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's policy. Concerns over multiples of salary.
Union Pacific Corporation	Annual	08-May-25	4	Shareholder	Amend Clawback Policy	For	The introduction of clawback into remuneration practice is seen as best practice.
IDEX Corporation	Annual	08-May-25	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's policy. Concerns over multiples of salary.
IDEX Corporation	Annual	08-May-25	4	Shareholder	Report on Company's Hiring Practices with Respect to Formerly Incarcerated People	For	This type of report helps the company address any imbalance in their workforce diversity and allow investors to understand the effectiveness of the diversity policy adopted by the company.
Stryker Corporation	Annual	08-May-25	1c	Management	Elect Director Kevin A. Lobo	Against	In addition Stryker only score a level 3 on their TPI assessment and this would normally lead to an abstain vote per our policy.
Stryker Corporation	Annual	08-May-25	1g	Management	Elect Director Andrew K. Silvernail	Against	Concerns - audit independence.
Stryker Corporation	Annual	08-May-25	6	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's policy. 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 policy. Concerns over multiples of salary.
Stryker Corporation	Annual	08-May-25	7	Shareholder	Report on Political Contributions and Expenditures	For	The provision of a report on these matters is seen as an enhancement to shareholders understanding of the company's role in these matters.
CME Group Inc.	Annual	08-May-25	1a	Management	Elect Director Terrence A. Duffy	Against	Chair/CEO: no intention to separate.
CME Group Inc.	Annual	08-May-25	1d	Management	Elect Director Charles P. Carey	Against	Responsible for oversight of remuneration which does not comply with CCLA's policy.
CME Group Inc.	Annual	08-May-25	1h	Management	Elect Director Daniel G. Kaye	Against	Concerns - audit independence.

Company Name	Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction	Rationale
CME Group Inc.	Annual	08-May-25	1i	Management	Elect Director Phyllis M. Lockett	Against	Board does not contain 40% gender diversity. A vote AGAINST governance committee chair Phyllis Lockett is warranted given the problematic capital structure that negatively impacts shareholder rights.
CME Group Inc.	Annual	08-May-25	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's policy. 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 policy. Concerns over multiples of salary.
Avantor, Inc.	Annual	08-May-25	1e	Management	Elect Director Joseph Massaro	Against	Concerns - audit independence.
Avantor, Inc.	Annual	08-May-25	1h	Management	Elect Director Michael Severino	Against	Responsible for oversight of remuneration which does not comply with CCLA's policy.
Avantor, Inc.	Annual	08-May-25	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's policy. Concerns over multiples of salary.
InterContinental Hotels Group Plc	Annual	08-May-25	2	Management	Approve Remuneration Policy	Against	Remuneration schemes should not breach local good practice. CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's policy. Concerns over multiples of salary.
InterContinental Hotels Group Plc	Annual	08-May-25	3	Management	Approve Remuneration Report	Against	Remuneration schemes should not breach local good practice. Concerns over multiples of salary.
InterContinental Hotels Group Plc	Annual	08-May-25	5i	Management	Re-elect Angie Risley as Director	Against	Responsible for oversight of remuneration which does not comply with CCLA's policy.
Reckitt Benckiser Group Plc	Annual	08-May-25	2	Management	Approve Remuneration Report	Against	CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's policy.
Reckitt Benckiser Group Plc	Annual	08-May-25	3	Management	Approve Remuneration Policy	Against	CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's policy.
Reckitt Benckiser Group Plc	Annual	08-May-25	20	Management	Approve Long-Term Incentive Plan	Against	We are voting against the LTIP to be consistent with our vote on the remuneration policy.
Epiroc AB	Annual	08-May-25	8d	Management	Approve Remuneration Report	Against	ISS referred this vote to us due to a lack of performance targets disclosed in the remuneration report. This is a concern on its own but is exacerbated by the lack of independent directors on the Remuneration Committee. To mitigate this somewhat the remuneration approach is otherwise in line with our voting policy. As an abstention is not a valid instruction in this market a vote against on this proposal is warranted.
Epiroc AB	Annual	08-May-25	10a.2	Management	Reelect Johan Forssell as Director	Against	Concerns over director independence.
Epiroc AB	Annual	08-May-25	10a.5	Management	Reelect Ronnie Leten as Director	Against	Concerns over director independence.
Epiroc AB	Annual	08-May-25	10b	Management	Reelect Ronnie Leten as Board Chair	Against	Concerns over director independence.

Company Name	Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction	Rationale
Epiroc AB	Annual	08-May-25	12a	Management	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against	ISS referred this vote to us due to a lack of performance targets disclosed in the remuneration report. This is a concern on its own but is exacerbated by the lack of independent directors on the Remuneration Committee. To mitigate this somewhat the remuneration approach is otherwise in line with our voting policy. As an abstention is not a valid instruction in this market a vote against on this proposal is warranted.
Epiroc AB	Annual	08-May-25	13c	Management	Approve Equity Plan Financing Through Transfer of Class A Shares to Participants	Against	ISS referred this vote to us due to a lack of performance targets disclosed in the remuneration report. This is a concern on its own but is exacerbated by the lack of independent directors on the Remuneration Committee. To mitigate this somewhat the remuneration approach is otherwise in line with our voting policy. As an abstention is not a valid instruction in this market a vote against on this proposal is warranted.
Rightmove Plc	Annual	09-May-25	7	Management	Re-elect Andrew Fisher as Director	Against	Concerns over sub-board level gender diversity.
Admiral Group Plc	Annual	09-May-25	2	Management	Approve Remuneration Report	Against	CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's policy.
Admiral Group Plc	Annual	09-May-25	10	Management	Re-elect Karen Green as Director	Against	Responsible for oversight of remuneration which does not comply with CCLA's policy.
Arthur J. Gallagher & Co.	Annual	13-May-25	1a	Management	Elect Director Sherry Barrat	Against	Responsible for oversight of remuneration which does not comply with CCLA's policy. Responsible for oversight of remuneration which does not comply with at least three assessment principles under the CCLA's policy.
Arthur J. Gallagher & Co.	Annual	13-May-25	1f	Management	Elect Director Pat Gallagher	Against	Chair/CEO: no intention to separate.
Arthur J. Gallagher & Co.	Annual	13-May-25	1g	Management	Elect Director David Johnson	Against	Responsible for oversight of remuneration which does not comply with at least three assessment principles under the CCLA's policy.
Arthur J. Gallagher & Co.	Annual	13-May-25	1h	Management	Elect Director Chris Miskel	Against	Responsible for oversight of remuneration which does not comply with at least three assessment principles under the CCLA's policy. Board does not contain 40% gender diversity.
Arthur J. Gallagher & Co.	Annual	13-May-25	1i	Management	Elect Director Ralph Nicoletti	Against	Concerns - audit independence.
Arthur J. Gallagher & Co.	Annual	13-May-25	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's policy. Variable remuneration schemes should prioritise long-term over short-term performance. Balance of short and long-term remuneration does not comply with CCLA's policy. 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 policy. Concerns over multiples of salary.
Alexandria Real Estate Equities, Inc.	Annual	13-May-25	1a	Management	Elect Director Joel S. Marcus	Against	Executive chairman and no indication of temporary position.
Alexandria Real Estate Equities, Inc.	Annual	13-May-25	1b	Management	Elect Director Steven R. Hash	Against	Responsible for oversight of remuneration which does not comply with CCLA's policy.



Company Name	Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction	Rationale
Alexandria Real Estate Equities, Inc.	Annual	13-May-25	1d	Management	Elect Director James P. Cain	Against	Board does not contain 40% gender diversity. Concerns over lack of gender diversity in senior board roles.
Alexandria Real Estate Equities, Inc.	Annual	13-May-25	1f	Management	Elect Director Richard H. Klein	Against	Concerns - audit independence.
Alexandria Real Estate Equities, Inc.	Annual	13-May-25	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's policy. Concerns over multiples of salary.
Alexandria Real Estate Equities, Inc.	Annual	13-May-25	5	Shareholder	Adopt Simple Majority Vote	For	A simple majority vote is an example of best corporate governance practice.
Deutsche Boerse AG	Annual	14-May-25	9	Management	Approve Remuneration Policy	Against	CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's policy.
Deutsche Boerse AG	Annual	14-May-25	10	Management	Approve Remuneration Report	Against	CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's policy.
American Tower Corporation	Annual	14-May-25	1d	Management	Elect Director Kenneth R. Frank	Against	Board does not contain 40% gender diversity.
American Tower Corporation	Annual	14-May-25	1g	Management	Elect Director Grace D. Lieblein	Against	Responsible for oversight of remuneration which does not comply with CCLA's policy.
American Tower Corporation	Annual	14-May-25	1k	Management	Elect Director Bruce L. Tanner	Against	Concerns - audit independence.
American Tower Corporation	Annual	14-May-25	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's policy. Concerns over multiples of salary.
Universal Music Group NV	Annual	14-May-25	3.	Management	Approve Remuneration Report	Against	Remuneration schemes should not breach local good practice. CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's policy. 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 policy. Concerns over multiples of salary.
Universal Music Group NV	Annual	14-May-25	8.a.	Management	Reelect Sherry Lansing as Non-Executive Director	Against	Responsible for oversight of remuneration which does not comply with at least three assessment principles under the CCLA's policy.
Universal Music Group NV	Annual	14-May-25	9.	Management	Approve Remuneration Policy of Executive Board	Against	Remuneration schemes should not breach local good practice. CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's policy. 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 policy.
Universal Music Group NV	Annual	14-May-25	10.a.	Management	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against	Concerns - creeping control.
Spirax Group Plc	Annual	14-May-25	2	Management	Approve Remuneration Report	Against	Company is not Living Wage Accredited

Company Name	Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction	Rationale
Spirax Group Plc	Annual	14-May-25	15	Management	Re-elect Jane Kingston as Director	Against	Responsible for oversight of remuneration which does not comply with CCLA's approach.
Prudential Plc	Annual	14-May-25	2	Management	Approve Remuneration Report	Against	Company is not a Living Wage Accredited employer.
Prudential Plc	Annual	14-May-25	4	Management	Re-elect Anil Wadhvani as Director	Against	Company does not have adequate policies in place regarding the financing of fossil fuel expansion.
Prudential Plc	Annual	14-May-25	7	Management	Re-elect Chua Sock Koong as Director	Against	Responsible for remuneration that does not comply with CCLA's approach.
Prudential Plc	Annual	14-May-25	12	Management	Re-elect Jeanette Wong as Director	Against	Company does not have adequate policies in place regarding the financing of fossil fuel expansion.
O'Reilly Automotive, Inc.	Annual	15-May-25	1a	Management	Elect Director Greg Henslee	Against	In addition the company scored poorly on their assessment by the Transition Pathway Initiative. Whilst this would normally result in a negative vote outcome we have had good engagement with the company and thus have overridden this part of our policy on this occasion.
O'Reilly Automotive, Inc.	Annual	15-May-25	1c	Management	Elect Director Thomas T. Hendrickson	Against	Concerns - audit independence.
O'Reilly Automotive, Inc.	Annual	15-May-25	1g	Management	Elect Director Dana M. Perlman	Against	Board does not contain 40% gender diversity.
O'Reilly Automotive, Inc.	Annual	15-May-25	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes. Failure to disclose use of non-financials as a determinant of remuneration does not comply with CCLA's policy.
O'Reilly Automotive, Inc.	Annual	15-May-25	5	Shareholder	Amend Clawback Policy	For	The introduction of clawback into remuneration practice is seen as best practice.
The UNITE Group Plc	Annual	15-May-25	5	Management	Re-elect Richard Huntingford as Director	Against	Concerns over sub-board level gender diversity.
The UNITE Group Plc	Annual	15-May-25	17	Management	Approve Performance Share Plan	Against	Not a vote against policy. Our voting guidelines are that we will not support the removal of such dilution limits.
Marsh & McLennan Companies, Inc.	Annual	15-May-25	1a	Management	Elect Director Anthony K. Anderson	Against	Concerns - audit independence.
Marsh & McLennan Companies, Inc.	Annual	15-May-25	1b	Management	Elect Director John Q. Doyle	Abstain	Company is rated at Level 3 on the CCLA engagement framework's Climate Change sub theme. Mr Doyle is responsible for climate policy implementation so we will follow our policy and vote to abstain on his re-election.
Marsh & McLennan Companies, Inc.	Annual	15-May-25	1h	Management	Elect Director Steven A. Mills	Against	Responsible for oversight of remuneration which does not comply with CCLA's policy.
Marsh & McLennan Companies, Inc.	Annual	15-May-25	1i	Management	Elect Director Morton O. Schapiro	Against	Board does not contain 40% gender diversity. Concerns over lack of gender diversity in senior board roles.

Company Name	Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction	Rationale
Marsh & McLennan Companies, Inc.	Annual	15-May-25	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's policy. 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 policy. Concerns over multiples of salary.
Wolters Kluwer NV	Annual	15-May-25	2.c.	Management	Approve Remuneration Report	Against	CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's policy. Concerns over multiples of salary.
Wolters Kluwer NV	Annual	15-May-25	7.	Management	Approve Remuneration Policy of Executive Board	Against	CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's policy.
Intercontinental Exchange, Inc.	Annual	16-May-25	1e	Management	Elect Director Mark F. Mulhern	Against	Responsible for oversight of remuneration which does not comply with CCLA's policy.
Intercontinental Exchange, Inc.	Annual	16-May-25	1h	Management	Elect Director Jeffrey C. Sprecher	Against	Chair/CEO: no intention to separate.
Intercontinental Exchange, Inc.	Annual	16-May-25	1i	Management	Elect Director Judith A. Sprieser	Against	Concerns - audit independence.
Intercontinental Exchange, Inc.	Annual	16-May-25	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's policy. 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 policy. Concerns over multiples of salary.
Genuit Group Plc	Annual	19-May-25	2	Management	Approve Remuneration Report	Against	Not Living Wage accredited
Genuit Group Plc	Annual	19-May-25	8	Management	Re-elect Lisa Scenna as Director	Against	Responsible for oversight of remuneration which does not comply with our approach.
McDonald's Corporation	Annual	20-May-25	1c	Management	Elect Director Lloyd Dean	Against	Responsible for oversight of remuneration which does not comply with CCLA's policy.
McDonald's Corporation	Annual	20-May-25	1d	Management	Elect Director Catherine Engelbert	Against	Concerns - audit independence.
McDonald's Corporation	Annual	20-May-25	1g	Management	Elect Director Christopher Kempczinski	Against	Additionally we have been engaging with the company about a poor response to the findings of worker exploitation within some McDonalds' restaurants. Mr Kempczinski is responsible for the company and its approach to human capital management and given our concerns we have decided to vote against his re-election.
McDonald's Corporation	Annual	20-May-25	1i	Management	Elect Director Paul Walsh	Against	McDonalds has not fully met the requirements set out in a 2023 shareholder resolution on lobby payments that received majority support. As such we have voted against Mr Walsh's re-election as he is Chair of the Corporate Responsibility Committee that has oversight over this decision.
McDonald's Corporation	Annual	20-May-25	1k	Management	Elect Director Miles White	Against	Board does not contain 40% gender diversity.

Company Name	Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction	Rationale
McDonald's Corporation	Annual	20-May-25	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's policy. Concerns over multiples of salary.
McDonald's Corporation	Annual	20-May-25	5	Shareholder	Disclose an Assessment of Current Climate Transition Plans	For	The proponent's concerns regarding the company's Scope 3 emissions are founded and enhanced disclosure regarding its supply chain-related efforts would be beneficial.
Tradeweb Markets Inc.	Annual	20-May-25	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's policy. 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 policy. Concerns over multiples of salary.
Zoetis Inc.	Annual	21-May-25	1c	Management	Elect Director Frank A. D'Amelio	Against	Responsible for oversight of remuneration which does not comply with CCLA's policy.
Zoetis Inc.	Annual	21-May-25	1h	Management	Elect Director Gregory Norden	Against	Concerns - audit independence.
Zoetis Inc.	Annual	21-May-25	1i	Management	Elect Director Louise M. Parent	Against	Board does not contain 40% gender diversity.
Zoetis Inc.	Annual	21-May-25	1j	Management	Elect Director Kristin C. Peck	Abstain	Company does not meet the expected level in the Transition Pathway Initiative assessment.
Zoetis Inc.	Annual	21-May-25	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's policy. 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 policy. Concerns over multiples of salary.
Zoetis Inc.	Annual	21-May-25	4	Shareholder	Amend Right to Call Special Meeting	For	Shareholders are served by having the ability to hold directors to account via general meetings. As this resolution will improve that ability a vote in favour is warranted.
Thermo Fisher Scientific Inc.	Annual	21-May-25	1a	Management	Elect Director Marc N. Casper	Abstain	Whilst Thermo Fisher's ranking in the CCLA Mental Health Benchmark would normally warrant a vote against the CEO the company has been engaging with us. As such we have overridden our policy this time to an abstain. The abstention recognises it is not our policy to support a Chair/CEO with no intention to separate the roles.
Thermo Fisher Scientific Inc.	Annual	21-May-25	1b	Management	Elect Director Nelson J. Chai	Against	Concerns - audit independence.
Thermo Fisher Scientific Inc.	Annual	21-May-25	1d	Management	Elect Director C. Martin Harris	Against	Concerns over lack of gender diversity in senior board roles
Thermo Fisher Scientific Inc.	Annual	21-May-25	1l	Management	Elect Director Dion J. Weisler	Against	Responsible for oversight of remuneration which does not comply with CCLA's policy.
Thermo Fisher Scientific Inc.	Annual	21-May-25	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Remuneration schemes should not breach local good practice. CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's policy. Concerns over multiples of salary.

Company Name	Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction	Rationale
Thermo Fisher Scientific Inc.	Annual	21-May-25	4	Shareholder	Amend Right to Call Special Meeting	For	Shareholders are served by having the ability to hold directors to account via general meetings. As this resolution will improve that ability a vote in favour is warranted.
Amazon.com, Inc.	Annual	21-May-25	1a	Management	Elect Director Jeffrey P. Bezos	Against	Executive chairman and no indication of temporary position.
Amazon.com, Inc.	Annual	21-May-25	1b	Management	Elect Director Andrew R. Jassy	Abstain	
Amazon.com, Inc.	Annual	21-May-25	1d	Management	Elect Director Edith W. Cooper	Against	Ms Cooper is responsible for overseeing the company's approach to human capital management. Our vote against her election is based on our concerns on the company's current strategy and approach to Freedom of Association and Collective Bargaining.
Amazon.com, Inc.	Annual	21-May-25	1h	Management	Elect Director Indra K. Nooyi	Against	Concerns - audit independence.
Amazon.com, Inc.	Annual	21-May-25	1i	Management	Elect Director Jonathan J. Rubinstein	Against	Board does not contain 40% gender diversity.
Amazon.com, Inc.	Annual	21-May-25	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Remuneration schemes should not breach local good practice. CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's policy.
Amazon.com, Inc.	Annual	21-May-25	4	Shareholder	Adopt Mandatory Policy Separating the Roles of CEO and Board Chair	For	Separation of roles is considered best practice and part of CCLA voting policy.
Amazon.com, Inc.	Annual	21-May-25	6	Shareholder	Disclose All Material Scope 3 Emissions	For	Greater disclosure of scope 3 emissions would be of benefit in targeting reductions.
Amazon.com, Inc.	Annual	21-May-25	7	Shareholder	Report on Impact of Data Centers on Climate Commitments	For	A vote AGAINST this proposal is warranted. The company appears to provide sufficient details related to its sustainability initiatives focused on reducing the carbon footprint of its data centers and related metrics to gauge its progress towards achieving its climate goals.
Amazon.com, Inc.	Annual	21-May-25	8	Shareholder	Commission Third Party Assessment of Board Oversight of Human Rights Risks of AI	For	The proposal raises some valid questions as to how the board is planning to both meet Amazon's climate commitments and expand energy intensive product lines. As such the requested report would be beneficial to shareholders and vote in favour is warranted.
Amazon.com, Inc.	Annual	21-May-25	9	Shareholder	Report on Efforts to Reduce Plastic Packaging	For	The provision of a report on these matters is seen as an enhancement to shareholders understanding of the company's role in these matters.
Amazon.com, Inc.	Annual	21-May-25	10	Shareholder	Commission Independent Audit and Report on Warehouse Working Conditions	For	The provision of a report on these matters is seen as an enhancement to shareholders understanding of the company's role in these matters.
Amazon.com, Inc.	Annual	21-May-25	11	Shareholder	Report on Unethical Use of External Data in Development of AI Products	For	The requested report would provide greater insight in Amazon's approach to the use of personal data and the risks improper use poses.

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Greggs Plc	Annual	21-May-25	13	Management	Approve Remuneration Report	Against	Not Living Wage Accredited. Engagement with Greggs on the issue of the Living Wage Accreditation continues. Whilst we won't support the Remuneration Report due to the lack of accreditation we have acknowledged that the company is still in discussion with ourselves and the Living Wage Foundation about this. As such we have supported the election of the Remuneration Committee chair again this year.
Partners Group Holding AG	Annual	21-May-25	4	Management	Approve Remuneration Report	Against	Concerns over multiples of salary - the nominal pool for CEO pay is 10x base salary.
Partners Group Holding AG	Annual	21-May-25	6.1.1	Management	Reelect Steffen Meister as Director and Board Chair	Against	Executive chairman and no indication of temporary position.
Partners Group Holding AG	Annual	21-May-25	6.1.8	Management	Reelect Flora Zhao as Director	Against	Board does not contain 40% gender diversity.
Partners Group Holding AG	Annual	21-May-25	6.2.1	Management	Reappoint Flora Zhao as Member of the Nomination and Compensation Committee	Against	Board does not contain 40% gender diversity.
Partners Group Holding AG	Annual	21-May-25	7	Management	Transact Other Business (Voting)	Against	A vote AGAINST is warranted because: - This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and - The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.
The Home Depot, Inc.	Annual	22-May-25	1c	Management	Elect Director Jeffery H. Boyd	Against	Board does not contain 40% gender diversity. Concerns over lack of gender diversity in senior board roles.
The Home Depot, Inc.	Annual	22-May-25	1e	Management	Elect Director J. Frank Brown	Against	Concerns - audit independence.
The Home Depot, Inc.	Annual	22-May-25	1f	Management	Elect Director Edward P. Decker	Against	Chair/CEO: no intention to separate.
The Home Depot, Inc.	Annual	22-May-25	1g	Management	Elect Director Wayne M. Hewett	Against	Responsible for oversight of remuneration which does not comply with CCLA's policy.
The Home Depot, Inc.	Annual	22-May-25	2	Management	Ratify KPMG LLP as Auditors	Against	Our voting policy is not to support the reappointment of the auditors at companies with a high carbon impact where the audit report fails to adequately address climate change risk.
The Home Depot, Inc.	Annual	22-May-25	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's policy. 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 policy. Concerns over multiples of salary.
The Home Depot, Inc.	Annual	22-May-25	4	Shareholder	Require Independent Board Chair	For	Separation of roles is considered best practice and part of CCLA voting policy.

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The Home Depot, Inc.	Annual	22-May-25	5	Shareholder	Disclose a Biodiversity Impact and Dependency Assessment	For	The company scores poorly on the Nature Action 100 benchmark assessment. As supporters of the NA100 framework the requested report would be beneficial to us and to the company.
The Home Depot, Inc.	Annual	22-May-25	6	Shareholder	Report on Efforts to Reduce Plastic Use	For	The provision of a report on these matters is seen as an enhancement to shareholders understanding of the company's role in these matters.
ServiceNow, Inc.	Annual	22-May-25	1a	Management	Elect Director Susan L. Bostrom	Against	Responsible for oversight of remuneration which does not comply with CCLA's policy.
ServiceNow, Inc.	Annual	22-May-25	1b	Management	Elect Director Teresa Briggs	Against	Concerns - audit independence.
ServiceNow, Inc.	Annual	22-May-25	1g	Management	Elect Director William R. McDermott	Abstain	The company is in tier 4 of the CCLA Mental Health Benchmark but have been engaging with us during the year. In light of this we are overriding our normal against vote. However the positions of CEO and Chair are still combined so we have not fully support this proposal.
ServiceNow, Inc.	Annual	22-May-25	1i	Management	Elect Director Anita M. Sands	Against	Board does not contain 40% gender diversity.
ServiceNow, Inc.	Annual	22-May-25	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's policy. Concerns over multiples of salary.
ServiceNow, Inc.	Annual	22-May-25	6	Shareholder	Amend Bylaws Regarding Right to Cure Purported Nomination Defects	For	Shareholders are served by having the ability to hold directors to account via general meetings. As this resolution will improve that ability a vote in favour is warranted.
ServiceNow, Inc.	Annual	22-May-25	7	Shareholder	Amend Right to Call Special Meeting	For	Shareholders are served by having the ability to hold directors to account via general meetings and shareholder resolutions. This resolution will put some helpful guardrails in place so that they are not dismissed on a technicality.
Intertek Group Plc	Annual	22-May-25	2	Management	Approve Remuneration Policy	Against	Remuneration schemes should not breach local good practice. 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 policy.
Intertek Group Plc	Annual	22-May-25	3	Management	Approve Remuneration Report	Against	Concerns over multiples of salary.
Intertek Group Plc	Annual	22-May-25	8	Management	Re-elect Andrew Martin as Director	Against	Board does not contain 40% gender diversity. Concerns over sub-board level gender diversity. Concerns over lack of gender diversity in senior board roles.
Intertek Group Plc	Annual	22-May-25	23	Management	Amend Long Term Incentive Plan	Against	We have voted against this proposal for consistency with our views on the proposed remuneration policy (item 2).
Judges Scientific Plc	Annual	22-May-25	2	Management	Approve Remuneration Report	Against	Not Living Wage Accredited.
Judges Scientific Plc	Annual	22-May-25	3	Management	Approve Remuneration Policy	Against	Not Living Wage Accredited.
Judges Scientific Plc	Annual	22-May-25	4	Management	Re-elect Ralph Elman as Director	Abstain	Concerns over director independence.

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Company Name	Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction	Rationale
Judges Scientific Plc	Annual	22-May-25	8	Management	Re-elect Charles Holroyd as Director	Against	Responsible for remuneration that does not comply with CCLA's approach.
Trane Technologies Plc	Annual	05-Jun-25	1a	Management	Elect Director Kirk E. Arnold	Against	Responsible for oversight of remuneration which does not comply with CCLA's policy.
Trane Technologies Plc	Annual	05-Jun-25	1j	Management	Elect Director David S. Regnery	Against	Chair/CEO: no intention to separate.
Trane Technologies Plc	Annual	05-Jun-25	1l	Management	Elect Director John P. Surma	Against	Additionally we are concerned that the financial statements do not make adequate mention of the financial risks posed by a changing climate.
Trane Technologies Plc	Annual	05-Jun-25	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's policy. 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 policy. Concerns over multiples of salary.
Trane Technologies Plc	Annual	05-Jun-25	3	Management	Ratify PricewaterhouseCoopers LLP as Auditors and Authorise Their Remuneration	Against	Our voting policy is not to support the reappointment of the auditors at companies with a high carbon impact where the audit report fails to adequately address climate change risk.
The TJX Companies, Inc.	Annual	10-Jun-25	1c	Management	Elect Director Rosemary T. Berkery	Against	Responsible for oversight of remuneration which does not comply with CCLA's policy.
The TJX Companies, Inc.	Annual	10-Jun-25	1f	Management	Elect Director Ernie Herrman	Abstain	Company does not reach the required TPI management score leading to an abstention on the CEO's re-election.
The TJX Companies, Inc.	Annual	10-Jun-25	1g	Management	Elect Director Amy B. Lane	Against	Concerns - audit independence.
The TJX Companies, Inc.	Annual	10-Jun-25	1h	Management	Elect Director Carol Meyrowitz	Against	Executive chairman and no indication of temporary position.
The TJX Companies, Inc.	Annual	10-Jun-25	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's policy. 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 policy. Concerns over multiples of salary.
Roper Technologies, Inc.	Annual	10-Jun-25	1.8	Management	Elect Director Laura G. Thatcher	Against	Responsible for oversight of remuneration which does not comply with CCLA's policy.
Roper Technologies, Inc.	Annual	10-Jun-25	1.9	Management	Elect Director Richard F. Wallman	Against	Concerns - audit independence.
Roper Technologies, Inc.	Annual	10-Jun-25	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's policy. 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 policy. Concerns over multiples of salary.



Company Name	Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction	Rationale
NXP Semiconductors N.V.	Annual	11-Jun-25	3a	Management	Reelect Kurt Sievers as Executive Director	Abstain	Company does not meet the expected TPI management score.
NXP Semiconductors N.V.	Annual	11-Jun-25	3i	Management	Reelect Gregory Summe as Non-Executive Director	Against	Responsible for oversight of remuneration which does not comply with CCLA's policy.
NXP Semiconductors N.V.	Annual	11-Jun-25	9	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's policy. Concerns over multiples of salary.
Ingersoll Rand Inc.	Annual	12-Jun-25	1a	Management	Elect Director Vicente Reynal	Against	Chair/CEO: no intention to separate.
Ingersoll Rand Inc.	Annual	12-Jun-25	1b	Management	Elect Director William P. Donnelly	Against	Board does not contain 40% gender diversity. Concerns over lack of gender diversity in senior board roles.
Ingersoll Rand Inc.	Annual	12-Jun-25	1d	Management	Elect Director John Humphrey	Against	Concerns - audit independence.
Ingersoll Rand Inc.	Annual	12-Jun-25	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's policy. 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 policy. Concerns over multiples of salary.
Fortinet, Inc.	Annual	13-Jun-25	1.1	Management	Elect Director Ken Xie	Against	Chair/CEO: no intention to separate.
Fortinet, Inc.	Annual	13-Jun-25	1.3	Management	Elect Director Kenneth A. Goldman	Against	Concerns - audit independence.
Fortinet, Inc.	Annual	13-Jun-25	1.7	Management	Elect Director William H. Neukom	Against	Board does not contain 40% gender diversity.
Fortinet, Inc.	Annual	13-Jun-25	1.8	Management	Elect Director Judith Sim	Against	Responsible for oversight of remuneration which does not comply with CCLA's policy.
Fortinet, Inc.	Annual	13-Jun-25	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's policy. 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 policy. Concerns over multiples of salary.
Fortinet, Inc.	Annual	13-Jun-25	4	Shareholder	Require Independent Board Chair	For	Separation of roles is considered best practice and part of CCLA voting policy.
Informa Plc	Annual	19-Jun-25	13	Management	Approve Remuneration Report	Against	When combined with the increases in potential long term award made last year, the increases to executive's base salary and potential for a windfall from the LTIP this year collectively warrant a vote against.
Mastercard Incorporated	Annual	24-Jun-25	1a	Management	Elect Director Merit E. Janow	Against	Board does not contain 40% gender diversity.
Mastercard Incorporated	Annual	24-Jun-25	1c	Management	Elect Director Richard K. Davis	Against	Responsible for oversight of remuneration which does not comply with CCLA's policy.

Company Name	Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction	Rationale
Mastercard Incorporated	Annual	24-Jun-25	1d	Management	Elect Director Julius Genachowski	Against	Concerns - audit independence.
Mastercard Incorporated	Annual	24-Jun-25	1g	Management	Elect Director Michael Miebach	Abstain	Company does not meet our expectations regarding their score on the Transition Pathway Initiative.
Mastercard Incorporated	Annual	24-Jun-25	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's policy. 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 policy. Concerns over multiples of salary.
Mastercard Incorporated	Annual	24-Jun-25	7	Shareholder	Oversee and Report on a Racial Equity Audit	For	Greater detail on the company's approach to racial equity would be beneficial to shareholders and we believe there is insufficient company information available.
Mastercard Incorporated	Annual	24-Jun-25	8	Shareholder	Report on Discrimination Risks of Affirmative Action Initiatives	For	The board appear to have taken adequate steps with regards to minimising the legal risks from discrimination.
ANSYS, Inc.	Annual	27-Jun-25	1C	Management	Elect Director Jim Frankola	Against	Concerns - audit independence.
ANSYS, Inc.	Annual	27-Jun-25	1G	Management	Elect Director Ravi Vijayaraghavan	Against	Board does not contain 40% gender diversity. Concerns over lack of gender diversity in senior board roles.
ANSYS, Inc.	Annual	27-Jun-25	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's policy. 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 policy. Concerns over multiples of salary.
ANSYS, Inc.	Annual	27-Jun-25	4	Shareholder	Provide Right to Act by Written Consent	For	The ability to act by written consent would enhance shareholder rights.

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

Company Name	Type	Meeting Date	Proposal Number	Proposal Text	Vote Instruction	Rationale
Rio Tinto Plc	Annual	03-Apr-25	24	Shareholder Requisitioned Resolution That the Company Instigates an Independent Review into the Possible Unification of the Dual-listed Structure into a Single Australian-domiciled Holding Company and Publishes the Results of that Review	For	A vote FOR the shareholder resolution is considered warranted, as a public report from a recognised independent expert would help shareholders understand the basis for the Company's position on the issue.
Synopsys, Inc.	Annual	10-Apr-25	6	Submit Severance Agreement to Shareholder Vote	For	Shareholder approval of executive remuneration is considered best practice.

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Company Name	Type	Meeting Date	Proposal Number	Proposal Text	Vote Instruction	Rationale
Texas Instruments Incorporated	Annual	17-Apr-25	4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	A vote FOR this proposal is warranted as the proposed 10 percent ownership threshold to call a special meeting would enhance shareholder ability to utilize the right, and the likelihood of its abuse is low.
Johnson & Johnson	Annual	24-Apr-25	4	Submit Severance Agreement to Shareholder Vote	For	It is considered best practice for executive remuneration, including severance arrangements, to be submitted for shareholder approval
Johnson & Johnson	Annual	24-Apr-25	5	Oversee and Report Human Rights Impact Assessment	For	We would welcome further detail on how the company considers access to medicines in its pricing practices and lobbying activities.
DiaSorin SpA	Annual	28-Apr-25	3.1	Fix Number of Directors	For	A vote FOR this item is warranted because the proposed board size has been disclosed, and no concerns have been noticed.
DiaSorin SpA	Annual	28-Apr-25	3.2	Fix Board Terms for Directors	For	This item warrants a vote FOR as it is routine and non-contentious.
DiaSorin SpA	Annual	28-Apr-25	3.3	Slate 1 Submitted by IP Investimenti e Partecipazioni Srl	Against	This item warrants a vote AGAINST because board independence will be lower than 50 percent after this election.
DiaSorin SpA	Annual	28-Apr-25	3.4	Approve Remuneration of Directors	For	This item warrants a vote FOR because the proposed remuneration has been disclosed, and no material concerns have been noticed.
DiaSorin SpA	Annual	28-Apr-25	4.1.1	Slate 1 Submitted by IP Investimenti e Partecipazioni Srl	Against	This item warrants a vote AGAINST because: - Shareholders can support only one slate. - Slate 2 is likely to better represent the interests of global institutional investors and minority shareholders.
DiaSorin SpA	Annual	28-Apr-25	4.1.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	For	This item warrants a vote FOR because: - Shareholders can support only one slate. - This slate has been proposed by institutional investors, and these nominees could therefore be the best positioned to represent the interests of minority shareholders and carryout effective oversight on the management's behavior. - Candidates on this slate have agreed to abide by the chart of corporate governance principles adopted by Assogestioni.
DiaSorin SpA	Annual	28-Apr-25	4.2	Appoint Chairman of Internal Statutory Auditors	For	This item warrants a vote FOR because this is a non-contentious proposal.
DiaSorin SpA	Annual	28-Apr-25	4.3	Approve Internal Auditors' Remuneration	For	This item warrants a vote FOR because the proposed remuneration has been disclosed, and no concerns have been noticed.
Recordati SpA	Annual	29-Apr-25	2.a	Fix Number of Directors	For	A vote FOR this item is warranted because the proposed board size has been disclosed, and no concerns have been noticed.

Company Name	Type	Meeting Date	Proposal Number	Proposal Text	Vote Instruction	Rationale
Recordati SpA	Annual	29-Apr-25	2.b	Fix Board Terms for Directors	For	This item warrants a vote FOR as it is routine and non-contentious.
Recordati SpA	Annual	29-Apr-25	2.c	Slate Submitted by Rossini Sarl	Against	Vote AGAINST because the board will be insufficiently independent after this election.
The Coca-Cola Company	Annual	30-Apr-25	4	Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	For	The provision of a report on non-sugar sweeteners would seem a prudent response to emerging research and potential risks. It thus warrants support.
The Coca-Cola Company	Annual	30-Apr-25	5	Report on Food Waste Management and Targets to Reduce Food Waste	For	There are multiple benefits to the company to reducing food waste, particularly focused on the cafes it runs. As such support for this proposal is warranted.
The Coca-Cola Company	Annual	30-Apr-25	6	Establish a Board Committee on Improper Influence	Against	Our investment processes, stewardship practice and responsibilities to our clients require our speaking to companies, including Coca-Cola, about issues the proponent would appear to oppose discussion about. As such we cannot support this proposal.
The Coca-Cola Company	Annual	30-Apr-25	7	Consider Abolishing DEI Goals from Compensation Inducements	Against	We are supportive of increased diversity, equity and inclusion. Additionally, the company's response to the proponent provides a compelling argument that they are already meeting the terms of the proposal.
The Coca-Cola Company	Annual	30-Apr-25	8	Report on Impacts Related to Associating Brand with Politically Divisive Events	Against	Our default position on this resolution would be to support as the proponent is a PRI signatory. However, a vote AGAINST this proposal is warranted in this instance. The company provides sufficient disclosures on its marketing and advertising policies and its public policy process.
The Coca-Cola Company	Annual	30-Apr-25	9	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	Against	A vote AGAINST this resolution is warranted as the company provides adequate disclosures related to its advertising and non-discrimination policies.
S&P Global Inc.	Annual	07-May-25	4	Amend Clawback Policy	For	The introduction of clawback into remuneration practice is seen as best practice.
Union Pacific Corporation	Annual	08-May-25	4	Amend Clawback Policy	For	The introduction of clawback into remuneration practice is seen as best practice.
IDEX Corporation	Annual	08-May-25	4	Report on Company's Hiring Practices with Respect to Formerly Incarcerated People	For	This type of report helps the company address any imbalance in their workforce diversity and allow investors to understand the effectiveness of the diversity policy adopted by the company.
Stryker Corporation	Annual	08-May-25	7	Report on Political Contributions and Expenditures	For	The provision of a report on these matters is seen as an enhancement to shareholders understanding of the company's role in these matters.

Company Name	Type	Meeting Date	Proposal Number	Proposal Text	Vote Instruction	Rationale
Alexandria Real Estate Equities, Inc.	Annual	13-May-25	5	Adopt Simple Majority Vote	For	A simple majority vote is an example of best corporate governance practice.
O'Reilly Automotive, Inc.	Annual	15-May-25	5	Amend Clawback Policy	For	The introduction of clawback into remuneration practice is seen as best practice.
McDonald's Corporation	Annual	20-May-25	4	Report on Risks of Discriminating Against Ad Buyers and Sellers Based on Religious/Political Views	Against	A vote AGAINST this resolution is warranted as the company provides adequate disclosures related to its advertising and non-discrimination policies.
McDonald's Corporation	Annual	20-May-25	5	Disclose an Assessment of Current Climate Transition Plans	For	The proponent's concerns regarding the company's Scope 3 emissions are founded and enhanced disclosure regarding its supply chain-related efforts would be beneficial.
McDonald's Corporation	Annual	20-May-25	6	Consider Eliminating DEI Goals from Compensation Plan Incentives	Against	We are supportive of increased diversity, equity and inclusion. Additionally, the company's response to the proponent provides a compelling argument that they are already meeting the terms of the proposal.
Zoetis Inc.	Annual	21-May-25	4	Amend Right to Call Special Meeting	For	Shareholders are served by having the ability to hold directors to account via general meetings. As this resolution will improve that ability a vote in favour is warranted.
Thermo Fisher Scientific Inc.	Annual	21-May-25	4	Amend Right to Call Special Meeting	For	Shareholders are served by having the ability to hold directors to account via general meetings. As this resolution will improve that ability a vote in favour is warranted.
Amazon.com, Inc.	Annual	21-May-25	4	Adopt Mandatory Policy Separating the Roles of CEO and Board Chair	For	Separation of roles is considered best practice and part of CCLA voting policy.
Amazon.com, Inc.	Annual	21-May-25	5	Report on Risks of Discrimination Against Ad Buyers and Sellers Based on Religious/Political Views	Against	A vote AGAINST this resolution is warranted as the company provides adequate disclosures related to its advertising and non-discrimination policies.
Amazon.com, Inc.	Annual	21-May-25	6	Disclose All Material Scope 3 Emissions	For	Greater disclosure of scope 3 emissions would be of benefit in targeting reductions.
Amazon.com, Inc.	Annual	21-May-25	7	Report on Impact of Data Centers on Climate Commitments	For	A vote AGAINST this proposal is warranted. The company appears to provide sufficient details related to its sustainability initiatives focused on reducing the carbon footprint of its data centers and related metrics to gauge its progress towards achieving its climate goals.
Amazon.com, Inc.	Annual	21-May-25	8	Commission Third Party Assessment of Board Oversight of Human Rights Risks of AI	For	The proposal raises some valid questions as to how the board is planning to both meet Amazon's climate commitments and expand energy intensive product lines. As such the requested report would be beneficial to shareholders and vote in favour is warranted.

Company Name	Type	Meeting Date	Proposal Number	Proposal Text	Vote Instruction	Rationale
Amazon.com, Inc.	Annual	21-May-25	9	Report on Efforts to Reduce Plastic Packaging	For	The provision of a report on these matters is seen as an enhancement to shareholders understanding of the company's role in these matters.
Amazon.com, Inc.	Annual	21-May-25	10	Commission Independent Audit and Report on Warehouse Working Conditions	For	The provision of a report on these matters is seen as an enhancement to shareholders understanding of the company's role in these matters.
Amazon.com, Inc.	Annual	21-May-25	11	Report on Unethical Use of External Data in Development of AI Products	For	The requested report would provide greater insight in Amazon's approach to the use of personal data and the risks improper use poses.
The Home Depot, Inc.	Annual	22-May-25	4	Require Independent Board Chair	For	Separation of roles is considered best practice and part of CCLA voting policy.
The Home Depot, Inc.	Annual	22-May-25	5	Disclose a Biodiversity Impact and Dependency Assessment	For	The company scores poorly on the Nature Action 100 benchmark assessment. As supporters of the NA100 framework the requested report would be beneficial to us and to the company.
The Home Depot, Inc.	Annual	22-May-25	6	Report on Efforts to Reduce Plastic Use	For	The provision of a report on these matters is seen as an enhancement to shareholders understanding of the company's role in these matters.
ServiceNow, Inc.	Annual	22-May-25	6	Amend Bylaws Regarding Right to Cure Purported Nomination Defects	For	Shareholders are served by having the ability to hold directors to account via general meetings. As this resolution will improve that ability a vote in favour is warranted.
ServiceNow, Inc.	Annual	22-May-25	7	Amend Right to Call Special Meeting	For	Shareholders are served by having the ability to hold directors to account via general meetings and shareholder resolutions. This resolution will put some helpful guardrails in place so that they are not dismissed on a technicality.
Fortinet, Inc.	Annual	13-Jun-25	4	Require Independent Board Chair	For	Separation of roles is considered best practice and part of CCLA voting policy.
Mastercard Incorporated	Annual	24-Jun-25	7	Oversee and Report on a Racial Equity Audit	For	Greater detail on the company's approach to racial equity would be beneficial to shareholders and we believe there is insufficient company information available.
Mastercard Incorporated	Annual	24-Jun-25	8	Report on Discrimination Risks of Affirmative Action Initiatives	For	The board appear to have taken adequate steps with regards to minimising the legal risks from discrimination.
ANSYS, Inc.	Annual	27-Jun-25	4	Provide Right to Act by Written Consent	For	The ability to act by written consent would enhance shareholder rights.

## Section 5d: All vote instructions

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Rio Tinto Plc	Annual	03-Apr-25	1	Management	Accept Financial Statements and Statutory Reports	For
Rio Tinto Plc	Annual	03-Apr-25	2	Management	Approve Remuneration Report for UK Law Purposes	Against
Rio Tinto Plc	Annual	03-Apr-25	3	Management	Approve Remuneration Report for Australian Law Purposes	Against
Rio Tinto Plc	Annual	03-Apr-25	4	Management	Elect Sharon Thorne as Director	For
Rio Tinto Plc	Annual	03-Apr-25	5	Management	Re-elect Dominic Barton as Director	For
Rio Tinto Plc	Annual	03-Apr-25	6	Management	Re-elect Peter Cunningham as Director	For
Rio Tinto Plc	Annual	03-Apr-25	7	Management	Re-elect Dean Dalla Valle as Director	For
Rio Tinto Plc	Annual	03-Apr-25	8	Management	Re-elect Simon Henry as Director	Abstain
Rio Tinto Plc	Annual	03-Apr-25	9	Management	Re-elect Susan Lloyd-Hurwitz as Director	For
Rio Tinto Plc	Annual	03-Apr-25	10	Management	Re-elect Martina Merz as Director	For
Rio Tinto Plc	Annual	03-Apr-25	11	Management	Re-elect Jennifer Nason as Director	For
Rio Tinto Plc	Annual	03-Apr-25	12	Management	Re-elect Joc O'Rourke as Director	For
Rio Tinto Plc	Annual	03-Apr-25	13	Management	Re-elect Jakob Stausholm as Director	Abstain
Rio Tinto Plc	Annual	03-Apr-25	14	Management	Re-elect Ngaire Woods as Director	For
Rio Tinto Plc	Annual	03-Apr-25	15	Management	Re-elect Ben Wyatt as Director	For
Rio Tinto Plc	Annual	03-Apr-25	16	Management	Reappoint KPMG LLP as Auditors	For
Rio Tinto Plc	Annual	03-Apr-25	17	Management	Authorise Audit & Risk Committee to Fix Remuneration of Auditors	For
Rio Tinto Plc	Annual	03-Apr-25	18	Management	Authorise UK Political Donations and Expenditure	For

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Rio Tinto Plc	Annual	03-Apr-25	19	Management	Approve Climate Action Plan	Abstain
Rio Tinto Plc	Annual	03-Apr-25	20	Management	Authorise Issue of Equity	For
Rio Tinto Plc	Annual	03-Apr-25	21	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Rio Tinto Plc	Annual	03-Apr-25	22	Management	Authorise Market Purchase of Ordinary Shares	For
Rio Tinto Plc	Annual	03-Apr-25	23	Management	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Rio Tinto Plc	Annual	03-Apr-25	24	Shareholder	Shareholder Requisitioned Resolution That the Company Instigates an Independent Review into the Possible Unification of the Dual-listed Structure into a Single Australian-domiciled Holding Company and Publishes the Results of that Review	For
Zurich Insurance Group AG	Annual	09-Apr-25	1.1	Management	Accept Financial Statements and Statutory Reports	For
Zurich Insurance Group AG	Annual	09-Apr-25	1.2	Management	Approve Remuneration Report	Against
Zurich Insurance Group AG	Annual	09-Apr-25	1.3	Management	Approve Sustainability Report	Against
Zurich Insurance Group AG	Annual	09-Apr-25	2	Management	Approve Allocation of Income and Dividends of CHF 28.00 per Share	For
Zurich Insurance Group AG	Annual	09-Apr-25	3	Management	Approve Discharge of Board and Senior Management	For
Zurich Insurance Group AG	Annual	09-Apr-25	4.1.a	Management	Reelect Michel Lies as Director and Board Chair	Against
Zurich Insurance Group AG	Annual	09-Apr-25	4.1.b	Management	Reelect Joan Amble as Director	For
Zurich Insurance Group AG	Annual	09-Apr-25	4.1.c	Management	Reelect Catherine Bessant as Director	Against
Zurich Insurance Group AG	Annual	09-Apr-25	4.1.d	Management	Reelect Christoph Franz as Director	Against



Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Zurich Insurance Group AG	Annual	09-Apr-25	4.1.e	Management	Reelect Michael Halbherr as Director	For
Zurich Insurance Group AG	Annual	09-Apr-25	4.1.h	Management	Reelect Sabine Keller-Busse as Director	For
Zurich Insurance Group AG	Annual	09-Apr-25	4.1.i	Management	Reelect Kishore Mahbubani as Director	For
Zurich Insurance Group AG	Annual	09-Apr-25	4.1.j	Management	Reelect Peter Maurer as Director	For
Zurich Insurance Group AG	Annual	09-Apr-25	4.1.k	Management	Reelect John Rafter as Director	For
Zurich Insurance Group AG	Annual	09-Apr-25	4.1.l	Management	Reelect Jasmin Staiblin as Director	For
Zurich Insurance Group AG	Annual	09-Apr-25	4.1.m	Management	Reelect Barry Stowe as Director	For
Zurich Insurance Group AG	Annual	09-Apr-25	4.1.n	Management	Elect Thomas Jordan as Director	For
Zurich Insurance Group AG	Annual	09-Apr-25	4.2.1	Management	Reappoint Michel Lies as Member of the Compensation Committee	Against
Zurich Insurance Group AG	Annual	09-Apr-25	4.2.2	Management	Reappoint Catherine Bessant as Member of the Compensation Committee	For
Zurich Insurance Group AG	Annual	09-Apr-25	4.2.3	Management	Reappoint Christoph Franz as Member of the Compensation Committee	Against
Zurich Insurance Group AG	Annual	09-Apr-25	4.2.4	Management	Reappoint Sabine Keller-Busse as Member of the Compensation Committee	For
Zurich Insurance Group AG	Annual	09-Apr-25	4.2.5	Management	Reappoint Kishore Mahbubani as Member of the Compensation Committee	For
Zurich Insurance Group AG	Annual	09-Apr-25	4.2.6	Management	Reappoint Jasmin Staiblin as Member of the Compensation Committee	For
Zurich Insurance Group AG	Annual	09-Apr-25	4.3	Management	Designate Keller AG as Independent Proxy	For
Zurich Insurance Group AG	Annual	09-Apr-25	4.4	Management	Ratify Ernst & Young AG as Auditors	For
Zurich Insurance Group AG	Annual	09-Apr-25	5.1	Management	Approve Remuneration of Directors in the Amount of CHF 6 Million	For
Zurich Insurance Group AG	Annual	09-Apr-25	5.2	Management	Approve Remuneration of Executive Committee in the Amount of CHF 83 Million	Against
Zurich Insurance Group AG	Annual	09-Apr-25	6	Management	Transact Other Business (Voting)	Against
Synopsys, Inc.	Annual	10-Apr-25	1a	Management	Elect Director Aart J. de Geus	Against
Synopsys, Inc.	Annual	10-Apr-25	1b	Management	Elect Director John G. Schwarz	For
Synopsys, Inc.	Annual	10-Apr-25	1c	Management	Elect Director Sassine Ghazi	Abstain
Synopsys, Inc.	Annual	10-Apr-25	1d	Management	Elect Director Luis Borgen	For

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Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Synopsys, Inc.	Annual	10-Apr-25	1e	Management	Elect Director Janice D. Chaffin	Against
Synopsys, Inc.	Annual	10-Apr-25	1f	Management	Elect Director Bruce R. Chizen	For
Synopsys, Inc.	Annual	10-Apr-25	1g	Management	Elect Director Mercedes Johnson	Against
Synopsys, Inc.	Annual	10-Apr-25	1h	Management	Elect Director Robert G. Painter	For
Synopsys, Inc.	Annual	10-Apr-25	1i	Management	Elect Director Jeannine P. Sargent	For
Synopsys, Inc.	Annual	10-Apr-25	2	Management	Amend Omnibus Stock Plan	For
Synopsys, Inc.	Annual	10-Apr-25	3	Management	Amend Qualified Employee Stock Purchase Plan	For
Synopsys, Inc.	Annual	10-Apr-25	4	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Synopsys, Inc.	Annual	10-Apr-25	5	Management	Ratify KPMG LLP as Auditors	For
Synopsys, Inc.	Annual	10-Apr-25	6	Shareholder	Submit Severance Agreement to Shareholder Vote	For
AstraZeneca PLC	Annual	11-Apr-25	1	Management	Accept Financial Statements and Statutory Reports	For
AstraZeneca PLC	Annual	11-Apr-25	2	Management	Approve Dividends	For
AstraZeneca PLC	Annual	11-Apr-25	3	Management	Reappoint PricewaterhouseCoopers LLP as Auditors	For
AstraZeneca PLC	Annual	11-Apr-25	4	Management	Authorise Board to Fix Remuneration of Auditors	For
AstraZeneca PLC	Annual	11-Apr-25	5a	Management	Re-elect Michel Demare as Director	For
AstraZeneca PLC	Annual	11-Apr-25	5b	Management	Re-elect Pascal Soriot as Director	Against
AstraZeneca PLC	Annual	11-Apr-25	5c	Management	Re-elect Aradhana Sarin as Director	For
AstraZeneca PLC	Annual	11-Apr-25	5d	Management	Re-elect Philip Broadley as Director	For
AstraZeneca PLC	Annual	11-Apr-25	5e	Management	Re-elect Euan Ashley as Director	For
AstraZeneca PLC	Annual	11-Apr-25	5f	Management	Elect Birgit Conix as Director	For
AstraZeneca PLC	Annual	11-Apr-25	5g	Management	Elect Rene Haas as Director	For
AstraZeneca PLC	Annual	11-Apr-25	5h	Management	Elect Karen Knudsen as Director	For
AstraZeneca PLC	Annual	11-Apr-25	5i	Management	Re-elect Diana Layfield as Director	For
AstraZeneca PLC	Annual	11-Apr-25	5j	Management	Re-elect Anna Manz as Director	For
AstraZeneca PLC	Annual	11-Apr-25	5k	Management	Re-elect Sheri McCoy as Director	Against
AstraZeneca PLC	Annual	11-Apr-25	5l	Management	Re-elect Tony Mok as Director	For
AstraZeneca PLC	Annual	11-Apr-25	5m	Management	Re-elect Nazneen Rahman as Director	For
AstraZeneca PLC	Annual	11-Apr-25	5n	Management	Re-elect Marcus Wallenberg as Director	For
AstraZeneca PLC	Annual	11-Apr-25	6	Management	Approve Remuneration Report	Against
AstraZeneca PLC	Annual	11-Apr-25	7	Management	Authorise UK Political Donations and Expenditure	Against
AstraZeneca PLC	Annual	11-Apr-25	8	Management	Authorise Issue of Equity	For

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
AstraZeneca PLC	Annual	11-Apr-25	9	Management	Authorise Issue of Equity without Pre-emptive Rights	For
AstraZeneca PLC	Annual	11-Apr-25	10	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
AstraZeneca PLC	Annual	11-Apr-25	11	Management	Authorise Market Purchase of Ordinary Shares	For
AstraZeneca PLC	Annual	11-Apr-25	12	Management	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Nestle SA	Annual	16-Apr-25	1.1	Management	Accept Financial Statements and Statutory Reports	For
Nestle SA	Annual	16-Apr-25	1.2	Management	Approve Remuneration Report	Against
Nestle SA	Annual	16-Apr-25	1.3	Management	Approve Non-Financial Report	For
Nestle SA	Annual	16-Apr-25	2	Management	Approve Discharge of Board and Senior Management	For
Nestle SA	Annual	16-Apr-25	3	Management	Approve Allocation of Income and Dividends of CHF 3.05 per Share	For
Nestle SA	Annual	16-Apr-25	4.1.a	Management	Reelect Paul Bulcke as Director and Board Chair	For
Nestle SA	Annual	16-Apr-25	4.1.b	Management	Reelect Pablo Isla as Director	Against
Nestle SA	Annual	16-Apr-25	4.1.c	Management	Reelect Renato Fassbind as Director	Abstain
Nestle SA	Annual	16-Apr-25	4.1.d	Management	Reelect Hanne Jimenez de Mora as Director	For
Nestle SA	Annual	16-Apr-25	4.1.e	Management	Reelect Dick Boer as Director	Against
Nestle SA	Annual	16-Apr-25	4.1.f	Management	Reelect Patrick Aebischer as Director	For
Nestle SA	Annual	16-Apr-25	4.1.g	Management	Reelect Dinesh Paliwal as Director	For
Nestle SA	Annual	16-Apr-25	4.1.h	Management	Reelect Lindiwe Sibanda as Director	For
Nestle SA	Annual	16-Apr-25	4.1.i	Management	Reelect Chris Leong as Director	For
Nestle SA	Annual	16-Apr-25	4.1.j	Management	Reelect Luca Maestri as Director	For
Nestle SA	Annual	16-Apr-25	4.1.k	Management	Reelect Rainer Blair as Director	For
Nestle SA	Annual	16-Apr-25	4.1.l	Management	Reelect Marie-Gabrielle Ineichen-Fleisch as Director	For
Nestle SA	Annual	16-Apr-25	4.1.m	Management	Reelect Geraldine Matchett as Director	For
Nestle SA	Annual	16-Apr-25	4.2	Management	Elect Laurent Freixe as Director	For
Nestle SA	Annual	16-Apr-25	4.3.1	Management	Reappoint Dick Boer as Member of the Compensation Committee	Against
Nestle SA	Annual	16-Apr-25	4.3.2	Management	Reappoint Patrick Aebischer as Member of the Compensation Committee	For

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Nestle SA	Annual	16-Apr-25	4.3.3	Management	Reappoint Pablo Isla as Member of the Compensation Committee	Against
Nestle SA	Annual	16-Apr-25	4.3.4	Management	Reappoint Dinesh Paliwal as Member of the Compensation Committee	For
Nestle SA	Annual	16-Apr-25	4.4	Management	Ratify Ernst & Young AG as Auditors	Against
Nestle SA	Annual	16-Apr-25	4.5	Management	Designate Hartmann Dreyer as Independent Proxy	For
Nestle SA	Annual	16-Apr-25	5.1	Management	Approve Remuneration of Directors in the Amount of CHF 10 Million	For
Nestle SA	Annual	16-Apr-25	5.2	Management	Approve Remuneration of Executive Committee in the Amount of CHF 70 Million	Against
Nestle SA	Annual	16-Apr-25	6	Management	Approve CHF 4.3 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	For
Nestle SA	Annual	16-Apr-25	7	Management	Transact Other Business (Voting)	Against
Texas Instruments Incorporated	Annual	17-Apr-25	1a	Management	Elect Director Mark Blinn	For
Texas Instruments Incorporated	Annual	17-Apr-25	1b	Management	Elect Director Todd Bluedorn	Against
Texas Instruments Incorporated	Annual	17-Apr-25	1c	Management	Elect Director Janet Clark	Against
Texas Instruments Incorporated	Annual	17-Apr-25	1d	Management	Elect Director Carrie Cox	For
Texas Instruments Incorporated	Annual	17-Apr-25	1e	Management	Elect Director Martin Craighead	Against
Texas Instruments Incorporated	Annual	17-Apr-25	1f	Management	Elect Director Reginald DesRoches	For
Texas Instruments Incorporated	Annual	17-Apr-25	1g	Management	Elect Director Curtis Farmer	For
Texas Instruments Incorporated	Annual	17-Apr-25	1h	Management	Elect Director Jean Hobby	For
Texas Instruments Incorporated	Annual	17-Apr-25	1i	Management	Elect Director Haviv Ilan	For
Texas Instruments Incorporated	Annual	17-Apr-25	1j	Management	Elect Director Ronald Kirk	For
Texas Instruments Incorporated	Annual	17-Apr-25	1k	Management	Elect Director Pamela Patsley	For
Texas Instruments Incorporated	Annual	17-Apr-25	1l	Management	Elect Director Robert Sanchez	For
Texas Instruments Incorporated	Annual	17-Apr-25	1m	Management	Elect Director Richard Templeton	For
Texas Instruments Incorporated	Annual	17-Apr-25	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Texas Instruments Incorporated	Annual	17-Apr-25	3	Management	Ratify Ernst & Young LLP as Auditors	For
Texas Instruments Incorporated	Annual	17-Apr-25	4	Shareholder	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For

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Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	17-Apr-25	1	Management	Approve Financial Statements and Statutory Reports	For
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	17-Apr-25	2	Management	Approve Consolidated Financial Statements and Statutory Reports	For
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	17-Apr-25	3	Management	Approve Allocation of Income and Dividends of EUR 13 per Share	For
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	17-Apr-25	4	Management	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Against
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	17-Apr-25	5	Management	Ratify Appointment of Wei Sun Christianson as Director	For
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	17-Apr-25	6	Management	Reelect Bernard Arnault as Director	Against
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	17-Apr-25	7	Management	Reelect Sophie Chassat as Director	Against
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	17-Apr-25	8	Management	Reelect Clara Gaymard as Director	Against
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	17-Apr-25	9	Management	Reelect Hubert Védrine as Director	For
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	17-Apr-25	10	Management	Approve Compensation Report of Corporate Officers	Against
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	17-Apr-25	11	Management	Approve Compensation of Bernard Arnault, Chairman and CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	17-Apr-25	12	Management	Approve Compensation of Antonio Belloni, Vice-CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	17-Apr-25	13	Management	Approve Remuneration Policy of Directors	For
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	17-Apr-25	14	Management	Approve Remuneration Policy of Chairman and CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	17-Apr-25	15	Management	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	17-Apr-25	16	Management	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	17-Apr-25	17	Management	Authorize Capitalization of Reserves of Up to EUR 20 Million for Bonus Issue or Increase in Par Value	For
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	17-Apr-25	18	Management	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 20 Million	For
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	17-Apr-25	19	Management	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	Against
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	17-Apr-25	20	Management	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million	Against
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	17-Apr-25	21	Management	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	17-Apr-25	22	Management	Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers	Against
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	17-Apr-25	23	Management	Authorize Capital Increase of up to 20 Percent of Issued Capital for Contributions in Kind	Against
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	17-Apr-25	24	Management	Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers	Against
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	17-Apr-25	25	Management	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	17-Apr-25	26	Management	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	17-Apr-25	27	Management	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 20 Million	For
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	17-Apr-25	28	Management	Amend Articles 12 and 16 of Bylaws Re: Age Limit of Chairman of the Board and CEO	For
LVMH Moet Hennessy Louis Vuitton SE	Annual/Special	17-Apr-25	29	Management	Amend Articles of Bylaws to Incorporate Legal Changes	Against

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Broadcom Inc.	Annual	21-Apr-25	1a	Management	Elect Director Diane M. Bryant	For
Broadcom Inc.	Annual	21-Apr-25	1b	Management	Elect Director Gayla J. Delly	Against
Broadcom Inc.	Annual	21-Apr-25	1c	Management	Elect Director Kenneth Y. Hao	For
Broadcom Inc.	Annual	21-Apr-25	1d	Management	Elect Director Eddy W. Hartenstein	Against
Broadcom Inc.	Annual	21-Apr-25	1e	Management	Elect Director Check Kian Low	For
Broadcom Inc.	Annual	21-Apr-25	1f	Management	Elect Director Justine F. Page	For
Broadcom Inc.	Annual	21-Apr-25	1g	Management	Elect Director Henry Samueli	For
Broadcom Inc.	Annual	21-Apr-25	1h	Management	Elect Director Hock E. Tan	Against
Broadcom Inc.	Annual	21-Apr-25	1i	Management	Elect Director Harry L. You	Against
Broadcom Inc.	Annual	21-Apr-25	2	Management	Ratify PricewaterhouseCoopers LLP as Auditors	For
Broadcom Inc.	Annual	21-Apr-25	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Candriam Sustainable Bond Emerging Markets Fund	Annual	22-Apr-25	3	Management	Approve Financial Statements	For
Candriam Sustainable Bond Emerging Markets Fund	Annual	22-Apr-25	4	Management	Approve Allocation of Income and Dividends	For
Candriam Sustainable Bond Emerging Markets Fund	Annual	22-Apr-25	5	Management	Approve Discharge of Director Isabelle Cabie	For
Candriam Sustainable Bond Emerging Markets Fund	Annual	22-Apr-25	6	Management	Approve Discharge of Director Renato Guerriero	For
Candriam Sustainable Bond Emerging Markets Fund	Annual	22-Apr-25	7	Management	Approve Discharge of Director Tanguy De Villenfagne	For
Candriam Sustainable Bond Emerging Markets Fund	Annual	22-Apr-25	8	Management	Approve Discharge of Director Koen Van De Maele	For
Candriam Sustainable Bond Emerging Markets Fund	Annual	22-Apr-25	9	Management	Approve Discharge of Director Nadege Dufosse	For
Candriam Sustainable Bond Emerging Markets Fund	Annual	22-Apr-25	10	Management	Approve Discharge of Director Annemarie Arens	For
Candriam Sustainable Bond Emerging Markets Fund	Annual	22-Apr-25	11	Management	Approve Discharge of Director Thierry Blondeau	For
Candriam Sustainable Bond Emerging Markets Fund	Annual	22-Apr-25	12	Management	Re-elect Isabelle Cabie as Director	For
Candriam Sustainable Bond Emerging Markets Fund	Annual	22-Apr-25	13	Management	Re-elect Renato Guerriero as Director	For

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Candriam Sustainable Bond Emerging Markets Fund	Annual	22-Apr-25	14	Management	Re-elect Tanguy De Villenfagne as Director	For
Candriam Sustainable Bond Emerging Markets Fund	Annual	22-Apr-25	15	Management	Re-elect Koen Van De Maele as Director	For
Candriam Sustainable Bond Emerging Markets Fund	Annual	22-Apr-25	16	Management	Re-elect Nadege Dufosse as Director	For
Candriam Sustainable Bond Emerging Markets Fund	Annual	22-Apr-25	17	Management	Re-elect Annemarie Arens as Independent Director and Determine Independent Director's Remuneration	For
Candriam Sustainable Bond Emerging Markets Fund	Annual	22-Apr-25	18	Management	Re-elect Thierry Blondeau as Independent Director and Determine Independent Director's Remuneration	For
Candriam Sustainable Bond Emerging Markets Fund	Annual	22-Apr-25	19	Management	Renew Appointment of PricewaterhouseCoopers as Auditor	For
ASML Holding NV	Annual	23-Apr-25	3a	Management	Approve Remuneration Report	Against
ASML Holding NV	Annual	23-Apr-25	3b	Management	Adopt Financial Statements and Statutory Reports	For
ASML Holding NV	Annual	23-Apr-25	3d	Management	Approve Dividends	For
ASML Holding NV	Annual	23-Apr-25	4a	Management	Approve Discharge of Management Board	For
ASML Holding NV	Annual	23-Apr-25	4b	Management	Approve Discharge of Supervisory Board	For
ASML Holding NV	Annual	23-Apr-25	5	Management	Approve Number of Shares for Management Board	For
ASML Holding NV	Annual	23-Apr-25	6	Management	Amend Remuneration Policy of Executive Board	Against
ASML Holding NV	Annual	23-Apr-25	7	Management	Amend Remuneration of Supervisory Board	For
ASML Holding NV	Annual	23-Apr-25	8a	Management	Reelect B.M. Conix to Supervisory Board	For
ASML Holding NV	Annual	23-Apr-25	8b	Management	Elect C.E.G. van Gennip to Supervisory Board	For
ASML Holding NV	Annual	23-Apr-25	9a	Management	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	For
ASML Holding NV	Annual	23-Apr-25	9b	Management	Appoint PricewaterhouseCoopers Accountants N.V. as Auditor for Sustainability Reporting	For
ASML Holding NV	Annual	23-Apr-25	10a	Management	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition	For
ASML Holding NV	Annual	23-Apr-25	10b	Management	Authorize Board to Exclude Preemptive Rights from Share Issuances	For
ASML Holding NV	Annual	23-Apr-25	11	Management	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For
ASML Holding NV	Annual	23-Apr-25	12	Management	Authorize Cancellation of Ordinary Shares	For
Bunzl Plc	Annual	23-Apr-25	1	Management	Accept Financial Statements and Statutory Reports	For
Bunzl Plc	Annual	23-Apr-25	2	Management	Approve Final Dividend	For

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Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Bunzl Plc	Annual	23-Apr-25	3	Management	Re-elect Peter Ventress as Director	Against
Bunzl Plc	Annual	23-Apr-25	4	Management	Re-elect Frank van Zanten as Director	Abstain
Bunzl Plc	Annual	23-Apr-25	5	Management	Re-elect Richard Howes as Director	For
Bunzl Plc	Annual	23-Apr-25	6	Management	Re-elect Stephan Nanninga as Director	For
Bunzl Plc	Annual	23-Apr-25	7	Management	Re-elect Vin Murria as Director	For
Bunzl Plc	Annual	23-Apr-25	8	Management	Re-elect Pam Kirby as Director	For
Bunzl Plc	Annual	23-Apr-25	9	Management	Re-elect Jacky Simmonds as Director	Against
Bunzl Plc	Annual	23-Apr-25	10	Management	Elect Daniela Soares as Director	For
Bunzl Plc	Annual	23-Apr-25	11	Management	Elect Julia Wilson as Director	For
Bunzl Plc	Annual	23-Apr-25	12	Management	Reappoint PricewaterhouseCoopers LLP as Auditors	For
Bunzl Plc	Annual	23-Apr-25	13	Management	Authorise Board to Fix Remuneration of Auditors	For
Bunzl Plc	Annual	23-Apr-25	14	Management	Approve Remuneration Report	Against
Bunzl Plc	Annual	23-Apr-25	15	Management	Authorise Issue of Equity	For
Bunzl Plc	Annual	23-Apr-25	16	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Bunzl Plc	Annual	23-Apr-25	17	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
Bunzl Plc	Annual	23-Apr-25	18	Management	Authorise Market Purchase of Ordinary Shares	For
Bunzl Plc	Annual	23-Apr-25	19	Management	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Croda International Plc	Annual	23-Apr-25	1	Management	Accept Financial Statements and Statutory Reports	For
Croda International Plc	Annual	23-Apr-25	2	Management	Approve Remuneration Report	For
Croda International Plc	Annual	23-Apr-25	3	Management	Approve Final Dividend	For
Croda International Plc	Annual	23-Apr-25	4	Management	Elect Ian Bull as Director	For
Croda International Plc	Annual	23-Apr-25	5	Management	Elect Stephen Oxley as Director	For
Croda International Plc	Annual	23-Apr-25	6	Management	Re-elect Roberto Cirillo as Director	For
Croda International Plc	Annual	23-Apr-25	7	Management	Re-elect Chris Good as Director	For
Croda International Plc	Annual	23-Apr-25	8	Management	Re-elect Danuta Gray as Director	For
Croda International Plc	Annual	23-Apr-25	9	Management	Re-elect Jacqui Ferguson as Director	For
Croda International Plc	Annual	23-Apr-25	10	Management	Re-elect Steve Foots as Director	For
Croda International Plc	Annual	23-Apr-25	11	Management	Re-elect Julie Kim as Director	For
Croda International Plc	Annual	23-Apr-25	12	Management	Re-elect Keith Layden as Director	For
Croda International Plc	Annual	23-Apr-25	13	Management	Re-elect Nawal Ouzren as Director	For

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Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Croda International Plc	Annual	23-Apr-25	14	Management	Reappoint KPMG LLP as Auditors	For
Croda International Plc	Annual	23-Apr-25	15	Management	Authorise the Audit Committee to Fix Remuneration of Auditors	For
Croda International Plc	Annual	23-Apr-25	16	Management	Authorise UK Political Donations and Expenditure	For
Croda International Plc	Annual	23-Apr-25	17	Management	Authorise Issue of Equity	For
Croda International Plc	Annual	23-Apr-25	18	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Croda International Plc	Annual	23-Apr-25	19	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
Croda International Plc	Annual	23-Apr-25	20	Management	Authorise Market Purchase of Ordinary Shares	For
Croda International Plc	Annual	23-Apr-25	21	Management	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
RELX Plc	Annual	24-Apr-25	1	Management	Accept Financial Statements and Statutory Reports	For
RELX Plc	Annual	24-Apr-25	2	Management	Approve Remuneration Report	Against
RELX Plc	Annual	24-Apr-25	3	Management	Approve Final Dividend	For
RELX Plc	Annual	24-Apr-25	4	Management	Reappoint Ernst & Young LLP as Auditors	For
RELX Plc	Annual	24-Apr-25	5	Management	Authorise the Audit Committee to Fix Remuneration of Auditors	For
RELX Plc	Annual	24-Apr-25	6	Management	Elect Andy Halford as Director	For
RELX Plc	Annual	24-Apr-25	7	Management	Re-elect Paul Walker as Director	Against
RELX Plc	Annual	24-Apr-25	8	Management	Re-elect Erik Engstrom as Director	Abstain
RELX Plc	Annual	24-Apr-25	9	Management	Re-elect Nick Luff as Director	For
RELX Plc	Annual	24-Apr-25	10	Management	Re-elect Alistair Cox as Director	Against
RELX Plc	Annual	24-Apr-25	11	Management	Re-elect June Felix as Director	For
RELX Plc	Annual	24-Apr-25	12	Management	Re-elect Charlotte Hogg as Director	For
RELX Plc	Annual	24-Apr-25	13	Management	Re-elect Andrew Sukawaty as Director	For
RELX Plc	Annual	24-Apr-25	14	Management	Re-elect Bianca Tetteroo as Director	For
RELX Plc	Annual	24-Apr-25	15	Management	Re-elect Suzanne Wood as Director	For
RELX Plc	Annual	24-Apr-25	16	Management	Authorise Issue of Equity	For
RELX Plc	Annual	24-Apr-25	17	Management	Authorise Issue of Equity without Pre-emptive Rights	For

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
RELX Plc	Annual	24-Apr-25	18	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
RELX Plc	Annual	24-Apr-25	19	Management	Authorise Market Purchase of Ordinary Shares	For
RELX Plc	Annual	24-Apr-25	20	Management	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Johnson & Johnson	Annual	24-Apr-25	1a	Management	Elect Director Darius Adamczyk	Against
Johnson & Johnson	Annual	24-Apr-25	1b	Management	Elect Director Mary C. Beckerle	For
Johnson & Johnson	Annual	24-Apr-25	1c	Management	Elect Director Jennifer A. Doudna	For
Johnson & Johnson	Annual	24-Apr-25	1d	Management	Elect Director Joaquin Duato	Against
Johnson & Johnson	Annual	24-Apr-25	1e	Management	Elect Director Marillyn A. Hewson	For
Johnson & Johnson	Annual	24-Apr-25	1f	Management	Elect Director Paula A. Johnson	For
Johnson & Johnson	Annual	24-Apr-25	1g	Management	Elect Director Hubert Joly	For
Johnson & Johnson	Annual	24-Apr-25	1h	Management	Elect Director Mark B. McClellan	For
Johnson & Johnson	Annual	24-Apr-25	1i	Management	Elect Director Mark A. Weinberger	For
Johnson & Johnson	Annual	24-Apr-25	1j	Management	Elect Director Nadja Y. West	For
Johnson & Johnson	Annual	24-Apr-25	1k	Management	Elect Director Eugene A. Woods	Against
Johnson & Johnson	Annual	24-Apr-25	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Johnson & Johnson	Annual	24-Apr-25	3	Management	Ratify PricewaterhouseCoopers LLP as Auditors	For
Johnson & Johnson	Annual	24-Apr-25	4	Shareholder	Submit Severance Agreement to Shareholder Vote	For
Johnson & Johnson	Annual	24-Apr-25	5	Shareholder	Oversee and Report Human Rights Impact Assessment	For
Cembra Money Bank AG	Annual	24-Apr-25	1.1	Management	Accept Financial Statements and Statutory Reports	For
Cembra Money Bank AG	Annual	24-Apr-25	1.2	Management	Approve Non-Financial Report	For
Cembra Money Bank AG	Annual	24-Apr-25	2	Management	Approve Remuneration Report	For
Cembra Money Bank AG	Annual	24-Apr-25	3	Management	Approve Allocation of Income and Dividends of CHF 4.25 per Share	For
Cembra Money Bank AG	Annual	24-Apr-25	4	Management	Approve Discharge of Board and Senior Management	For
Cembra Money Bank AG	Annual	24-Apr-25	5.1.1	Management	Reelect Franco Morra as Director	For
Cembra Money Bank AG	Annual	24-Apr-25	5.1.2	Management	Reelect Marc Berg as Director	For
Cembra Money Bank AG	Annual	24-Apr-25	5.1.3	Management	Reelect Thomas Buess as Director	For

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Cembra Money Bank AG	Annual	24-Apr-25	5.1.4	Management	Reelect Susanne Kloess-Braekler as Director	For
Cembra Money Bank AG	Annual	24-Apr-25	5.1.5	Management	Reelect Sandra Hauser as Director	For
Cembra Money Bank AG	Annual	24-Apr-25	5.2	Management	Elect Wanda Eriksen as Director	For
Cembra Money Bank AG	Annual	24-Apr-25	5.3	Management	Reelect Franco Morra as Board Chair	For
Cembra Money Bank AG	Annual	24-Apr-25	5.4.1	Management	Reappoint Susanne Kloess-Braekler as Member of the Compensation and Nomination Committee	For
Cembra Money Bank AG	Annual	24-Apr-25	5.4.2	Management	Reappoint Marc Berg as Member of the Compensation and Nomination Committee	For
Cembra Money Bank AG	Annual	24-Apr-25	5.4.3	Management	Reappoint Thomas Buess as Member of the Compensation and Nomination Committee	For
Cembra Money Bank AG	Annual	24-Apr-25	5.5	Management	Designate Keller AG as Independent Proxy	For
Cembra Money Bank AG	Annual	24-Apr-25	5.6	Management	Ratify KPMG AG as Auditors	For
Cembra Money Bank AG	Annual	24-Apr-25	6	Management	Approve Creation of Capital Band within the Upper Limit of CHF 33 Million and the Lower Limit of CHF 28.5 Million with or without Exclusion of Preemptive Rights	For
Cembra Money Bank AG	Annual	24-Apr-25	7.1	Management	Approve Remuneration of Directors in the Amount of CHF 1.5 Million	For
Cembra Money Bank AG	Annual	24-Apr-25	7.2	Management	Approve Fixed and Variable Remuneration of Executive Committee in the Amount of CHF 8.7 Million	For
Cembra Money Bank AG	Annual	24-Apr-25	8	Management	Transact Other Business (Voting)	Against
Greencoat UK Wind PLC	Annual	24-Apr-25	1	Management	Accept Financial Statements and Statutory Reports	For
Greencoat UK Wind PLC	Annual	24-Apr-25	2	Management	Approve Remuneration Report	For
Greencoat UK Wind PLC	Annual	24-Apr-25	3	Management	Approve Dividend Policy	For
Greencoat UK Wind PLC	Annual	24-Apr-25	4	Management	Reappoint BDO LLP as Auditors	For
Greencoat UK Wind PLC	Annual	24-Apr-25	5	Management	Authorise Board to Fix Remuneration of Auditors	For
Greencoat UK Wind PLC	Annual	24-Apr-25	6	Management	Re-elect Lucinda Riches as Director	For
Greencoat UK Wind PLC	Annual	24-Apr-25	7	Management	Re-elect Caoimhe Giblin as Director	For

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Greencoat UK Wind PLC	Annual	24-Apr-25	8	Management	Re-elect Nicholas Winser as Director	For
Greencoat UK Wind PLC	Annual	24-Apr-25	9	Management	Re-elect Jim Smith as Director	For
Greencoat UK Wind PLC	Annual	24-Apr-25	10	Management	Re-elect Abigail Rotheroe as Director	For
Greencoat UK Wind PLC	Annual	24-Apr-25	11	Management	Elect Taraneh Azad as Director	For
Greencoat UK Wind PLC	Annual	24-Apr-25	12	Management	Authorise Issue of Equity	For
Greencoat UK Wind PLC	Annual	24-Apr-25	13	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Greencoat UK Wind PLC	Annual	24-Apr-25	14	Management	Authorise Issue of Equity without Pre-emptive Rights (Additional Authority)	For
Greencoat UK Wind PLC	Annual	24-Apr-25	15	Management	Authorise Market Purchase of Ordinary Shares	For
Greencoat UK Wind PLC	Annual	24-Apr-25	16	Management	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Greencoat UK Wind PLC	Annual	24-Apr-25	17	Management	Approve Discontinuation of Company as Closed-Ended Investment Company	Against
Abbott Laboratories	Annual	25-Apr-25	1.1	Management	Elect Director Robert J. Alpern	For
Abbott Laboratories	Annual	25-Apr-25	1.2	Management	Elect Director Claire Babineaux-Fontenot	For
Abbott Laboratories	Annual	25-Apr-25	1.3	Management	Elect Director Sally E. Blount	For
Abbott Laboratories	Annual	25-Apr-25	1.4	Management	Elect Director Robert B. Ford	Against
Abbott Laboratories	Annual	25-Apr-25	1.5	Management	Elect Director Paola Gonzalez	For
Abbott Laboratories	Annual	25-Apr-25	1.6	Management	Elect Director Michelle A. Kumbier	For
Abbott Laboratories	Annual	25-Apr-25	1.7	Management	Elect Director Darren W. McDew	For
Abbott Laboratories	Annual	25-Apr-25	1.8	Management	Elect Director Nancy McKinstry	Against
Abbott Laboratories	Annual	25-Apr-25	1.9	Management	Elect Director Michael G. O'Grady	For
Abbott Laboratories	Annual	25-Apr-25	1.10	Management	Elect Director Michael F. Roman	For
Abbott Laboratories	Annual	25-Apr-25	1.11	Management	Elect Director Daniel J. Starks	Against
Abbott Laboratories	Annual	25-Apr-25	1.12	Management	Elect Director John G. Stratton	For
Abbott Laboratories	Annual	25-Apr-25	2	Management	Ratify Ernst & Young LLP as Auditors	For
Abbott Laboratories	Annual	25-Apr-25	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
DiaSorin SpA	Annual	28-Apr-25	1.1	Management	Accept Financial Statements and Statutory Reports	Against
DiaSorin SpA	Annual	28-Apr-25	1.2	Management	Approve Allocation of Income	For

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
DiaSorin SpA	Annual	28-Apr-25	2.1	Management	Approve Remuneration Policy	Against
DiaSorin SpA	Annual	28-Apr-25	2.2	Management	Approve Second Section of the Remuneration Report	Against
DiaSorin SpA	Annual	28-Apr-25	3.1	Shareholder	Fix Number of Directors	For
DiaSorin SpA	Annual	28-Apr-25	3.2	Shareholder	Fix Board Terms for Directors	For
DiaSorin SpA	Annual	28-Apr-25	3.3	Shareholder	Slate 1 Submitted by IP Investimenti e Partecipazioni Srl	Against
DiaSorin SpA	Annual	28-Apr-25	3.4	Shareholder	Approve Remuneration of Directors	For
DiaSorin SpA	Annual	28-Apr-25	4.1.1	Shareholder	Slate 1 Submitted by IP Investimenti e Partecipazioni Srl	Against
DiaSorin SpA	Annual	28-Apr-25	4.1.2	Shareholder	Slate 2 Submitted by Institutional Investors (Assogestioni)	For
DiaSorin SpA	Annual	28-Apr-25	4.2	Shareholder	Appoint Chairman of Internal Statutory Auditors	For
DiaSorin SpA	Annual	28-Apr-25	4.3	Shareholder	Approve Internal Auditors' Remuneration	For
DiaSorin SpA	Annual	28-Apr-25	5	Management	Approve Long-Term Incentive Plan	Against
DiaSorin SpA	Annual	28-Apr-25	6	Management	Approve Stock Option Plan	Against
DiaSorin SpA	Annual	28-Apr-25	7	Management	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Recordati SpA	Annual	29-Apr-25	1.a	Management	Accept Financial Statements and Statutory Reports	Against
Recordati SpA	Annual	29-Apr-25	1.b	Management	Approve Allocation of Income	For
Recordati SpA	Annual	29-Apr-25	2.a	Shareholder	Fix Number of Directors	For
Recordati SpA	Annual	29-Apr-25	2.b	Shareholder	Fix Board Terms for Directors	For
Recordati SpA	Annual	29-Apr-25	2.c	Shareholder	Slate Submitted by Rossini Sarl	Against

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Recordati SpA	Annual	29-Apr-25	2.d	Management	Approve Remuneration of Directors	For
Recordati SpA	Annual	29-Apr-25	2.e	Management	Deliberations Pursuant to Article 2390 of Civil Code Re: Decisions Inherent to Authorization of Board Members to Assume Positions in Competing Companies	Against
Recordati SpA	Annual	29-Apr-25	3.a	Management	Approve Remuneration Policy	Against
Recordati SpA	Annual	29-Apr-25	3.b	Management	Approve Second Section of the Remuneration Report	Against
Recordati SpA	Annual	29-Apr-25	4	Management	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
L'Oreal SA	Annual/Special	29-Apr-25	1	Management	Approve Financial Statements and Statutory Reports	For
L'Oreal SA	Annual/Special	29-Apr-25	2	Management	Approve Consolidated Financial Statements and Statutory Reports	For
L'Oreal SA	Annual/Special	29-Apr-25	3	Management	Approve Allocation of Income and Dividends of EUR 7 per Share and an Extra of EUR 0.70 per Share to Long Term Registered Shares	For
L'Oreal SA	Annual/Special	29-Apr-25	4	Management	Elect Téthys as Director	For
L'Oreal SA	Annual/Special	29-Apr-25	5	Management	Elect Isabelle Seillier as Director	For
L'Oreal SA	Annual/Special	29-Apr-25	6	Management	Elect Aurélie Jean as Director	For
L'Oreal SA	Annual/Special	29-Apr-25	7	Management	Reelect Nicolas Hieronimus as Director	For
L'Oreal SA	Annual/Special	29-Apr-25	8	Management	Reelect Paul Bulcke as Director	For
L'Oreal SA	Annual/Special	29-Apr-25	9	Management	Reelect Alexandre Ricard as Director	For
L'Oreal SA	Annual/Special	29-Apr-25	10	Management	Approve Remuneration of Directors in the Aggregate Amount of EUR 2 Million	For
L'Oreal SA	Annual/Special	29-Apr-25	11	Management	Approve Compensation Report of Corporate Officers	For
L'Oreal SA	Annual/Special	29-Apr-25	12	Management	Approve Compensation of Jean-Paul Agon, Chairman of the Board	For

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

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
L'Oreal SA	Annual/Special	29-Apr-25	13	Management	Approve Compensation of Nicolas Hieronimus, CEO	Against
L'Oreal SA	Annual/Special	29-Apr-25	14	Management	Approve Remuneration Policy of Directors	For
L'Oreal SA	Annual/Special	29-Apr-25	15	Management	Approve Remuneration Policy of Chairman of the Board	For
L'Oreal SA	Annual/Special	29-Apr-25	16	Management	Approve Remuneration Policy of CEO	Against
L'Oreal SA	Annual/Special	29-Apr-25	17	Management	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
L'Oreal SA	Annual/Special	29-Apr-25	18	Management	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 149,607,365.88	For
L'Oreal SA	Annual/Special	29-Apr-25	19	Management	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	For
L'Oreal SA	Annual/Special	29-Apr-25	20	Management	Authorize Capital Increase of up to 2 Percent of Issued Capital for Contributions in Kind	For
L'Oreal SA	Annual/Special	29-Apr-25	21	Management	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For
L'Oreal SA	Annual/Special	29-Apr-25	22	Management	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For
L'Oreal SA	Annual/Special	29-Apr-25	23	Management	Amend Article 9 of Bylaws to Incorporate Legal Changes	For
L'Oreal SA	Annual/Special	29-Apr-25	24	Management	Amend Article 12 of Bylaws to Incorporate Legal Changes	For
L'Oreal SA	Annual/Special	29-Apr-25	25	Management	Authorize Filing of Required Documents/Other Formalities	For
DNB Bank ASA	Annual	29-Apr-25	1	Management	Open Meeting; Elect Chair of Meeting	For
DNB Bank ASA	Annual	29-Apr-25	2	Management	Approve Notice of Meeting and Agenda	For
DNB Bank ASA	Annual	29-Apr-25	3	Management	Designate Inspector(s) of Minutes of Meeting	For



Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
DNB Bank ASA	Annual	29-Apr-25	4	Management	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 16.75 Per Share	For
DNB Bank ASA	Annual	29-Apr-25	5	Management	Approve Reduction in Share Capital via Share Cancellation and Redemption of Shares Owned by the Norwegian State	For
DNB Bank ASA	Annual	29-Apr-25	6.a	Management	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	Against
DNB Bank ASA	Annual	29-Apr-25	6.b	Management	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
DNB Bank ASA	Annual	29-Apr-25	7	Management	Authorize Board to Raise Debt Capital	For
DNB Bank ASA	Annual	29-Apr-25	8	Management	Approve Demerger Plan	For
DNB Bank ASA	Annual	29-Apr-25	9	Management	Approve Remuneration Statement (Advisory)	For
DNB Bank ASA	Annual	29-Apr-25	10	Management	Approve Company's Corporate Governance Statement	For
DNB Bank ASA	Annual	29-Apr-25	11	Management	Elect Directors	For
DNB Bank ASA	Annual	29-Apr-25	12	Management	Elect Members of Nominating Committee	For
DNB Bank ASA	Annual	29-Apr-25	13	Management	Approve Remuneration of Directors; Approve Remuneration for Committee Work	For
DNB Bank ASA	Annual	29-Apr-25	14	Management	Approve Remuneration of Auditors	For
The Coca-Cola Company	Annual	30-Apr-25	1.1	Management	Elect Director Herb Allen	For
The Coca-Cola Company	Annual	30-Apr-25	1.2	Management	Elect Director Bela Bajaria	For
The Coca-Cola Company	Annual	30-Apr-25	1.3	Management	Elect Director Ana Botin	For
The Coca-Cola Company	Annual	30-Apr-25	1.4	Management	Elect Director Christopher C. Davis	For
The Coca-Cola Company	Annual	30-Apr-25	1.5	Management	Elect Director Carolyn Everson	Against
The Coca-Cola Company	Annual	30-Apr-25	1.6	Management	Elect Director Thomas S. Gayner	For
The Coca-Cola Company	Annual	30-Apr-25	1.7	Management	Elect Director Maria Elena Lagomasino	For
The Coca-Cola Company	Annual	30-Apr-25	1.8	Management	Elect Director Amity Millhiser	Against
The Coca-Cola Company	Annual	30-Apr-25	1.9	Management	Elect Director James Quincey	Against
The Coca-Cola Company	Annual	30-Apr-25	1.10	Management	Elect Director Caroline J. Tsay	For
The Coca-Cola Company	Annual	30-Apr-25	1.11	Management	Elect Director David B. Weinberg	For
The Coca-Cola Company	Annual	30-Apr-25	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Coca-Cola Company	Annual	30-Apr-25	3	Management	Ratify Ernst & Young LLP as Auditors	For

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
The Coca-Cola Company	Annual	30-Apr-25	4	Shareholder	Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	For
The Coca-Cola Company	Annual	30-Apr-25	5	Shareholder	Report on Food Waste Management and Targets to Reduce Food Waste	For
The Coca-Cola Company	Annual	30-Apr-25	6	Shareholder	Establish a Board Committee on Improper Influence	Against
The Coca-Cola Company	Annual	30-Apr-25	7	Shareholder	Consider Abolishing DEI Goals from Compensation Inducements	Against
The Coca-Cola Company	Annual	30-Apr-25	8	Shareholder	Report on Impacts Related to Associating Brand with Politically Divisive Events	Against
The Coca-Cola Company	Annual	30-Apr-25	9	Shareholder	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	Against
Hermes International SCA	Annual/Special	30-Apr-25	1	Management	Approve Financial Statements and Statutory Reports	For
Hermes International SCA	Annual/Special	30-Apr-25	2	Management	Approve Consolidated Financial Statements and Statutory Reports	For
Hermes International SCA	Annual/Special	30-Apr-25	3	Management	Approve Discharge of General Managers	For
Hermes International SCA	Annual/Special	30-Apr-25	4	Management	Approve Allocation of Income and Dividends of EUR 26 per Share	For
Hermes International SCA	Annual/Special	30-Apr-25	5	Management	Approve Auditors' Special Report on Related-Party Transactions	Against
Hermes International SCA	Annual/Special	30-Apr-25	6	Management	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Hermes International SCA	Annual/Special	30-Apr-25	7	Management	Approve Compensation Report of Corporate Officers	Against

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Hermes International SCA	Annual/Special	30-Apr-25	8	Management	Approve Compensation of Axel Dumas, General Manager	Against
Hermes International SCA	Annual/Special	30-Apr-25	9	Management	Approve Compensation of Emile Hermes SAS, General Manager	Against
Hermes International SCA	Annual/Special	30-Apr-25	10	Management	Approve Compensation of Éric de Seynes, Chairman of the Supervisory Board	For
Hermes International SCA	Annual/Special	30-Apr-25	11	Management	Approve Remuneration Policy of General Managers	Against
Hermes International SCA	Annual/Special	30-Apr-25	12	Management	Approve Remuneration Policy of Supervisory Board Members	For
Hermes International SCA	Annual/Special	30-Apr-25	13	Management	Reelect Charles-Eric Bauer as Supervisory Board Member	Against
Hermes International SCA	Annual/Special	30-Apr-25	14	Management	Reelect Estelle Brachlianoff as Supervisory Board Member	Against
Hermes International SCA	Annual/Special	30-Apr-25	15	Management	Reelect Julie Guerrand as Supervisory Board Member	Against
Hermes International SCA	Annual/Special	30-Apr-25	16	Management	Elect Cécile Béliot-Zind as Supervisory Board Member	For
Hermes International SCA	Annual/Special	30-Apr-25	17	Management	Elect Jean-Laurent Bonnafé as Supervisory Board Member	For
Hermes International SCA	Annual/Special	30-Apr-25	18	Management	Elect Bernard Emié as Supervisory Board Member	For
Hermes International SCA	Annual/Special	30-Apr-25	19	Management	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For
Hermes International SCA	Annual/Special	30-Apr-25	20	Management	Authorize Capitalization of Reserves of up to 40 Percent of Issued Capital for Bonus Issue or Increase in Par Value	For
Hermes International SCA	Annual/Special	30-Apr-25	21	Management	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Capital	Against
Hermes International SCA	Annual/Special	30-Apr-25	22	Management	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 40 Percent of Issued Capital	Against

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Hermes International SCA	Annual/Special	30-Apr-25	23	Management	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For
Hermes International SCA	Annual/Special	30-Apr-25	24	Management	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to 20 Percent of Issued Capital	Against
Hermes International SCA	Annual/Special	30-Apr-25	25	Management	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Hermes International SCA	Annual/Special	30-Apr-25	26	Management	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to 10 Percent of Issued Capital	Against
Hermes International SCA	Annual/Special	30-Apr-25	27	Management	Delegate Powers to the Management Board to Decide on Merger, Spin-Off Agreement and Acquisition	Against
Hermes International SCA	Annual/Special	30-Apr-25	28	Management	Delegate Powers to the Management Board to Issue Shares up to 40 Percent of Issued Capital in Connection with Item 27 Above	Against
Hermes International SCA	Annual/Special	30-Apr-25	29	Management	Authorize Filing of Required Documents/Other Formalities	For
Muenchener Rueckversicherungs-Gesellschaft AG	Annual	30-Apr-25	2	Management	Approve Allocation of Income and Dividends of EUR 20.00 per Share	For
Muenchener Rueckversicherungs-Gesellschaft AG	Annual	30-Apr-25	3.1	Management	Approve Discharge of Management Board Member Joachim Wenning for Fiscal Year 2024	Against
Muenchener Rueckversicherungs-Gesellschaft AG	Annual	30-Apr-25	3.2	Management	Approve Discharge of Management Board Member Thomas Blunck for Fiscal Year 2024	For
Muenchener Rueckversicherungs-Gesellschaft AG	Annual	30-Apr-25	3.3	Management	Approve Discharge of Management Board Member Nicholas Gartside for Fiscal Year 2024	For
Muenchener Rueckversicherungs-Gesellschaft AG	Annual	30-Apr-25	3.4	Management	Approve Discharge of Management Board Member Stefan Golling for Fiscal Year 2024	For
Muenchener Rueckversicherungs-Gesellschaft AG	Annual	30-Apr-25	3.5	Management	Approve Discharge of Management Board Member Christoph Jurecka for Fiscal Year 2024	For
Muenchener Rueckversicherungs-Gesellschaft AG	Annual	30-Apr-25	3.6	Management	Approve Discharge of Management Board Member Achim Kassow for Fiscal Year 2024	For
Muenchener Rueckversicherungs-Gesellschaft AG	Annual	30-Apr-25	3.7	Management	Approve Discharge of Management Board Member Michael Kerner for Fiscal Year 2024	For
Muenchener Rueckversicherungs-Gesellschaft AG	Annual	30-Apr-25	3.8	Management	Approve Discharge of Management Board Member Clarisse Kopff for Fiscal Year 2024	For

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Muenchener Rueckversicherungs-Gesellschaft AG	Annual	30-Apr-25	3.9	Management	Approve Discharge of Management Board Member Mari-Lizette Malherbe for Fiscal Year 2024	For
Muenchener Rueckversicherungs-Gesellschaft AG	Annual	30-Apr-25	3.10	Management	Approve Discharge of Management Board Member Markus Riess for Fiscal Year 2024	For
Muenchener Rueckversicherungs-Gesellschaft AG	Annual	30-Apr-25	4.1	Management	Approve Discharge of Supervisory Board Member Nikolaus von Bomhard for Fiscal Year 2024	For
Muenchener Rueckversicherungs-Gesellschaft AG	Annual	30-Apr-25	4.2	Management	Approve Discharge of Supervisory Board Member Anne Horstmann for Fiscal Year 2024	For
Muenchener Rueckversicherungs-Gesellschaft AG	Annual	30-Apr-25	4.3	Management	Approve Discharge of Supervisory Board Member Ann-Kristin Achleitner for Fiscal Year 2024	For
Muenchener Rueckversicherungs-Gesellschaft AG	Annual	30-Apr-25	4.4	Management	Approve Discharge of Supervisory Board Member Matthias Beier for Fiscal Year 2024	For
Muenchener Rueckversicherungs-Gesellschaft AG	Annual	30-Apr-25	4.5	Management	Approve Discharge of Supervisory Board Member Clement Booth for Fiscal Year 2024	For
Muenchener Rueckversicherungs-Gesellschaft AG	Annual	30-Apr-25	4.6	Management	Approve Discharge of Supervisory Board Member Ruth Brown for Fiscal Year 2024	For
Muenchener Rueckversicherungs-Gesellschaft AG	Annual	30-Apr-25	4.7	Management	Approve Discharge of Supervisory Board Member Roland Busch for Fiscal Year 2024	For
Muenchener Rueckversicherungs-Gesellschaft AG	Annual	30-Apr-25	4.8	Management	Approve Discharge of Supervisory Board Member Grzegorz Czlowiekowski for Fiscal Year 2024	For
Muenchener Rueckversicherungs-Gesellschaft AG	Annual	30-Apr-25	4.9	Management	Approve Discharge of Supervisory Board Member Stephan Eberl for Fiscal Year 2024	For
Muenchener Rueckversicherungs-Gesellschaft AG	Annual	30-Apr-25	4.10	Management	Approve Discharge of Supervisory Board Member Frank Fassin for Fiscal Year 2024	For
Muenchener Rueckversicherungs-Gesellschaft AG	Annual	30-Apr-25	4.11	Management	Approve Discharge of Supervisory Board Member Ursula Gather for Fiscal Year 2024	For
Muenchener Rueckversicherungs-Gesellschaft AG	Annual	30-Apr-25	4.12	Management	Approve Discharge of Supervisory Board Member Martina Grundler for Fiscal Year 2024	For
Muenchener Rueckversicherungs-Gesellschaft AG	Annual	30-Apr-25	4.13	Management	Approve Discharge of Supervisory Board Member Gerd Haeusler for Fiscal Year 2024	For
Muenchener Rueckversicherungs-Gesellschaft AG	Annual	30-Apr-25	4.14	Management	Approve Discharge of Supervisory Board Member Angelika Herzog for Fiscal Year 2024	For
Muenchener Rueckversicherungs-Gesellschaft AG	Annual	30-Apr-25	4.15	Management	Approve Discharge of Supervisory Board Member Julia Jaekel for Fiscal Year 2024	For
Muenchener Rueckversicherungs-Gesellschaft AG	Annual	30-Apr-25	4.16	Management	Approve Discharge of Supervisory Board Member Renata Jungo Bruengger for Fiscal Year 2024	For
Muenchener Rueckversicherungs-Gesellschaft AG	Annual	30-Apr-25	4.17	Management	Approve Discharge of Supervisory Board Member Stefan Kaindl for Fiscal Year 2024	For

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

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Muenchener Rueckversicherungs-Gesellschaft AG	Annual	30-Apr-25	4.18	Management	Approve Discharge of Supervisory Board Member Carinne Knoche-Brouillon for Fiscal Year 2024	For
Muenchener Rueckversicherungs-Gesellschaft AG	Annual	30-Apr-25	4.19	Management	Approve Discharge of Supervisory Board Member Andrea Maier for Fiscal Year 2024	For
Muenchener Rueckversicherungs-Gesellschaft AG	Annual	30-Apr-25	4.20	Management	Approve Discharge of Supervisory Board Member Gabriele Muecke for Fiscal Year 2024	For
Muenchener Rueckversicherungs-Gesellschaft AG	Annual	30-Apr-25	4.21	Management	Approve Discharge of Supervisory Board Member Victoria Ossadnik for Fiscal Year 2024	For
Muenchener Rueckversicherungs-Gesellschaft AG	Annual	30-Apr-25	4.22	Management	Approve Discharge of Supervisory Board Member Ulrich Plottke for Fiscal Year 2024	For
Muenchener Rueckversicherungs-Gesellschaft AG	Annual	30-Apr-25	4.23	Management	Approve Discharge of Supervisory Board Member Manfred Rassy for Fiscal Year 2024	For
Muenchener Rueckversicherungs-Gesellschaft AG	Annual	30-Apr-25	4.24	Management	Approve Discharge of Supervisory Board Member Carsten Spohr for Fiscal Year 2024	For
Muenchener Rueckversicherungs-Gesellschaft AG	Annual	30-Apr-25	4.25	Management	Approve Discharge of Supervisory Board Member Anita Stocker-Napravnik for Fiscal Year 2024	For
Muenchener Rueckversicherungs-Gesellschaft AG	Annual	30-Apr-25	4.26	Management	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2024	For
Muenchener Rueckversicherungs-Gesellschaft AG	Annual	30-Apr-25	4.27	Management	Approve Discharge of Supervisory Board Member Susanne Terhoeven for Fiscal Year 2024	For
Muenchener Rueckversicherungs-Gesellschaft AG	Annual	30-Apr-25	4.28	Management	Approve Discharge of Supervisory Board Member Jens-Juergen Vogel for Fiscal Year 2024	For
Muenchener Rueckversicherungs-Gesellschaft AG	Annual	30-Apr-25	4.29	Management	Approve Discharge of Supervisory Board Member Markus Wagner for Fiscal Year 2024	For
Muenchener Rueckversicherungs-Gesellschaft AG	Annual	30-Apr-25	4.30	Management	Approve Discharge of Supervisory Board Member Jens Weidmann for Fiscal Year 2024	For
Muenchener Rueckversicherungs-Gesellschaft AG	Annual	30-Apr-25	4.31	Management	Approve Discharge of Supervisory Board Member Maximilian Zimmerer for Fiscal Year 2024	Against
Muenchener Rueckversicherungs-Gesellschaft AG	Annual	30-Apr-25	5.1	Management	Ratify EY GmbH & Co. KG as Auditors for Fiscal Year 2025 and for the Review of the Interim Financial Statements for the First Half of Fiscal Year 2025	For
Muenchener Rueckversicherungs-Gesellschaft AG	Annual	30-Apr-25	5.2	Management	Appoint EY GmbH & Co. KG as Auditor for Sustainability Reporting for Fiscal Year 2025	For
Muenchener Rueckversicherungs-Gesellschaft AG	Annual	30-Apr-25	5.3	Management	Ratify KPMG AG as Auditors for the Review of Interim Financial Statements for the First Quarter of Fiscal Year 2026	For

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Muenchener Rueckversicherungs-Gesellschaft AG	Annual	30-Apr-25	6	Management	Approve Remuneration Report	Against
Muenchener Rueckversicherungs-Gesellschaft AG	Annual	30-Apr-25	7	Management	Approve Remuneration Policy	Against
Muenchener Rueckversicherungs-Gesellschaft AG	Annual	30-Apr-25	8	Management	Approve Virtual-Only Shareholder Meetings Until 2027	For
Muenchener Rueckversicherungs-Gesellschaft AG	Annual	30-Apr-25	9.1	Management	Amend Articles Re: Share Transfer Restriction	For
Muenchener Rueckversicherungs-Gesellschaft AG	Annual	30-Apr-25	9.2	Management	Amend Articles Re: Third-Party Ownership Entries in the Share Register	For
Muenchener Rueckversicherungs-Gesellschaft AG	Annual	30-Apr-25	9.3	Management	Amend Articles Re: Third-Party Ownership Voting Rights	For
Muenchener Rueckversicherungs-Gesellschaft AG	Annual	30-Apr-25	9.4	Management	Amend Articles Re: Editorial Changes	For
Muenchener Rueckversicherungs-Gesellschaft AG	Annual	30-Apr-25	9.5	Management	Amend Articles Re: Editorial Changes	For
Muenchener Rueckversicherungs-Gesellschaft AG	Annual	30-Apr-25	9.6	Management	Amend Articles Re: Sequence of Agenda Items	For
Muenchener Rueckversicherungs-Gesellschaft AG	Annual	30-Apr-25	10	Management	Approve Creation of EUR 117.5 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Muenchener Rueckversicherungs-Gesellschaft AG	Annual	30-Apr-25	11	Management	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 7.5 Billion; Approve Creation of EUR 117.5 Million Pool of Capital to Guarantee Conversion Rights	For
EssilorLuxottica SA	Annual/Special	30-Apr-25	1	Management	Approve Financial Statements and Statutory Reports	For
EssilorLuxottica SA	Annual/Special	30-Apr-25	2	Management	Approve Consolidated Financial Statements and Statutory Reports	For
EssilorLuxottica SA	Annual/Special	30-Apr-25	3	Management	Approve Allocation of Income and Dividends of EUR 3.95 per Share	For
EssilorLuxottica SA	Annual/Special	30-Apr-25	4	Management	Approve Auditors' Special Report on Related-Party Transactions	For
EssilorLuxottica SA	Annual/Special	30-Apr-25	5	Management	Approve Compensation Report of Corporate Officers	Against
EssilorLuxottica SA	Annual/Special	30-Apr-25	6	Management	Approve Compensation of Francesco Milleri, Chairman and CEO	Against
EssilorLuxottica SA	Annual/Special	30-Apr-25	7	Management	Approve Compensation of Paul du Saillant, Vice-CEO	Against
EssilorLuxottica SA	Annual/Special	30-Apr-25	8	Management	Approve Remuneration Policy of Directors	For
EssilorLuxottica SA	Annual/Special	30-Apr-25	9	Management	Approve Remuneration Policy of Chairman and CEO	Against
EssilorLuxottica SA	Annual/Special	30-Apr-25	10	Management	Approve Remuneration Policy of Vice-CEO	Against
EssilorLuxottica SA	Annual/Special	30-Apr-25	11	Management	Renew Appointment of Forvis Mazars as Auditor	For
EssilorLuxottica SA	Annual/Special	30-Apr-25	12	Management	Appoint Ernst & Young Audit as Auditor	For
EssilorLuxottica SA	Annual/Special	30-Apr-25	13	Management	Appoint Ernst & Young Audit as Auditor for Sustainability Reporting	For
EssilorLuxottica SA	Annual/Special	30-Apr-25	14	Management	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
EssilorLuxottica SA	Annual/Special	30-Apr-25	15	Management	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For



Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
EssilorLuxottica SA	Annual/Special	30-Apr-25	16	Management	Amend Article 22 of Bylaws Re: Alternate Auditors	For
EssilorLuxottica SA	Annual/Special	30-Apr-25	17	Management	Authorize Filing of Required Documents/Other Formalities	For
SEGRO PLC	Annual	30-Apr-25	1	Management	Accept Financial Statements and Statutory Reports	For
SEGRO PLC	Annual	30-Apr-25	2	Management	Approve Final Dividend	For
SEGRO PLC	Annual	30-Apr-25	3	Management	Approve Remuneration Report	For
SEGRO PLC	Annual	30-Apr-25	4	Management	Approve Remuneration Policy	For
SEGRO PLC	Annual	30-Apr-25	5	Management	Re-elect Andy Harrison as Director	For
SEGRO PLC	Annual	30-Apr-25	6	Management	Re-elect Mary Barnard as Director	For
SEGRO PLC	Annual	30-Apr-25	7	Management	Re-elect Sue Clayton as Director	For
SEGRO PLC	Annual	30-Apr-25	8	Management	Re-elect Soumen Das as Director	For
SEGRO PLC	Annual	30-Apr-25	9	Management	Re-elect Carol Fairweather as Director	For
SEGRO PLC	Annual	30-Apr-25	10	Management	Re-elect Simon Fraser as Director	For
SEGRO PLC	Annual	30-Apr-25	11	Management	Re-elect David Sleath as Director	For
SEGRO PLC	Annual	30-Apr-25	12	Management	Re-elect Linda Yueh as Director	For
SEGRO PLC	Annual	30-Apr-25	13	Management	Elect Marcus Sperber as Director	For
SEGRO PLC	Annual	30-Apr-25	14	Management	Reappoint PricewaterhouseCoopers LLP as Auditors	For
SEGRO PLC	Annual	30-Apr-25	15	Management	Authorise the Audit Committee to Fix Remuneration of Auditors	For
SEGRO PLC	Annual	30-Apr-25	16	Management	Authorise UK Political Donations and Expenditure	For
SEGRO PLC	Annual	30-Apr-25	17	Management	Amend Long Term Incentive Plan	For
SEGRO PLC	Annual	30-Apr-25	18	Management	Authorise Issue of Equity	For
SEGRO PLC	Annual	30-Apr-25	19	Management	Authorise Issue of Equity without Pre-emptive Rights	For
SEGRO PLC	Annual	30-Apr-25	20	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
SEGRO PLC	Annual	30-Apr-25	21	Management	Authorise Market Purchase of Ordinary Shares	For
SEGRO PLC	Annual	30-Apr-25	22	Management	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Unilever Plc	Annual	30-Apr-25	1	Management	Accept Financial Statements and Statutory Reports	For

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Unilever Plc	Annual	30-Apr-25	2	Management	Approve Remuneration Report	Against
Unilever Plc	Annual	30-Apr-25	3	Management	Elect Benoit Potier as Director	For
Unilever Plc	Annual	30-Apr-25	4	Management	Elect Zoe Yujnovich as Director	For
Unilever Plc	Annual	30-Apr-25	5	Management	Re-elect Fernando Fernandez as Director	For
Unilever Plc	Annual	30-Apr-25	6	Management	Re-elect Adrian Hennah as Director	Abstain
Unilever Plc	Annual	30-Apr-25	7	Management	Re-elect Susan Kilsby as Director	For
Unilever Plc	Annual	30-Apr-25	8	Management	Re-elect Ruby Lu as Director	For
Unilever Plc	Annual	30-Apr-25	9	Management	Re-elect Judith McKenna as Director	For
Unilever Plc	Annual	30-Apr-25	10	Management	Re-elect Ian Meakins as Director	Against
Unilever Plc	Annual	30-Apr-25	11	Management	Re-elect Nelson Peltz as Director	For
Unilever Plc	Annual	30-Apr-25	12	Management	Reappoint KPMG LLP as Auditors	Abstain
Unilever Plc	Annual	30-Apr-25	13	Management	Authorise Board to Fix Remuneration of Auditors	For
Unilever Plc	Annual	30-Apr-25	14	Management	Authorise UK Political Donations and Expenditure	For
Unilever Plc	Annual	30-Apr-25	15	Management	Authorise Issue of Equity	For
Unilever Plc	Annual	30-Apr-25	16	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Unilever Plc	Annual	30-Apr-25	17	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
Unilever Plc	Annual	30-Apr-25	18	Management	Authorise Market Purchase of Ordinary Shares	For
Unilever Plc	Annual	30-Apr-25	19	Management	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
London Stock Exchange Group plc	Annual	01-May-25	1	Management	Accept Financial Statements and Statutory Reports	For
London Stock Exchange Group plc	Annual	01-May-25	2	Management	Approve Final Dividend	For
London Stock Exchange Group plc	Annual	01-May-25	3	Management	Approve Remuneration Report	Against
London Stock Exchange Group plc	Annual	01-May-25	4	Management	Re-elect Dominic Blakemore as Director	For

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Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
London Stock Exchange Group plc	Annual	01-May-25	5	Management	Re-elect Martin Brand as Director	For
London Stock Exchange Group plc	Annual	01-May-25	6	Management	Re-elect Kathleen DeRose as Director	For
London Stock Exchange Group plc	Annual	01-May-25	7	Management	Re-elect Tsega Gebreyes as Director	For
London Stock Exchange Group plc	Annual	01-May-25	8	Management	Re-elect Scott Guthrie as Director	For
London Stock Exchange Group plc	Annual	01-May-25	9	Management	Re-elect Cressida Hogg as Director	For
London Stock Exchange Group plc	Annual	01-May-25	10	Management	Re-elect Michel-Alain Proch as Director	For
London Stock Exchange Group plc	Annual	01-May-25	11	Management	Re-elect Val Rahmani as Director	For
London Stock Exchange Group plc	Annual	01-May-25	12	Management	Re-elect Don Robert as Director	Against
London Stock Exchange Group plc	Annual	01-May-25	13	Management	Re-elect David Schwimmer as Director	For
London Stock Exchange Group plc	Annual	01-May-25	14	Management	Re-elect William Vereker as Director	Against
London Stock Exchange Group plc	Annual	01-May-25	15	Management	Elect Lloyd Pitchford as Director	For
London Stock Exchange Group plc	Annual	01-May-25	16	Management	Reappoint Deloitte LLP as Auditors	For
London Stock Exchange Group plc	Annual	01-May-25	17	Management	Authorise the Audit Committee to Fix Remuneration of Auditors	For
London Stock Exchange Group plc	Annual	01-May-25	18	Management	Authorise Issue of Equity	For
London Stock Exchange Group plc	Annual	01-May-25	19	Management	Authorise UK Political Donations and Expenditure	For
London Stock Exchange Group plc	Annual	01-May-25	20	Management	Authorise Issue of Equity without Pre-emptive Rights	For
London Stock Exchange Group plc	Annual	01-May-25	21	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
London Stock Exchange Group plc	Annual	01-May-25	22	Management	Authorise Market Purchase of Ordinary Shares	For
London Stock Exchange Group plc	Annual	01-May-25	23	Management	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Kerry Group Plc	Annual	01-May-25	1	Management	Accept Financial Statements and Statutory Reports	For
Kerry Group Plc	Annual	01-May-25	2	Management	Approve Final Dividend	For

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Kerry Group Plc	Annual	01-May-25	3a	Management	Re-elect Gerry Behan as Director	For
Kerry Group Plc	Annual	01-May-25	3b	Management	Re-elect Genevieve Berger as Director	For
Kerry Group Plc	Annual	01-May-25	3c	Management	Re-elect Fiona Dawson as Director	For
Kerry Group Plc	Annual	01-May-25	3d	Management	Re-elect Emer Gilvarry as Director	For
Kerry Group Plc	Annual	01-May-25	3e	Management	Re-elect Catherine Godson as Director	For
Kerry Group Plc	Annual	01-May-25	3f	Management	Re-elect Liz Hewitt as Director	For
Kerry Group Plc	Annual	01-May-25	3g	Management	Re-elect Michael Kerr as Director	For
Kerry Group Plc	Annual	01-May-25	3h	Management	Re-elect Marguerite Larkin as Director	For
Kerry Group Plc	Annual	01-May-25	3i	Management	Re-elect Tom Moran as Director	For
Kerry Group Plc	Annual	01-May-25	3j	Management	Re-elect Christopher Rogers as Director	For
Kerry Group Plc	Annual	01-May-25	3k	Management	Re-elect Patrick Rohan as Director	For
Kerry Group Plc	Annual	01-May-25	3l	Management	Re-elect Edmond Scanlon as Director	For
Kerry Group Plc	Annual	01-May-25	3m	Management	Re-elect Jinlong Wang as Director	For
Kerry Group Plc	Annual	01-May-25	4	Management	Authorise Board to Fix Remuneration of Auditors	For
Kerry Group Plc	Annual	01-May-25	5	Management	Approve Remuneration Report	Against
Kerry Group Plc	Annual	01-May-25	6	Management	Authorise Issue of Equity	For
Kerry Group Plc	Annual	01-May-25	7	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Kerry Group Plc	Annual	01-May-25	8	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
Kerry Group Plc	Annual	01-May-25	9	Management	Authorise Market Purchase of A Ordinary Shares	For
Kerry Group Plc	Annual	01-May-25	10	Management	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Hexagon AB	Annual	05-May-25	2	Management	Elect Chair of Meeting	For

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Hexagon AB	Annual	05-May-25	3	Management	Prepare and Approve List of Shareholders	For
Hexagon AB	Annual	05-May-25	4	Management	Approve Agenda of Meeting	For
Hexagon AB	Annual	05-May-25	6	Management	Acknowledge Proper Convening of Meeting	For
Hexagon AB	Annual	05-May-25	9a	Management	Accept Financial Statements and Statutory Reports	For
Hexagon AB	Annual	05-May-25	9b	Management	Approve Allocation of Income and Dividends of EUR 0.14 Per Share	For
Hexagon AB	Annual	05-May-25	9c.1	Management	Approve Discharge of Ola Rollen	For
Hexagon AB	Annual	05-May-25	9c.2	Management	Approve Discharge of Gun Nilsson	For
Hexagon AB	Annual	05-May-25	9c.3	Management	Approve Discharge of Marta Schorling Andreen	For
Hexagon AB	Annual	05-May-25	9c.4	Management	Approve Discharge of John Brandon	For
Hexagon AB	Annual	05-May-25	9c.5	Management	Approve Discharge of Sofia Schorling Hogberg	For
Hexagon AB	Annual	05-May-25	9c.6	Management	Approve Discharge of Brett Watson	For
Hexagon AB	Annual	05-May-25	9c.7	Management	Approve Discharge of Erik Huggers	For
Hexagon AB	Annual	05-May-25	9c.8	Management	Approve Discharge of Annika Falkengren	For
Hexagon AB	Annual	05-May-25	9c.9	Management	Approve Discharge of Ralph Haupter	For
Hexagon AB	Annual	05-May-25	9c.10	Management	Approve Discharge of Paolo Guglielmini	For
Hexagon AB	Annual	05-May-25	9c.11	Management	Approve Discharge of Norbert Hanke	For
Hexagon AB	Annual	05-May-25	10	Management	Determine Number of Members (9) and Deputy Members (0) of Board	For
Hexagon AB	Annual	05-May-25	11.1	Management	Approve Remuneration of Directors in the Amount of SEK 2.7 Million for Chair, SEK 2 Million for Vice Chair and SEK 850,000 for Other Directors	For
Hexagon AB	Annual	05-May-25	11.2	Management	Approve Remuneration of Auditors	For
Hexagon AB	Annual	05-May-25	12.1	Management	Reelect Ola Rollen as Director	Against

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Hexagon AB	Annual	05-May-25	12.2	Management	Reelect Marta Schorling Andreen as Director	Against
Hexagon AB	Annual	05-May-25	12.3	Management	Reelect Sofia Schorling Hogberg as Director	Against
Hexagon AB	Annual	05-May-25	12.4	Management	Reelect Gun Nilsson as Director	For
Hexagon AB	Annual	05-May-25	12.5	Management	Reelect Erik Huggers as Director	For
Hexagon AB	Annual	05-May-25	12.6	Management	Reelect Annika Falkengren as Director	For
Hexagon AB	Annual	05-May-25	12.7	Management	Reelect Ralph Haupter as Director	For
Hexagon AB	Annual	05-May-25	12.8	Management	Elect Bjorn Rosengren as New Director	For
Hexagon AB	Annual	05-May-25	12.9	Management	Elect Tomas Eliasson as New Director	For
Hexagon AB	Annual	05-May-25	12.10	Management	Reelect Ola Rollen as Board Chair	Against
Hexagon AB	Annual	05-May-25	12.11	Management	Elect Bjorn Rosengren as Vice Chair	For
Hexagon AB	Annual	05-May-25	12.12	Management	Ratify PricewaterhouseCoopers AB as Auditors	For
Hexagon AB	Annual	05-May-25	13	Management	Reelect Mikael Ekdahl (Chair), Jan Dworsky, Brett Watson and Daniel Kristiansson as Members of Nominating Committee	For
Hexagon AB	Annual	05-May-25	14	Management	Approve Remuneration Report	Against
Hexagon AB	Annual	05-May-25	15	Management	Approve Performance Share Program 2025/2028 for Key Employees	Against
Hexagon AB	Annual	05-May-25	16	Management	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Hexagon AB	Annual	05-May-25	17	Management	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	For

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Danaher Corporation	Annual	06-May-25	1a	Management	Elect Director Rainer M. Blair	Against
Danaher Corporation	Annual	06-May-25	1b	Management	Elect Director Feroz Dewan	For
Danaher Corporation	Annual	06-May-25	1c	Management	Elect Director Linda Filler	Against
Danaher Corporation	Annual	06-May-25	1d	Management	Elect Director Charles W. Lamanna	For
Danaher Corporation	Annual	06-May-25	1e	Management	Elect Director Teri List	Against
Danaher Corporation	Annual	06-May-25	1f	Management	Elect Director Jessica L. Mega	For
Danaher Corporation	Annual	06-May-25	1g	Management	Elect Director Mitchell P. Rales	For
Danaher Corporation	Annual	06-May-25	1h	Management	Elect Director Steven M. Rales	Against
Danaher Corporation	Annual	06-May-25	1i	Management	Elect Director A. Shane Sanders	Against
Danaher Corporation	Annual	06-May-25	1j	Management	Elect Director John T. Schwieters	For
Danaher Corporation	Annual	06-May-25	1k	Management	Elect Director Alan G. Spoon	For
Danaher Corporation	Annual	06-May-25	1l	Management	Elect Director Raymond C. Stevens	For
Danaher Corporation	Annual	06-May-25	1m	Management	Elect Director Elias A. Zerhouni	For
Danaher Corporation	Annual	06-May-25	2	Management	Ratify Ernst & Young LLP as Auditors	For
Danaher Corporation	Annual	06-May-25	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
S&P Global Inc.	Annual	07-May-25	1.1	Management	Elect Director Marco Alvera	For
S&P Global Inc.	Annual	07-May-25	1.2	Management	Elect Director Martina L. Cheung	For
S&P Global Inc.	Annual	07-May-25	1.3	Management	Elect Director Jacques Esculier	For
S&P Global Inc.	Annual	07-May-25	1.4	Management	Elect Director William D. Green	For
S&P Global Inc.	Annual	07-May-25	1.5	Management	Elect Director Stephanie C. Hill	Against
S&P Global Inc.	Annual	07-May-25	1.6	Management	Elect Director Rebecca Jacoby	For
S&P Global Inc.	Annual	07-May-25	1.7	Management	Elect Director Ian Paul Livingston	For
S&P Global Inc.	Annual	07-May-25	1.8	Management	Elect Director Maria R. Morris	For
S&P Global Inc.	Annual	07-May-25	1.9	Management	Elect Director Gregory Washington	For
S&P Global Inc.	Annual	07-May-25	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
S&P Global Inc.	Annual	07-May-25	3	Management	Ratify Ernst & Young LLP as Auditors	For
S&P Global Inc.	Annual	07-May-25	4	Shareholder	Amend Clawback Policy	For
Tritax Big Box REIT plc	Annual	07-May-25	1	Management	Accept Financial Statements and Statutory Reports	For
Tritax Big Box REIT plc	Annual	07-May-25	2	Management	Approve Remuneration Report	For
Tritax Big Box REIT plc	Annual	07-May-25	3	Management	Elect Kirsty Wilman as Director	For
Tritax Big Box REIT plc	Annual	07-May-25	4	Management	Re-elect Aubrey Adams as Director	For
Tritax Big Box REIT plc	Annual	07-May-25	5	Management	Re-elect Elizabeth Brown as Director	For
Tritax Big Box REIT plc	Annual	07-May-25	6	Management	Re-elect Wu Gang as Director	For
Tritax Big Box REIT plc	Annual	07-May-25	7	Management	Re-elect Alastair Hughes as Director	For
Tritax Big Box REIT plc	Annual	07-May-25	8	Management	Re-elect Richard Laing as Director	Against
Tritax Big Box REIT plc	Annual	07-May-25	9	Management	Re-elect Karen Whitworth as Director	For



Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Tritax Big Box REIT plc	Annual	07-May-25	10	Management	Reappoint BDO LLP as Auditors	For
Tritax Big Box REIT plc	Annual	07-May-25	11	Management	Authorise Board to Fix Remuneration of Auditors	For
Tritax Big Box REIT plc	Annual	07-May-25	12	Management	Approve Dividend Policy	For
Tritax Big Box REIT plc	Annual	07-May-25	13	Management	Authorise Issue of Equity	For
Tritax Big Box REIT plc	Annual	07-May-25	14	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Tritax Big Box REIT plc	Annual	07-May-25	15	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
Tritax Big Box REIT plc	Annual	07-May-25	16	Management	Authorise Market Purchase of Ordinary Shares	For
Tritax Big Box REIT plc	Annual	07-May-25	17	Management	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
AMETEK, Inc.	Annual	07-May-25	1a	Management	Elect Director Dean Seavers	For
AMETEK, Inc.	Annual	07-May-25	1b	Management	Elect Director David A. Zapico	Against
AMETEK, Inc.	Annual	07-May-25	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
AMETEK, Inc.	Annual	07-May-25	3	Management	Ratify Ernst & Young LLP as Auditors	For
TransUnion	Annual	07-May-25	1a	Management	Elect Director George M. Awad	For
TransUnion	Annual	07-May-25	1b	Management	Elect Director Christopher A. Cartwright	For
TransUnion	Annual	07-May-25	1c	Management	Elect Director Suzanne P. Clark	For
TransUnion	Annual	07-May-25	1d	Management	Elect Director Hamidou Dia	For
TransUnion	Annual	07-May-25	1e	Management	Elect Director Russell P. Fradin	For
TransUnion	Annual	07-May-25	1f	Management	Elect Director Charles E. Gottdiener	For
TransUnion	Annual	07-May-25	1g	Management	Elect Director Pamela A. Joseph	For
TransUnion	Annual	07-May-25	1h	Management	Elect Director Thomas L. Monahan, III	For

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

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
TransUnion	Annual	07-May-25	1i	Management	Elect Director Ravi Kumar Singiseti	For
TransUnion	Annual	07-May-25	1j	Management	Elect Director Linda K. Zukauckas	For
TransUnion	Annual	07-May-25	2	Management	Ratify PricewaterhouseCoopers LLP as Auditors	For
TransUnion	Annual	07-May-25	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Schneider Electric SE	Annual/Special	07-May-25	1	Management	Approve Financial Statements and Statutory Reports	For
Schneider Electric SE	Annual/Special	07-May-25	2	Management	Approve Consolidated Financial Statements and Statutory Reports	For
Schneider Electric SE	Annual/Special	07-May-25	3	Management	Approve Allocation of Income and Dividends of EUR 3.90 per Share	For
Schneider Electric SE	Annual/Special	07-May-25	4	Management	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For
Schneider Electric SE	Annual/Special	07-May-25	5	Management	Approve Compensation Report of Corporate Officers	For
Schneider Electric SE	Annual/Special	07-May-25	6	Management	Approve Compensation of Olivier Blum, CEO from November 1, 2024 to December 31, 2024	For
Schneider Electric SE	Annual/Special	07-May-25	7	Management	Approve Compensation of Peter Herweck, CEO from January 1, 2024 to November 1, 2024	Against
Schneider Electric SE	Annual/Special	07-May-25	8	Management	Approve Compensation of Jean-Pascal Tricoire, Chairman of the Board	Against
Schneider Electric SE	Annual/Special	07-May-25	9	Management	Approve Remuneration Policy of CEO	Against
Schneider Electric SE	Annual/Special	07-May-25	10	Management	Approve Remuneration Policy of Chairman of the Board	For
Schneider Electric SE	Annual/Special	07-May-25	11	Management	Approve Remuneration Policy of Directors	For
Schneider Electric SE	Annual/Special	07-May-25	12	Management	Reelect Jean-Pascal Tricoire as Director	For
Schneider Electric SE	Annual/Special	07-May-25	13	Management	Reelect Anna Ohlsson-Leijon as Director	For

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Schneider Electric SE	Annual/Special	07-May-25	14	Management	Ratify Appointment of Clotilde Delbos as Director	For
Schneider Electric SE	Annual/Special	07-May-25	15	Management	Elect Xiaohong (Laura) Ding as Representative of Employee Shareholders to the Board	For
Schneider Electric SE	Annual/Special	07-May-25	A	Management	Elect Alban de Beaulaincourt as Representative of Employee Shareholders to the Board	Against
Schneider Electric SE	Annual/Special	07-May-25	B	Management	Elect François Durif as Representative of Employee Shareholders to the Board	Against
Schneider Electric SE	Annual/Special	07-May-25	C	Management	Elect Venkat Garimella as Representative of Employee Shareholders to the Board	Against
Schneider Electric SE	Annual/Special	07-May-25	D	Management	Elect Gérard Le Gouefflec as Representative of Employee Shareholders to the Board	Against
Schneider Electric SE	Annual/Special	07-May-25	E	Management	Elect Amandine Petitdemange as Representative of Employee Shareholders to the Board	Against
Schneider Electric SE	Annual/Special	07-May-25	16	Management	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For
Schneider Electric SE	Annual/Special	07-May-25	17	Management	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 800 Million	For
Schneider Electric SE	Annual/Special	07-May-25	18	Management	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 224 Million	For
Schneider Electric SE	Annual/Special	07-May-25	19	Management	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 224 Million	For
Schneider Electric SE	Annual/Special	07-May-25	20	Management	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17-19	For
Schneider Electric SE	Annual/Special	07-May-25	21	Management	Authorize Capital Increase of up to 9.73 Percent of Issued Capital for Contributions in Kind	For
Schneider Electric SE	Annual/Special	07-May-25	22	Management	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 224 Million	For

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Schneider Electric SE	Annual/Special	07-May-25	23	Management	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 224 Million	For
Schneider Electric SE	Annual/Special	07-May-25	24	Management	Authorize Capitalization of Reserves of Up to EUR 800 Million for Bonus Issue or Increase in Par Value	For
Schneider Electric SE	Annual/Special	07-May-25	25	Management	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	For
Schneider Electric SE	Annual/Special	07-May-25	26	Management	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For
Schneider Electric SE	Annual/Special	07-May-25	27	Management	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For
Schneider Electric SE	Annual/Special	07-May-25	28	Management	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For
Schneider Electric SE	Annual/Special	07-May-25	29	Management	Amend Article 11.3 of Bylaws Re: Conditions for Replacement of Representative of Employees Shareholders	For
Schneider Electric SE	Annual/Special	07-May-25	30	Management	Amend Article 14.3 of Bylaws Re: Board Deliberations	For
Schneider Electric SE	Annual/Special	07-May-25	31	Management	Authorize Filing of Required Documents/Other Formalities	For
Union Pacific Corporation	Annual	08-May-25	1a	Management	Elect Director David B. Dillon	Against
Union Pacific Corporation	Annual	08-May-25	1b	Management	Elect Director Sheri H. Edison	Against
Union Pacific Corporation	Annual	08-May-25	1c	Management	Elect Director Teresa M. Finley	For
Union Pacific Corporation	Annual	08-May-25	1d	Management	Elect Director Deborah C. Hopkins	For
Union Pacific Corporation	Annual	08-May-25	1e	Management	Elect Director Jane H. Lute	For
Union Pacific Corporation	Annual	08-May-25	1f	Management	Elect Director Michael R. McCarthy	For
Union Pacific Corporation	Annual	08-May-25	1g	Management	Elect Director Doyle R. Simons	Against
Union Pacific Corporation	Annual	08-May-25	1h	Management	Elect Director John K. Tien, Jr.	For
Union Pacific Corporation	Annual	08-May-25	1i	Management	Elect Director V. James Vena	For

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Union Pacific Corporation	Annual	08-May-25	1j	Management	Elect Director John P. Wiehoff	For
Union Pacific Corporation	Annual	08-May-25	1k	Management	Elect Director Christopher J. Williams	For
Union Pacific Corporation	Annual	08-May-25	2	Management	Ratify Deloitte & Touche LLP as Auditors	For
Union Pacific Corporation	Annual	08-May-25	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Union Pacific Corporation	Annual	08-May-25	4	Shareholder	Amend Clawback Policy	For
IDEX Corporation	Annual	08-May-25	1a	Management	Elect Director Eric D. Ashleman	For
IDEX Corporation	Annual	08-May-25	1b	Management	Elect Director Stephanie J. Disher	For
IDEX Corporation	Annual	08-May-25	1c	Management	Elect Director Matthijs Glastra	For
IDEX Corporation	Annual	08-May-25	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
IDEX Corporation	Annual	08-May-25	3	Management	Ratify Deloitte & Touche LLP as Auditors	For
IDEX Corporation	Annual	08-May-25	4	Shareholder	Report on Company's Hiring Practices with Respect to Formerly Incarcerated People	For
Stryker Corporation	Annual	08-May-25	1a	Management	Elect Director Mary K. Brainerd	For
Stryker Corporation	Annual	08-May-25	1b	Management	Elect Director Giovanni Caforio	For
Stryker Corporation	Annual	08-May-25	1c	Management	Elect Director Kevin A. Lobo	Against
Stryker Corporation	Annual	08-May-25	1d	Management	Elect Director Emmanuel P. Maceda	For
Stryker Corporation	Annual	08-May-25	1e	Management	Elect Director Sherilyn S. McCoy	For
Stryker Corporation	Annual	08-May-25	1f	Management	Elect Director Rachel M. Ruggeri	For
Stryker Corporation	Annual	08-May-25	1g	Management	Elect Director Andrew K. Silvernail	Against
Stryker Corporation	Annual	08-May-25	1h	Management	Elect Director Lisa M. Skeete Tatum	For
Stryker Corporation	Annual	08-May-25	1i	Management	Elect Director Ronda E. Stryker	For
Stryker Corporation	Annual	08-May-25	1j	Management	Elect Director Rajeev Suri	For

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Stryker Corporation	Annual	08-May-25	2	Management	Ratify Ernst & Young LLP as Auditors	For
Stryker Corporation	Annual	08-May-25	3	Management	Amend Omnibus Stock Plan	For
Stryker Corporation	Annual	08-May-25	4	Management	Amend Restricted Stock Plan	For
Stryker Corporation	Annual	08-May-25	5	Management	Amend Qualified Employee Stock Purchase Plan	For
Stryker Corporation	Annual	08-May-25	6	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Stryker Corporation	Annual	08-May-25	7	Shareholder	Report on Political Contributions and Expenditures	For
CME Group Inc.	Annual	08-May-25	1a	Management	Elect Director Terrence A. Duffy	Against
CME Group Inc.	Annual	08-May-25	1b	Management	Elect Director Kathryn Benesh	For
CME Group Inc.	Annual	08-May-25	1c	Management	Elect Director Timothy S. Bitsberger	For
CME Group Inc.	Annual	08-May-25	1d	Management	Elect Director Charles P. Carey	Against
CME Group Inc.	Annual	08-May-25	1e	Management	Elect Director Bryan T. Durkin	For
CME Group Inc.	Annual	08-May-25	1f	Management	Elect Director Harold Ford, Jr.	For
CME Group Inc.	Annual	08-May-25	1g	Management	Elect Director Martin J. Gepsman	For
CME Group Inc.	Annual	08-May-25	1h	Management	Elect Director Daniel G. Kaye	Against
CME Group Inc.	Annual	08-May-25	1i	Management	Elect Director Phyllis M. Lockett	Against
CME Group Inc.	Annual	08-May-25	1j	Management	Elect Director Deborah J. Lucas	For
CME Group Inc.	Annual	08-May-25	1k	Management	Elect Director Rahael Seifu	For
CME Group Inc.	Annual	08-May-25	1l	Management	Elect Director William R. Shepard	For
CME Group Inc.	Annual	08-May-25	1m	Management	Elect Director Howard J. Siegel	For

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
CME Group Inc.	Annual	08-May-25	1n	Management	Elect Director Dennis A. Suskind	For
CME Group Inc.	Annual	08-May-25	2	Management	Ratify Ernst & Young LLP as Auditors	For
CME Group Inc.	Annual	08-May-25	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Avantor, Inc.	Annual	08-May-25	1a	Management	Elect Director Juan Andres	For
Avantor, Inc.	Annual	08-May-25	1b	Management	Elect Director John Carethers	For
Avantor, Inc.	Annual	08-May-25	1c	Management	Elect Director Lan Kang	For
Avantor, Inc.	Annual	08-May-25	1d	Management	Elect Director Dame Louise Makin	For
Avantor, Inc.	Annual	08-May-25	1e	Management	Elect Director Joseph Massaro	Against
Avantor, Inc.	Annual	08-May-25	1f	Management	Elect Director Mala Murthy	For
Avantor, Inc.	Annual	08-May-25	1g	Management	Elect Director Jonathan Peacock	For
Avantor, Inc.	Annual	08-May-25	1h	Management	Elect Director Michael Severino	Against
Avantor, Inc.	Annual	08-May-25	1i	Management	Elect Director Michael Stubblefield	For
Avantor, Inc.	Annual	08-May-25	1j	Management	Elect Director Gregory Summe	For
Avantor, Inc.	Annual	08-May-25	2	Management	Ratify Deloitte & Touche LLP as Auditors	For
Avantor, Inc.	Annual	08-May-25	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
InterContinental Hotels Group Plc	Annual	08-May-25	1	Management	Accept Financial Statements and Statutory Reports	For
InterContinental Hotels Group Plc	Annual	08-May-25	2	Management	Approve Remuneration Policy	Against
InterContinental Hotels Group Plc	Annual	08-May-25	3	Management	Approve Remuneration Report	Against
InterContinental Hotels Group Plc	Annual	08-May-25	4	Management	Approve Final Dividend	For

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
InterContinental Hotels Group Plc	Annual	08-May-25	5a	Management	Re-elect Graham Allan as Director	For
InterContinental Hotels Group Plc	Annual	08-May-25	5b	Management	Re-elect Arthur de Haast as Director	For
InterContinental Hotels Group Plc	Annual	08-May-25	5c	Management	Re-elect Duriya Farooqui as Director	For
InterContinental Hotels Group Plc	Annual	08-May-25	5d	Management	Re-elect Michael Glover as Director	For
InterContinental Hotels Group Plc	Annual	08-May-25	5e	Management	Re-elect Byron Grote as Director	For
InterContinental Hotels Group Plc	Annual	08-May-25	5f	Management	Re-elect Sir Ron Kalifa as Director	For
InterContinental Hotels Group Plc	Annual	08-May-25	5g	Management	Re-elect Elie Maalouf as Director	For
InterContinental Hotels Group Plc	Annual	08-May-25	5h	Management	Re-elect Deanna Oppenheimer as Director	For
InterContinental Hotels Group Plc	Annual	08-May-25	5i	Management	Re-elect Angie Risley as Director	Against
InterContinental Hotels Group Plc	Annual	08-May-25	5j	Management	Re-elect Sharon Rothstein as Director	For
InterContinental Hotels Group Plc	Annual	08-May-25	6	Management	Reappoint PricewaterhouseCoopers LLP as Auditors	For
InterContinental Hotels Group Plc	Annual	08-May-25	7	Management	Authorise the Audit Committee to Fix Remuneration of Auditors	For
InterContinental Hotels Group Plc	Annual	08-May-25	8	Management	Authorise UK Political Donations and Expenditure	For
InterContinental Hotels Group Plc	Annual	08-May-25	9	Management	Authorise Issue of Equity	For
InterContinental Hotels Group Plc	Annual	08-May-25	10	Management	Authorise Issue of Equity without Pre-emptive Rights	For
InterContinental Hotels Group Plc	Annual	08-May-25	11	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
InterContinental Hotels Group Plc	Annual	08-May-25	12	Management	Authorise Market Purchase of Ordinary Shares	For
InterContinental Hotels Group Plc	Annual	08-May-25	13	Management	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Reckitt Benckiser Group Plc	Annual	08-May-25	1	Management	Accept Financial Statements and Statutory Reports	For
Reckitt Benckiser Group Plc	Annual	08-May-25	2	Management	Approve Remuneration Report	Against
Reckitt Benckiser Group Plc	Annual	08-May-25	3	Management	Approve Remuneration Policy	Against



Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Reckitt Benckiser Group Plc	Annual	08-May-25	4	Management	Approve Final Dividend	For
Reckitt Benckiser Group Plc	Annual	08-May-25	5	Management	Re-elect Andrew Bonfield as Director	For
Reckitt Benckiser Group Plc	Annual	08-May-25	6	Management	Re-elect Margherita Della Valle as Director	For
Reckitt Benckiser Group Plc	Annual	08-May-25	7	Management	Re-elect Mehmood Khan as Director	For
Reckitt Benckiser Group Plc	Annual	08-May-25	8	Management	Re-elect Elane Stock as Director	For
Reckitt Benckiser Group Plc	Annual	08-May-25	9	Management	Re-elect Sir Jeremy Darroch as Director	For
Reckitt Benckiser Group Plc	Annual	08-May-25	10	Management	Re-elect Tamara Ingram as Director	For
Reckitt Benckiser Group Plc	Annual	08-May-25	11	Management	Re-elect Kris Licht as Director	For
Reckitt Benckiser Group Plc	Annual	08-May-25	12	Management	Re-elect Shannon Eisenhardt as Director	For
Reckitt Benckiser Group Plc	Annual	08-May-25	13	Management	Re-elect Marybeth Hays as Director	For
Reckitt Benckiser Group Plc	Annual	08-May-25	14	Management	Elect Fiona Dawson as Director	For
Reckitt Benckiser Group Plc	Annual	08-May-25	15	Management	Elect Stefan Oschmann as Director	For
Reckitt Benckiser Group Plc	Annual	08-May-25	16	Management	Elect Mahesh Madhavan as Director	For
Reckitt Benckiser Group Plc	Annual	08-May-25	17	Management	Reappoint KPMG LLP as Auditors	For
Reckitt Benckiser Group Plc	Annual	08-May-25	18	Management	Authorise the Audit Committee to Fix Remuneration of Auditors	For
Reckitt Benckiser Group Plc	Annual	08-May-25	19	Management	Authorise UK Political Donations and Expenditure	For
Reckitt Benckiser Group Plc	Annual	08-May-25	20	Management	Approve Long-Term Incentive Plan	Against
Reckitt Benckiser Group Plc	Annual	08-May-25	21	Management	Approve Sharesave Plan	For
Reckitt Benckiser Group Plc	Annual	08-May-25	22	Management	Authorise Issue of Equity	For
Reckitt Benckiser Group Plc	Annual	08-May-25	23	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Reckitt Benckiser Group Plc	Annual	08-May-25	24	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Reckitt Benckiser Group Plc	Annual	08-May-25	25	Management	Authorise Market Purchase of Ordinary Shares	For
Reckitt Benckiser Group Plc	Annual	08-May-25	26	Management	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Epiroc AB	Annual	08-May-25	1	Management	Open Meeting; Elect Chair of Meeting	For
Epiroc AB	Annual	08-May-25	4	Management	Approve Agenda of Meeting	For
Epiroc AB	Annual	08-May-25	5	Management	Acknowledge Proper Convening of Meeting	For
Epiroc AB	Annual	08-May-25	8a	Management	Accept Financial Statements and Statutory Reports	For
Epiroc AB	Annual	08-May-25	8b.1	Management	Approve Discharge of Anthea Bath	For
Epiroc AB	Annual	08-May-25	8b.2	Management	Approve Discharge of Lennart Evrell	For
Epiroc AB	Annual	08-May-25	8b.3	Management	Approve Discharge of Johan Forssell	For
Epiroc AB	Annual	08-May-25	8b.4	Management	Approve Discharge of Helena Hedblom	For
Epiroc AB	Annual	08-May-25	8b.5	Management	Approve Discharge of Jeane Hull	For
Epiroc AB	Annual	08-May-25	8b.6	Management	Approve Discharge of Ronnie Leten	For
Epiroc AB	Annual	08-May-25	8b.7	Management	Approve Discharge of Ulla Litzen	For
Epiroc AB	Annual	08-May-25	8b.8	Management	Approve Discharge of Sigurd Mareels	For
Epiroc AB	Annual	08-May-25	8b.9	Management	Approve Discharge of Astrid Skarheim Onsum	For
Epiroc AB	Annual	08-May-25	8b.10	Management	Approve Discharge of Kristina Kanestad	For
Epiroc AB	Annual	08-May-25	8b.11	Management	Approve Discharge of Niclas Bergstrom	For
Epiroc AB	Annual	08-May-25	8b.12	Management	Approve Discharge of CEO Helena Hedblom	For
Epiroc AB	Annual	08-May-25	8c	Management	Approve Allocation of Income and Dividends of SEK 3.80 Per Share	For
Epiroc AB	Annual	08-May-25	8d	Management	Approve Remuneration Report	Against

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Epiroc AB	Annual	08-May-25	9a	Management	Determine Number of Members (9) and Deputy Members of Board (0)	For
Epiroc AB	Annual	08-May-25	9b	Management	Determine Number of Auditors (1) and Deputy Auditors (0)	For
Epiroc AB	Annual	08-May-25	10a.1	Management	Reelect Anthea Bath as Director	For
Epiroc AB	Annual	08-May-25	10a.2	Management	Reelect Johan Forssell as Director	Against
Epiroc AB	Annual	08-May-25	10a.3	Management	Reelect Helena Hedblom as Director	For
Epiroc AB	Annual	08-May-25	10a.4	Management	Reelect Jeane Hull as Director	For
Epiroc AB	Annual	08-May-25	10a.5	Management	Reelect Ronnie Leten as Director	Against
Epiroc AB	Annual	08-May-25	10a.6	Management	Elect Jenny Lindqvist as New Director	For
Epiroc AB	Annual	08-May-25	10a.7	Management	Reelect Ulla Litzen as Director	For
Epiroc AB	Annual	08-May-25	10a.8	Management	Reelect Sigurd Mareels as Director	For
Epiroc AB	Annual	08-May-25	10a.9	Management	Elect Fredric Stahl as New Director	For
Epiroc AB	Annual	08-May-25	10b	Management	Reelect Ronnie Leten as Board Chair	Against
Epiroc AB	Annual	08-May-25	10c	Management	Ratify Ernst & Young as Auditors	For
Epiroc AB	Annual	08-May-25	11a	Management	Approve Remuneration of Directors in the Amount of SEK 2.96 Million for Chair and SEK 930,000 for Other Directors; Approve Partly Remuneration in Synthetic Shares; Approve Remuneration for Committee Work	For
Epiroc AB	Annual	08-May-25	11b	Management	Approve Remuneration of Auditors	For
Epiroc AB	Annual	08-May-25	12a	Management	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Epiroc AB	Annual	08-May-25	12b	Management	Approve Stock Option Plan 2025 for Key Employees	For
Epiroc AB	Annual	08-May-25	13a	Management	Approve Equity Plan Financing Through Repurchase of Class A Shares	For

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Epiroc AB	Annual	08-May-25	13b	Management	Approve Repurchase of Shares to Pay 50 Percent of Director's Remuneration in Synthetic Shares	For
Epiroc AB	Annual	08-May-25	13c	Management	Approve Equity Plan Financing Through Transfer of Class A Shares to Participants	Against
Epiroc AB	Annual	08-May-25	13d	Management	Approve Sale of Class A Shares to Finance Director Remuneration in Synthetic Shares	For
Epiroc AB	Annual	08-May-25	13e	Management	Approve Sale of Class A Shares to Finance Stock Option Plan 2018, 2019, 2020, 2021 and 2022	For
Rightmove Plc	Annual	09-May-25	1	Management	Accept Financial Statements and Statutory Reports	For
Rightmove Plc	Annual	09-May-25	2	Management	Approve Remuneration Report	For
Rightmove Plc	Annual	09-May-25	3	Management	Approve Final Dividend	For
Rightmove Plc	Annual	09-May-25	4	Management	Reappoint Ernst & Young LLP as Auditors	For
Rightmove Plc	Annual	09-May-25	5	Management	Authorise Board to Fix Remuneration of Auditors	For
Rightmove Plc	Annual	09-May-25	6	Management	Elect Ruaridh Hook as Director	For
Rightmove Plc	Annual	09-May-25	7	Management	Re-elect Andrew Fisher as Director	Against
Rightmove Plc	Annual	09-May-25	8	Management	Re-elect Johan Svanstrom as Director	For
Rightmove Plc	Annual	09-May-25	9	Management	Re-elect Jacqueline de Rojas as Director	For
Rightmove Plc	Annual	09-May-25	10	Management	Re-elect Andrew Findlay as Director	For
Rightmove Plc	Annual	09-May-25	11	Management	Re-elect Kriti Sharma as Director	For
Rightmove Plc	Annual	09-May-25	12	Management	Re-elect Amit Tiwari as Director	For
Rightmove Plc	Annual	09-May-25	13	Management	Re-elect Lorna Tilbian as Director	For
Rightmove Plc	Annual	09-May-25	14	Management	Authorise Issue of Equity	For
Rightmove Plc	Annual	09-May-25	15	Management	Authorise Issue of Equity without Pre-emptive Rights	For

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Rightmove Plc	Annual	09-May-25	16	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
Rightmove Plc	Annual	09-May-25	17	Management	Authorise Market Purchase of Ordinary Shares	For
Rightmove Plc	Annual	09-May-25	18	Management	Authorise UK Political Donations and Expenditure	For
Rightmove Plc	Annual	09-May-25	19	Management	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Admiral Group Plc	Annual	09-May-25	1	Management	Accept Financial Statements and Statutory Reports	For
Admiral Group Plc	Annual	09-May-25	2	Management	Approve Remuneration Report	Against
Admiral Group Plc	Annual	09-May-25	3	Management	Approve Final Dividend	For
Admiral Group Plc	Annual	09-May-25	4	Management	Re-elect Michael Rogers as Director	For
Admiral Group Plc	Annual	09-May-25	5	Management	Re-elect Milena Mondini de Focatis as Director	For
Admiral Group Plc	Annual	09-May-25	6	Management	Re-elect Geraint Jones as Director	For
Admiral Group Plc	Annual	09-May-25	7	Management	Re-elect Evelyn Bourke as Director	For
Admiral Group Plc	Annual	09-May-25	8	Management	Re-elect Michael Brierley as Director	For
Admiral Group Plc	Annual	09-May-25	9	Management	Re-elect Andrew Crossley as Director	For
Admiral Group Plc	Annual	09-May-25	10	Management	Re-elect Karen Green as Director	Against
Admiral Group Plc	Annual	09-May-25	11	Management	Re-elect Fiona Muldoon as Director	For
Admiral Group Plc	Annual	09-May-25	12	Management	Re-elect Jayaprakasa Rangaswami as Director	For
Admiral Group Plc	Annual	09-May-25	13	Management	Re-elect William Roberts as Director	For
Admiral Group Plc	Annual	09-May-25	14	Management	Re-elect Justine Roberts as Director	For
Admiral Group Plc	Annual	09-May-25	15	Management	Reappoint Deloitte LLP as Auditors	For
Admiral Group Plc	Annual	09-May-25	16	Management	Authorise the Audit Committee to Fix Remuneration of Auditors	For
Admiral Group Plc	Annual	09-May-25	17	Management	Authorise UK Political Donations and Expenditure	For

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Admiral Group Plc	Annual	09-May-25	18	Management	Approve Discretionary Free Share Scheme	For
Admiral Group Plc	Annual	09-May-25	19	Management	Authorise Issue of Equity	For
Admiral Group Plc	Annual	09-May-25	20	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Admiral Group Plc	Annual	09-May-25	21	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
Admiral Group Plc	Annual	09-May-25	22	Management	Authorise Market Purchase of Ordinary Shares	For
Admiral Group Plc	Annual	09-May-25	23	Management	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Ares Capital Corporation	Annual	12-May-25	1a	Management	Elect Director Daniel G. Kelly, Jr.	For
Ares Capital Corporation	Annual	12-May-25	1b	Management	Elect Director Eric B. Siegel	For
Ares Capital Corporation	Annual	12-May-25	1c	Management	Elect Director R. Kipp deVeer	For
Ares Capital Corporation	Annual	12-May-25	2	Management	Ratify KPMG LLP as Auditors	For
Arthur J. Gallagher & Co.	Annual	13-May-25	1a	Management	Elect Director Sherry Barrat	Against
Arthur J. Gallagher & Co.	Annual	13-May-25	1b	Management	Elect Director Deborah Caplan	For
Arthur J. Gallagher & Co.	Annual	13-May-25	1c	Management	Elect Director Teresa Clarke	For
Arthur J. Gallagher & Co.	Annual	13-May-25	1d	Management	Elect Director John Coldman	For
Arthur J. Gallagher & Co.	Annual	13-May-25	1e	Management	Elect Director Richard Harries	For
Arthur J. Gallagher & Co.	Annual	13-May-25	1f	Management	Elect Director Pat Gallagher	Against
Arthur J. Gallagher & Co.	Annual	13-May-25	1g	Management	Elect Director David Johnson	Against
Arthur J. Gallagher & Co.	Annual	13-May-25	1h	Management	Elect Director Chris Miskel	Against

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Arthur J. Gallagher & Co.	Annual	13-May-25	1i	Management	Elect Director Ralph Nicoletti	Against
Arthur J. Gallagher & Co.	Annual	13-May-25	1j	Management	Elect Director Norman Rosenthal	For
Arthur J. Gallagher & Co.	Annual	13-May-25	2	Management	Ratify Ernst & Young LLP as Auditors	For
Arthur J. Gallagher & Co.	Annual	13-May-25	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Alexandria Real Estate Equities, Inc.	Annual	13-May-25	1a	Management	Elect Director Joel S. Marcus	Against
Alexandria Real Estate Equities, Inc.	Annual	13-May-25	1b	Management	Elect Director Steven R. Hash	Against
Alexandria Real Estate Equities, Inc.	Annual	13-May-25	1c	Management	Elect Director Claire Aldridge	For
Alexandria Real Estate Equities, Inc.	Annual	13-May-25	1d	Management	Elect Director James P. Cain	Against
Alexandria Real Estate Equities, Inc.	Annual	13-May-25	1e	Management	Elect Director Maria C. Freire	For
Alexandria Real Estate Equities, Inc.	Annual	13-May-25	1f	Management	Elect Director Richard H. Klein	Against
Alexandria Real Estate Equities, Inc.	Annual	13-May-25	1g	Management	Elect Director Sheila K. McGrath	For
Alexandria Real Estate Equities, Inc.	Annual	13-May-25	1h	Management	Elect Director Michael A. Woronoff	For
Alexandria Real Estate Equities, Inc.	Annual	13-May-25	2	Management	Amend Restricted Stock Plan	For
Alexandria Real Estate Equities, Inc.	Annual	13-May-25	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Alexandria Real Estate Equities, Inc.	Annual	13-May-25	4	Management	Ratify Ernst & Young LLP as Auditors	For
Alexandria Real Estate Equities, Inc.	Annual	13-May-25	5	Shareholder	Adopt Simple Majority Vote	For
Deutsche Boerse AG	Annual	14-May-25	2	Management	Approve Allocation of Income and Dividends of EUR 4.00 per Share	For
Deutsche Boerse AG	Annual	14-May-25	3	Management	Approve Discharge of Management Board for Fiscal Year 2024	For

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Deutsche Boerse AG	Annual	14-May-25	4	Management	Approve Discharge of Supervisory Board for Fiscal Year 2024	For
Deutsche Boerse AG	Annual	14-May-25	5	Management	Amend Articles Re: Electronic Securities	For
Deutsche Boerse AG	Annual	14-May-25	6	Management	Approve Creation of EUR 18.8 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For
Deutsche Boerse AG	Annual	14-May-25	7	Management	Elect Jean Mustier to the Supervisory Board	For
Deutsche Boerse AG	Annual	14-May-25	8	Management	Approve Virtual-Only Shareholder Meetings Until 2027	For
Deutsche Boerse AG	Annual	14-May-25	9	Management	Approve Remuneration Policy	Against
Deutsche Boerse AG	Annual	14-May-25	10	Management	Approve Remuneration Report	Against
Deutsche Boerse AG	Annual	14-May-25	11.a	Management	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2025	For
Deutsche Boerse AG	Annual	14-May-25	11.b	Management	Ratify PricewaterhouseCoopers GmbH as Authorized Sustainability Auditors for Fiscal Year 2025	For
American Tower Corporation	Annual	14-May-25	1a	Management	Elect Director Steven O. Vondran	For
American Tower Corporation	Annual	14-May-25	1b	Management	Elect Director Kelly C. Chambliss	For
American Tower Corporation	Annual	14-May-25	1c	Management	Elect Director Teresa H. Clarke	For
American Tower Corporation	Annual	14-May-25	1d	Management	Elect Director Kenneth R. Frank	Against
American Tower Corporation	Annual	14-May-25	1e	Management	Elect Director Robert D. Hormats	For
American Tower Corporation	Annual	14-May-25	1f	Management	Elect Director Rajesh Kalathur	For
American Tower Corporation	Annual	14-May-25	1g	Management	Elect Director Grace D. Lieblein	Against
American Tower Corporation	Annual	14-May-25	1h	Management	Elect Director Craig Macnab	For



Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
American Tower Corporation	Annual	14-May-25	1i	Management	Elect Director Neville R. Ray	For
American Tower Corporation	Annual	14-May-25	1j	Management	Elect Director Pamela D. A. Reeve	For
American Tower Corporation	Annual	14-May-25	1k	Management	Elect Director Bruce L. Tanner	Against
American Tower Corporation	Annual	14-May-25	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
American Tower Corporation	Annual	14-May-25	3	Management	Ratify Deloitte & Touche LLP as Auditors	For
HGCapital Trust PLC	Annual	14-May-25	1	Management	Accept Financial Statements and Statutory Reports	For
HGCapital Trust PLC	Annual	14-May-25	2	Management	Approve Remuneration Report	For
HGCapital Trust PLC	Annual	14-May-25	3	Management	Approve Final Dividend	For
HGCapital Trust PLC	Annual	14-May-25	4	Management	Elect John Billowits as Director	For
HGCapital Trust PLC	Annual	14-May-25	5	Management	Re-elect Richard Brooman as Director	For
HGCapital Trust PLC	Annual	14-May-25	6	Management	Re-elect Helena Coles as Director	For
HGCapital Trust PLC	Annual	14-May-25	7	Management	Re-elect Pilar Junco as Director	For
HGCapital Trust PLC	Annual	14-May-25	8	Management	Re-elect Erika Schraner as Director	For
HGCapital Trust PLC	Annual	14-May-25	9	Management	Re-elect Jim Strang as Director	For
HGCapital Trust PLC	Annual	14-May-25	10	Management	Reappoint Grant Thornton UK LLP as Auditors	For
HGCapital Trust PLC	Annual	14-May-25	11	Management	Authorise Board to Fix Remuneration of Auditors	For
HGCapital Trust PLC	Annual	14-May-25	12	Management	Approve Continuation of Company as Investment Trust	For
HGCapital Trust PLC	Annual	14-May-25	13	Management	Approve the Proposed Changes to the Investment Policy	For
HGCapital Trust PLC	Annual	14-May-25	14	Management	Authorise Issue of Equity	For
HGCapital Trust PLC	Annual	14-May-25	15	Management	Authorise Issue of Equity without Pre-emptive Rights	For
HGCapital Trust PLC	Annual	14-May-25	16	Management	Authorise Market Purchase of Ordinary Shares	For

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Universal Music Group NV	Annual	14-May-25	3.	Management	Approve Remuneration Report	Against
Universal Music Group NV	Annual	14-May-25	4	Management	Adopt Financial Statements	For
Universal Music Group NV	Annual	14-May-25	5.b	Management	Approve Dividends	For
Universal Music Group NV	Annual	14-May-25	6.a.	Management	Approve Discharge of Executive Directors	For
Universal Music Group NV	Annual	14-May-25	6.b	Management	Approve Discharge of Non-Executive Directors	For
Universal Music Group NV	Annual	14-May-25	7.	Management	Reelect Vincent Vallejo as Executive Director	For
Universal Music Group NV	Annual	14-May-25	8.a.	Management	Reelect Sherry Lansing as Non-Executive Director	Against
Universal Music Group NV	Annual	14-May-25	8.b.	Management	Reelect Haim Saban as Non-Executive Director	For
Universal Music Group NV	Annual	14-May-25	8.c.	Management	Reelect Luc van Os as Non-Executive Director	For
Universal Music Group NV	Annual	14-May-25	9.	Management	Approve Remuneration Policy of Executive Board	Against
Universal Music Group NV	Annual	14-May-25	10.a.	Management	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Universal Music Group NV	Annual	14-May-25	10.b.	Management	Approve Cancellation of Shares	For
Spirax Group Plc	Annual	14-May-25	1	Management	Accept Financial Statements and Statutory Reports	For
Spirax Group Plc	Annual	14-May-25	2	Management	Approve Remuneration Report	Against
Spirax Group Plc	Annual	14-May-25	3	Management	Approve Increase in the Maximum Aggregate Amount of Fees Payable to Directors	For
Spirax Group Plc	Annual	14-May-25	4	Management	Approve Final Dividend	For
Spirax Group Plc	Annual	14-May-25	5	Management	Reappoint Deloitte LLP as Auditors	For

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Spirax Group Plc	Annual	14-May-25	6	Management	Authorise the Audit Committee to Fix Remuneration of Auditors	For
Spirax Group Plc	Annual	14-May-25	7	Management	Elect Tim Cobbold as Director	For
Spirax Group Plc	Annual	14-May-25	8	Management	Elect Louisa Burdett as Director	For
Spirax Group Plc	Annual	14-May-25	9	Management	Re-elect Nimesh Patel as Director	For
Spirax Group Plc	Annual	14-May-25	10	Management	Re-elect Angela Archon as Director	For
Spirax Group Plc	Annual	14-May-25	11	Management	Re-elect Constance Baroudele as Director	For
Spirax Group Plc	Annual	14-May-25	12	Management	Re-elect Peter France as Director	For
Spirax Group Plc	Annual	14-May-25	13	Management	Re-elect Richard Gillingwater as Director	For
Spirax Group Plc	Annual	14-May-25	14	Management	Re-elect Caroline Johnstone as Director	For
Spirax Group Plc	Annual	14-May-25	15	Management	Re-elect Jane Kingston as Director	Against
Spirax Group Plc	Annual	14-May-25	16	Management	Re-elect Kevin Thompson as Director	For
Spirax Group Plc	Annual	14-May-25	17	Management	Authorise UK Political Donations and Expenditure	For
Spirax Group Plc	Annual	14-May-25	18	Management	Approve Scrip Dividend Program	For
Spirax Group Plc	Annual	14-May-25	19	Management	Authorise Issue of Equity	For
Spirax Group Plc	Annual	14-May-25	20	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Spirax Group Plc	Annual	14-May-25	21	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
Spirax Group Plc	Annual	14-May-25	22	Management	Authorise Market Purchase of Ordinary Shares	For
Spirax Group Plc	Annual	14-May-25	23	Management	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Prudential Plc	Annual	14-May-25	1	Management	Accept Financial Statements and Statutory Reports	For
Prudential Plc	Annual	14-May-25	2	Management	Approve Remuneration Report	Against
Prudential Plc	Annual	14-May-25	3	Management	Re-elect Shriti Vadera as Director	For

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Prudential Plc	Annual	14-May-25	4	Management	Re-elect Anil Wadhvani as Director	Against
Prudential Plc	Annual	14-May-25	5	Management	Re-elect Jeremy Anderson as Director	For
Prudential Plc	Annual	14-May-25	6	Management	Re-elect Arijit Basu as Director	For
Prudential Plc	Annual	14-May-25	7	Management	Re-elect Chua Sock Koong as Director	Against
Prudential Plc	Annual	14-May-25	8	Management	Re-elect Ming Lu as Director	For
Prudential Plc	Annual	14-May-25	9	Management	Re-elect George Sartorel as Director	For
Prudential Plc	Annual	14-May-25	10	Management	Re-elect Mark Saunders as Director	For
Prudential Plc	Annual	14-May-25	11	Management	Re-elect Claudia Dyckerhoff as Director	For
Prudential Plc	Annual	14-May-25	12	Management	Re-elect Jeanette Wong as Director	Against
Prudential Plc	Annual	14-May-25	13	Management	Re-elect Amy Yip as Director	For
Prudential Plc	Annual	14-May-25	14	Management	Reappoint Ernst & Young LLP as Auditors	For
Prudential Plc	Annual	14-May-25	15	Management	Authorise the Audit Committee to Fix Remuneration of Auditors	For
Prudential Plc	Annual	14-May-25	16	Management	Authorise UK Political Donations and Expenditure	For
Prudential Plc	Annual	14-May-25	17	Management	Authorise Issue of Equity	For
Prudential Plc	Annual	14-May-25	18	Management	Authorise Issue of Equity to Include Repurchased Shares	For
Prudential Plc	Annual	14-May-25	19	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Prudential Plc	Annual	14-May-25	20	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
Prudential Plc	Annual	14-May-25	21	Management	Authorise Market Purchase of Ordinary Shares	For
Prudential Plc	Annual	14-May-25	22	Management	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
O'Reilly Automotive, Inc.	Annual	15-May-25	1a	Management	Elect Director Greg Henslee	Against

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
O'Reilly Automotive, Inc.	Annual	15-May-25	1b	Management	Elect Director David O'Reilly	For
O'Reilly Automotive, Inc.	Annual	15-May-25	1c	Management	Elect Director Thomas T. Hendrickson	Against
O'Reilly Automotive, Inc.	Annual	15-May-25	1d	Management	Elect Director Kimberly A. deBeers	For
O'Reilly Automotive, Inc.	Annual	15-May-25	1e	Management	Elect Director Gregory D. Johnson	For
O'Reilly Automotive, Inc.	Annual	15-May-25	1f	Management	Elect Director John R. Murphy	For
O'Reilly Automotive, Inc.	Annual	15-May-25	1g	Management	Elect Director Dana M. Perlman	Against
O'Reilly Automotive, Inc.	Annual	15-May-25	1h	Management	Elect Director Maria A. Sastre	For
O'Reilly Automotive, Inc.	Annual	15-May-25	1i	Management	Elect Director Fred Whitfield	For
O'Reilly Automotive, Inc.	Annual	15-May-25	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
O'Reilly Automotive, Inc.	Annual	15-May-25	3	Management	Increase Authorized Common Stock	For
O'Reilly Automotive, Inc.	Annual	15-May-25	4	Management	Ratify Ernst & Young LLP as Auditors	For
O'Reilly Automotive, Inc.	Annual	15-May-25	5	Shareholder	Amend Clawback Policy	For
The UNITE Group Plc	Annual	15-May-25	1	Management	Accept Financial Statements and Statutory Reports	For
The UNITE Group Plc	Annual	15-May-25	2	Management	Approve Remuneration Policy	For
The UNITE Group Plc	Annual	15-May-25	3	Management	Approve Remuneration Report	For
The UNITE Group Plc	Annual	15-May-25	4	Management	Approve Final Dividend	For
The UNITE Group Plc	Annual	15-May-25	5	Management	Re-elect Richard Huntingford as Director	Against
The UNITE Group Plc	Annual	15-May-25	6	Management	Re-elect Joe Lister as Director	For
The UNITE Group Plc	Annual	15-May-25	7	Management	Re-elect Michael Burt as Director	For
The UNITE Group Plc	Annual	15-May-25	8	Management	Re-elect Ross Paterson as Director	For
The UNITE Group Plc	Annual	15-May-25	9	Management	Re-elect Ilaria del Beato as Director	For

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
The UNITE Group Plc	Annual	15-May-25	10	Management	Re-elect Dame Shirley Pearce as Director	For
The UNITE Group Plc	Annual	15-May-25	11	Management	Re-elect Thomas Jackson as Director	For
The UNITE Group Plc	Annual	15-May-25	12	Management	Re-elect Sir Steve Smith as Director	For
The UNITE Group Plc	Annual	15-May-25	13	Management	Re-elect Nicola Dulieu as Director	For
The UNITE Group Plc	Annual	15-May-25	14	Management	Re-elect Angela Jain as Director	For
The UNITE Group Plc	Annual	15-May-25	15	Management	Reappoint Deloitte LLP as Auditors	For
The UNITE Group Plc	Annual	15-May-25	16	Management	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	For
The UNITE Group Plc	Annual	15-May-25	17	Management	Approve Performance Share Plan	Against
The UNITE Group Plc	Annual	15-May-25	18	Management	Approve Employee Share Option Scheme	For
The UNITE Group Plc	Annual	15-May-25	19	Management	Authorise Issue of Equity	For
The UNITE Group Plc	Annual	15-May-25	20	Management	Authorise Issue of Equity without Pre-emptive Rights	For
The UNITE Group Plc	Annual	15-May-25	21	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
The UNITE Group Plc	Annual	15-May-25	22	Management	Authorise Market Purchase of Ordinary Shares	For
The UNITE Group Plc	Annual	15-May-25	23	Management	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Marsh & McLennan Companies, Inc.	Annual	15-May-25	1a	Management	Elect Director Anthony K. Anderson	Against
Marsh & McLennan Companies, Inc.	Annual	15-May-25	1b	Management	Elect Director John Q. Doyle	Abstain
Marsh & McLennan Companies, Inc.	Annual	15-May-25	1c	Management	Elect Director H. Edward Hanway	For
Marsh & McLennan Companies, Inc.	Annual	15-May-25	1d	Management	Elect Director Judith Hartmann	For
Marsh & McLennan Companies, Inc.	Annual	15-May-25	1e	Management	Elect Director Deborah C. Hopkins	For
Marsh & McLennan Companies, Inc.	Annual	15-May-25	1f	Management	Elect Director Tamara Ingram	For
Marsh & McLennan Companies, Inc.	Annual	15-May-25	1g	Management	Elect Director Jane H. Lute	For

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

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Marsh & McLennan Companies, Inc.	Annual	15-May-25	1h	Management	Elect Director Steven A. Mills	Against
Marsh & McLennan Companies, Inc.	Annual	15-May-25	1i	Management	Elect Director Morton O. Schapiro	Against
Marsh & McLennan Companies, Inc.	Annual	15-May-25	1j	Management	Elect Director Jan Siegmund	For
Marsh & McLennan Companies, Inc.	Annual	15-May-25	1k	Management	Elect Director Lloyd M. Yates	For
Marsh & McLennan Companies, Inc.	Annual	15-May-25	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Marsh & McLennan Companies, Inc.	Annual	15-May-25	3	Management	Ratify Deloitte & Touche LLP as Auditors	For
Marsh & McLennan Companies, Inc.	Annual	15-May-25	4	Management	Amend Omnibus Stock Plan	For
Wolters Kluwer NV	Annual	15-May-25	2.c.	Management	Approve Remuneration Report	Against
Wolters Kluwer NV	Annual	15-May-25	3.a.	Management	Adopt Financial Statements and Statutory Reports	For
Wolters Kluwer NV	Annual	15-May-25	3.c.	Management	Approve Dividends	For
Wolters Kluwer NV	Annual	15-May-25	4.a.	Management	Approve Discharge of Executive Board	For
Wolters Kluwer NV	Annual	15-May-25	4.b.	Management	Approve Discharge of Supervisory Board	For
Wolters Kluwer NV	Annual	15-May-25	5.a.	Management	Reelect Kevin Entricken to Executive Board	For
Wolters Kluwer NV	Annual	15-May-25	5.b.	Management	Elect Stacey Caywood to Executive Board	For
Wolters Kluwer NV	Annual	15-May-25	6.	Management	Elect Ann Ziegler to Supervisory Board	For
Wolters Kluwer NV	Annual	15-May-25	7.	Management	Approve Remuneration Policy of Executive Board	Against
Wolters Kluwer NV	Annual	15-May-25	8.a.	Management	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For
Wolters Kluwer NV	Annual	15-May-25	8.b.	Management	Authorize Board to Exclude Preemptive Rights from Share Issuances	For
Wolters Kluwer NV	Annual	15-May-25	9.	Management	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Wolters Kluwer NV	Annual	15-May-25	10.	Management	Approve Cancellation of Shares	For
Wolters Kluwer NV	Annual	15-May-25	11.	Management	Appoint KPMG Accountants N.V. as Auditor for Sustainability Reporting	For
Intercontinental Exchange, Inc.	Annual	16-May-25	1a	Management	Elect Director Sharon Y. Bowen	For
Intercontinental Exchange, Inc.	Annual	16-May-25	1b	Management	Elect Director Shantella E. Cooper	For
Intercontinental Exchange, Inc.	Annual	16-May-25	1c	Management	Elect Director Duriya M. Farooqui	For
Intercontinental Exchange, Inc.	Annual	16-May-25	1d	Management	Elect Director The Right Hon. the Lord Hague of Richmond	For
Intercontinental Exchange, Inc.	Annual	16-May-25	1e	Management	Elect Director Mark F. Mulhern	Against
Intercontinental Exchange, Inc.	Annual	16-May-25	1f	Management	Elect Director Thomas E. Noonan	For
Intercontinental Exchange, Inc.	Annual	16-May-25	1g	Management	Elect Director Caroline L. Silver	For
Intercontinental Exchange, Inc.	Annual	16-May-25	1h	Management	Elect Director Jeffrey C. Sprecher	Against
Intercontinental Exchange, Inc.	Annual	16-May-25	1i	Management	Elect Director Judith A. Sprieser	Against
Intercontinental Exchange, Inc.	Annual	16-May-25	1j	Management	Elect Director Martha A. Tirinnanzi	For
Intercontinental Exchange, Inc.	Annual	16-May-25	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Intercontinental Exchange, Inc.	Annual	16-May-25	3	Management	Amend Certificate of Incorporation to Extend Voting Limitations	For
Intercontinental Exchange, Inc.	Annual	16-May-25	4	Management	Ratify Ernst & Young LLP as Auditors	For
Genuit Group Plc	Annual	19-May-25	1	Management	Accept Financial Statements and Statutory Reports	For
Genuit Group Plc	Annual	19-May-25	2	Management	Approve Remuneration Report	Against
Genuit Group Plc	Annual	19-May-25	3	Management	Approve Final Dividend	For
Genuit Group Plc	Annual	19-May-25	4	Management	Re-elect Joe Vorih as Director	For
Genuit Group Plc	Annual	19-May-25	5	Management	Re-elect Tim Pullen as Director	For



Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Genuit Group Plc	Annual	19-May-25	6	Management	Re-elect Kevin Boyd as Director	For
Genuit Group Plc	Annual	19-May-25	7	Management	Re-elect Shatish Dasani as Director	For
Genuit Group Plc	Annual	19-May-25	8	Management	Re-elect Lisa Scenna as Director	Against
Genuit Group Plc	Annual	19-May-25	9	Management	Re-elect Louise Brooke-Smith as Director	For
Genuit Group Plc	Annual	19-May-25	10	Management	Re-elect Bronagh Kennedy as Director	For
Genuit Group Plc	Annual	19-May-25	11	Management	Reappoint Ernst & Young LLP as Auditors	For
Genuit Group Plc	Annual	19-May-25	12	Management	Authorise the Audit Committee to Fix Remuneration of Auditors	For
Genuit Group Plc	Annual	19-May-25	13	Management	Authorise Issue of Equity	For
Genuit Group Plc	Annual	19-May-25	14	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Genuit Group Plc	Annual	19-May-25	15	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
Genuit Group Plc	Annual	19-May-25	16	Management	Authorise Market Purchase of Ordinary Shares	For
Genuit Group Plc	Annual	19-May-25	17	Management	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
McDonald's Corporation	Annual	20-May-25	1a	Management	Elect Director Anthony Capuano	For
McDonald's Corporation	Annual	20-May-25	1b	Management	Elect Director Kareem Daniel	For
McDonald's Corporation	Annual	20-May-25	1c	Management	Elect Director Lloyd Dean	Against
McDonald's Corporation	Annual	20-May-25	1d	Management	Elect Director Catherine Engelbert	Against
McDonald's Corporation	Annual	20-May-25	1e	Management	Elect Director Margaret Georgiadis	For
McDonald's Corporation	Annual	20-May-25	1f	Management	Elect Director Michael Hsu	For
McDonald's Corporation	Annual	20-May-25	1g	Management	Elect Director Christopher Kempczinski	Against
McDonald's Corporation	Annual	20-May-25	1h	Management	Elect Director Jennifer Taubert	For

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
McDonald's Corporation	Annual	20-May-25	1i	Management	Elect Director Paul Walsh	Against
McDonald's Corporation	Annual	20-May-25	1j	Management	Elect Director Amy Weaver	For
McDonald's Corporation	Annual	20-May-25	1k	Management	Elect Director Miles White	Against
McDonald's Corporation	Annual	20-May-25	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
McDonald's Corporation	Annual	20-May-25	3	Management	Ratify Ernst & Young LLP as Auditors	For
McDonald's Corporation	Annual	20-May-25	4	Shareholder	Report on Risks of Discriminating Against Ad Buyers and Sellers Based on Religious/Political Views	Against
McDonald's Corporation	Annual	20-May-25	5	Shareholder	Disclose an Assessment of Current Climate Transition Plans	For
McDonald's Corporation	Annual	20-May-25	6	Shareholder	Consider Eliminating DEI Goals from Compensation Plan Incentives	Against
Tradeweb Markets Inc.	Annual	20-May-25	1.1	Management	Elect Director Steven Berns	For
Tradeweb Markets Inc.	Annual	20-May-25	1.2	Management	Elect Director William (Billy) Hult	For
Tradeweb Markets Inc.	Annual	20-May-25	1.3	Management	Elect Director Lisa Opoku	For
Tradeweb Markets Inc.	Annual	20-May-25	1.4	Management	Elect Director Rana Yared	For
Tradeweb Markets Inc.	Annual	20-May-25	2	Management	Ratify Deloitte & Touche LLP as Auditors	For
Tradeweb Markets Inc.	Annual	20-May-25	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Zoetis Inc.	Annual	21-May-25	1a	Management	Elect Director Paul M. Bisaro	For
Zoetis Inc.	Annual	21-May-25	1b	Management	Elect Director Vanessa Broadhurst	For
Zoetis Inc.	Annual	21-May-25	1c	Management	Elect Director Frank A. D'Amelio	Against

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Zoetis Inc.	Annual	21-May-25	1d	Management	Elect Director Gavin D.K. Hattersley	For
Zoetis Inc.	Annual	21-May-25	1e	Management	Elect Director Sanjay Khosla	For
Zoetis Inc.	Annual	21-May-25	1f	Management	Elect Director Antoinette R. Leatherberry	For
Zoetis Inc.	Annual	21-May-25	1g	Management	Elect Director Michael B. McCallister	For
Zoetis Inc.	Annual	21-May-25	1h	Management	Elect Director Gregory Norden	Against
Zoetis Inc.	Annual	21-May-25	1i	Management	Elect Director Louise M. Parent	Against
Zoetis Inc.	Annual	21-May-25	1j	Management	Elect Director Kristin C. Peck	Abstain
Zoetis Inc.	Annual	21-May-25	1k	Management	Elect Director Willie M. Reed	For
Zoetis Inc.	Annual	21-May-25	1l	Management	Elect Director Mark Stetter	For
Zoetis Inc.	Annual	21-May-25	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Zoetis Inc.	Annual	21-May-25	3	Management	Ratify KPMG LLP as Auditors	For
Zoetis Inc.	Annual	21-May-25	4	Shareholder	Amend Right to Call Special Meeting	For
Thermo Fisher Scientific Inc.	Annual	21-May-25	1a	Management	Elect Director Marc N. Casper	Abstain
Thermo Fisher Scientific Inc.	Annual	21-May-25	1b	Management	Elect Director Nelson J. Chai	Against
Thermo Fisher Scientific Inc.	Annual	21-May-25	1c	Management	Elect Director Ruby R. Chandy	For
Thermo Fisher Scientific Inc.	Annual	21-May-25	1d	Management	Elect Director C. Martin Harris	Against
Thermo Fisher Scientific Inc.	Annual	21-May-25	1e	Management	Elect Director Tyler Jacks	For
Thermo Fisher Scientific Inc.	Annual	21-May-25	1f	Management	Elect Director Jennifer M. Johnson	For

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Thermo Fisher Scientific Inc.	Annual	21-May-25	1g	Management	Elect Director R. Alexandra Keith	For
Thermo Fisher Scientific Inc.	Annual	21-May-25	1h	Management	Elect Director Karen S. Lynch	For
Thermo Fisher Scientific Inc.	Annual	21-May-25	1i	Management	Elect Director James C. Mullen	For
Thermo Fisher Scientific Inc.	Annual	21-May-25	1j	Management	Elect Director Debora L. Spar	For
Thermo Fisher Scientific Inc.	Annual	21-May-25	1k	Management	Elect Director Scott M. Sperling	For
Thermo Fisher Scientific Inc.	Annual	21-May-25	1l	Management	Elect Director Dion J. Weisler	Against
Thermo Fisher Scientific Inc.	Annual	21-May-25	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Thermo Fisher Scientific Inc.	Annual	21-May-25	3	Management	Ratify PricewaterhouseCoopers LLP as Auditors	For
Thermo Fisher Scientific Inc.	Annual	21-May-25	4	Shareholder	Amend Right to Call Special Meeting	For
Amazon.com, Inc.	Annual	21-May-25	1a	Management	Elect Director Jeffrey P. Bezos	Against
Amazon.com, Inc.	Annual	21-May-25	1b	Management	Elect Director Andrew R. Jassy	Abstain
Amazon.com, Inc.	Annual	21-May-25	1c	Management	Elect Director Keith B. Alexander	For
Amazon.com, Inc.	Annual	21-May-25	1d	Management	Elect Director Edith W. Cooper	Against
Amazon.com, Inc.	Annual	21-May-25	1e	Management	Elect Director Jamie S. Gorelick	For
Amazon.com, Inc.	Annual	21-May-25	1f	Management	Elect Director Daniel P. Huttenlocher	For
Amazon.com, Inc.	Annual	21-May-25	1g	Management	Elect Director Andrew Y. Ng	For
Amazon.com, Inc.	Annual	21-May-25	1h	Management	Elect Director Indra K. Nooyi	Against
Amazon.com, Inc.	Annual	21-May-25	1i	Management	Elect Director Jonathan J. Rubinstein	Against
Amazon.com, Inc.	Annual	21-May-25	1j	Management	Elect Director Brad D. Smith	For
Amazon.com, Inc.	Annual	21-May-25	1k	Management	Elect Director Patricia Q. Stonesifer	For

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Amazon.com, Inc.	Annual	21-May-25	11	Management	Elect Director Wendell P. Weeks	For
Amazon.com, Inc.	Annual	21-May-25	2	Management	Ratify Ernst & Young LLP as Auditors	For
Amazon.com, Inc.	Annual	21-May-25	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Amazon.com, Inc.	Annual	21-May-25	4	Shareholder	Adopt Mandatory Policy Separating the Roles of CEO and Board Chair	For
Amazon.com, Inc.	Annual	21-May-25	5	Shareholder	Report on Risks of Discrimination Against Ad Buyers and Sellers Based on Religious/Political Views	Against
Amazon.com, Inc.	Annual	21-May-25	6	Shareholder	Disclose All Material Scope 3 Emissions	For
Amazon.com, Inc.	Annual	21-May-25	7	Shareholder	Report on Impact of Data Centers on Climate Commitments	For
Amazon.com, Inc.	Annual	21-May-25	8	Shareholder	Commission Third Party Assessment of Board Oversight of Human Rights Risks of AI	For
Amazon.com, Inc.	Annual	21-May-25	9	Shareholder	Report on Efforts to Reduce Plastic Packaging	For
Amazon.com, Inc.	Annual	21-May-25	10	Shareholder	Commission Independent Audit and Report on Warehouse Working Conditions	For
Amazon.com, Inc.	Annual	21-May-25	11	Shareholder	Report on Unethical Use of External Data in Development of AI Products	For
Greggs Plc	Annual	21-May-25	1	Management	Accept Financial Statements and Statutory Reports	For
Greggs Plc	Annual	21-May-25	2	Management	Reappoint RSM UK Audit LLP as Auditors	For
Greggs Plc	Annual	21-May-25	3	Management	Authorise Board to Fix Remuneration of Auditors	For
Greggs Plc	Annual	21-May-25	4	Management	Approve Final Dividend	For
Greggs Plc	Annual	21-May-25	5	Management	Re-elect Matt Davies as Director	For
Greggs Plc	Annual	21-May-25	6	Management	Re-elect Roisin Currie as Director	For
Greggs Plc	Annual	21-May-25	7	Management	Re-elect Richard Hutton as Director	For

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Greggs Plc	Annual	21-May-25	8	Management	Re-elect Kate Ferry as Director	For
Greggs Plc	Annual	21-May-25	9	Management	Re-elect Mohamed Elsarky as Director	For
Greggs Plc	Annual	21-May-25	10	Management	Re-elect Lynne Weedall as Director	For
Greggs Plc	Annual	21-May-25	11	Management	Re-elect Nigel Mills as Director	For
Greggs Plc	Annual	21-May-25	12	Management	Elect Tamara Rogers as Director	For
Greggs Plc	Annual	21-May-25	13	Management	Approve Remuneration Report	Against
Greggs Plc	Annual	21-May-25	14	Management	Authorise Issue of Equity	For
Greggs Plc	Annual	21-May-25	15	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Greggs Plc	Annual	21-May-25	16	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
Greggs Plc	Annual	21-May-25	17	Management	Authorise Market Purchase of Ordinary Shares	For
Greggs Plc	Annual	21-May-25	18	Management	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Partners Group Holding AG	Annual	21-May-25	1.1	Management	Accept Financial Statements and Statutory Reports	For
Partners Group Holding AG	Annual	21-May-25	1.2	Management	Approve Non-Financial Report	For
Partners Group Holding AG	Annual	21-May-25	2	Management	Approve Allocation of Income and Dividends of CHF 42.00 per Share	For
Partners Group Holding AG	Annual	21-May-25	3	Management	Approve Discharge of Board and Senior Management	For
Partners Group Holding AG	Annual	21-May-25	4	Management	Approve Remuneration Report	Against
Partners Group Holding AG	Annual	21-May-25	5.1	Management	Approve Fixed Remuneration of Directors in the Amount of CHF 3.5 Million	For

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Partners Group Holding AG	Annual	21-May-25	5.2	Management	Approve Variable Long-Term Remuneration of Directors in the Amount of CHF 10.9 Million	For
Partners Group Holding AG	Annual	21-May-25	5.3	Management	Approve Technical Non-Financial Remuneration of Directors in the Amount of CHF 16.7 Million	For
Partners Group Holding AG	Annual	21-May-25	5.4	Management	Approve Remuneration Budget of Executive Committee in the Amount of CHF 13.5 Million	For
Partners Group Holding AG	Annual	21-May-25	5.5	Management	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 63.4 Million	For
Partners Group Holding AG	Annual	21-May-25	5.6	Management	Approve Technical Non-Financial Remuneration of Executive Committee in the Amount of CHF 120,000	For
Partners Group Holding AG	Annual	21-May-25	6.1.1	Management	Reelect Steffen Meister as Director and Board Chair	Against
Partners Group Holding AG	Annual	21-May-25	6.1.2	Management	Elect Urban Angehrn as Director	For
Partners Group Holding AG	Annual	21-May-25	6.1.3	Management	Reelect Marcel Erni as Director	For
Partners Group Holding AG	Annual	21-May-25	6.1.4	Management	Reelect Alfred Gantner as Director	For
Partners Group Holding AG	Annual	21-May-25	6.1.5	Management	Reelect Anne Lester as Director	For
Partners Group Holding AG	Annual	21-May-25	6.1.6	Management	Reelect Gaelle Olivier as Director	For
Partners Group Holding AG	Annual	21-May-25	6.1.7	Management	Reelect Urs Wietlisbach as Director	For
Partners Group Holding AG	Annual	21-May-25	6.1.8	Management	Reelect Flora Zhao as Director	Against
Partners Group Holding AG	Annual	21-May-25	6.2.1	Management	Reappoint Flora Zhao as Member of the Nomination and Compensation Committee	Against
Partners Group Holding AG	Annual	21-May-25	6.2.2	Management	Reappoint Anne Lester as Member of the Nomination and Compensation Committee	For
Partners Group Holding AG	Annual	21-May-25	6.2.3	Management	Reappoint Gaelle Olivier as Member of the Nomination and Compensation Committee	For
Partners Group Holding AG	Annual	21-May-25	6.3	Management	Designate HotzGoldmann Advokatur/Notariat as Independent Proxy	For
Partners Group Holding AG	Annual	21-May-25	6.4	Management	Ratify PricewaterhouseCoopers AG as Auditors	For

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Partners Group Holding AG	Annual	21-May-25	7	Management	Transact Other Business (Voting)	Against
The Home Depot, Inc.	Annual	22-May-25	1a	Management	Elect Director Gerard J. Arpey	For
The Home Depot, Inc.	Annual	22-May-25	1b	Management	Elect Director Ari Bousbib	For
The Home Depot, Inc.	Annual	22-May-25	1c	Management	Elect Director Jeffery H. Boyd	Against
The Home Depot, Inc.	Annual	22-May-25	1d	Management	Elect Director Gregory D. Brenneman	For
The Home Depot, Inc.	Annual	22-May-25	1e	Management	Elect Director J. Frank Brown	Against
The Home Depot, Inc.	Annual	22-May-25	1f	Management	Elect Director Edward P. Decker	Against
The Home Depot, Inc.	Annual	22-May-25	1g	Management	Elect Director Wayne M. Hewett	Against
The Home Depot, Inc.	Annual	22-May-25	1h	Management	Elect Director Manuel Kadre	For
The Home Depot, Inc.	Annual	22-May-25	1i	Management	Elect Director Stephanie C. Linnartz	For
The Home Depot, Inc.	Annual	22-May-25	1j	Management	Elect Director Paula A. Santilli	For
The Home Depot, Inc.	Annual	22-May-25	1k	Management	Elect Director Caryn Seidman-Becker	For
The Home Depot, Inc.	Annual	22-May-25	1l	Management	Elect Director Asha Sharma	For
The Home Depot, Inc.	Annual	22-May-25	2	Management	Ratify KPMG LLP as Auditors	Against
The Home Depot, Inc.	Annual	22-May-25	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Home Depot, Inc.	Annual	22-May-25	4	Shareholder	Require Independent Board Chair	For



Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
The Home Depot, Inc.	Annual	22-May-25	5	Shareholder	Disclose a Biodiversity Impact and Dependency Assessment	For
The Home Depot, Inc.	Annual	22-May-25	6	Shareholder	Report on Efforts to Reduce Plastic Use	For
ServiceNow, Inc.	Annual	22-May-25	1a	Management	Elect Director Susan L. Bostrom	Against
ServiceNow, Inc.	Annual	22-May-25	1b	Management	Elect Director Teresa Briggs	Against
ServiceNow, Inc.	Annual	22-May-25	1c	Management	Elect Director Jonathan C. Chadwick	For
ServiceNow, Inc.	Annual	22-May-25	1d	Management	Elect Director Paul E. Chamberlain	For
ServiceNow, Inc.	Annual	22-May-25	1e	Management	Elect Director Lawrence J. Jackson, Jr.	For
ServiceNow, Inc.	Annual	22-May-25	1f	Management	Elect Director Frederic B. Luddy	For
ServiceNow, Inc.	Annual	22-May-25	1g	Management	Elect Director William R. McDermott	Abstain
ServiceNow, Inc.	Annual	22-May-25	1h	Management	Elect Director Joseph "Larry" Quinlan	For
ServiceNow, Inc.	Annual	22-May-25	1i	Management	Elect Director Anita M. Sands	Against
ServiceNow, Inc.	Annual	22-May-25	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
ServiceNow, Inc.	Annual	22-May-25	3	Management	Ratify PricewaterhouseCoopers LLP as Auditors	For
ServiceNow, Inc.	Annual	22-May-25	4	Management	Amend Certificate of Incorporation to Reflect Delaware Law Provisions Regarding Officer Exculpation	For
ServiceNow, Inc.	Annual	22-May-25	5	Management	Eliminate Supermajority Vote Requirements	For
ServiceNow, Inc.	Annual	22-May-25	6	Shareholder	Amend Bylaws Regarding Right to Cure Purported Nomination Defects	For
ServiceNow, Inc.	Annual	22-May-25	7	Shareholder	Amend Right to Call Special Meeting	For
Intertek Group Plc	Annual	22-May-25	1	Management	Accept Financial Statements and Statutory Reports	For

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Intertek Group Plc	Annual	22-May-25	2	Management	Approve Remuneration Policy	Against
Intertek Group Plc	Annual	22-May-25	3	Management	Approve Remuneration Report	Against
Intertek Group Plc	Annual	22-May-25	4	Management	Approve Final Dividend	For
Intertek Group Plc	Annual	22-May-25	5	Management	Elect Hilde Merete Aasheim as Director	For
Intertek Group Plc	Annual	22-May-25	6	Management	Elect Robin Freestone as Director	For
Intertek Group Plc	Annual	22-May-25	7	Management	Elect Steve Mogford as Director	For
Intertek Group Plc	Annual	22-May-25	8	Management	Re-elect Andrew Martin as Director	Against
Intertek Group Plc	Annual	22-May-25	9	Management	Re-elect Andre Lacroix as Director	For
Intertek Group Plc	Annual	22-May-25	10	Management	Re-elect Colm Deasy as Director	For
Intertek Group Plc	Annual	22-May-25	11	Management	Re-elect Graham Allan as Director	For
Intertek Group Plc	Annual	22-May-25	12	Management	Re-elect Gurnek Bains as Director	For
Intertek Group Plc	Annual	22-May-25	13	Management	Re-elect Tamara Ingram as Director	For
Intertek Group Plc	Annual	22-May-25	14	Management	Re-elect Jez Maiden as Director	For
Intertek Group Plc	Annual	22-May-25	15	Management	Re-elect Kawal Preet as Director	For
Intertek Group Plc	Annual	22-May-25	16	Management	Re-elect Apurvi Sheth as Director	For
Intertek Group Plc	Annual	22-May-25	17	Management	Re-elect Jean-Michel Valette as Director	For
Intertek Group Plc	Annual	22-May-25	18	Management	Reappoint PricewaterhouseCoopers LLP as Auditors	For
Intertek Group Plc	Annual	22-May-25	19	Management	Authorise the Audit Committee to Fix Remuneration of Auditors	For
Intertek Group Plc	Annual	22-May-25	20	Management	Authorise Issue of Equity	For

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Intertek Group Plc	Annual	22-May-25	21	Management	Authorise UK Political Donations and Expenditure	For
Intertek Group Plc	Annual	22-May-25	22	Management	Amend Articles of Association to Increase the Aggregate Limit on Directors' Fees	For
Intertek Group Plc	Annual	22-May-25	23	Management	Amend Long Term Incentive Plan	Against
Intertek Group Plc	Annual	22-May-25	24	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Intertek Group Plc	Annual	22-May-25	25	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
Intertek Group Plc	Annual	22-May-25	26	Management	Authorise Market Purchase of Ordinary Shares	For
Intertek Group Plc	Annual	22-May-25	27	Management	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Judges Scientific Plc	Annual	22-May-25	1	Management	Accept Financial Statements and Statutory Reports	For
Judges Scientific Plc	Annual	22-May-25	2	Management	Approve Remuneration Report	Against
Judges Scientific Plc	Annual	22-May-25	3	Management	Approve Remuneration Policy	Against
Judges Scientific Plc	Annual	22-May-25	4	Management	Re-elect Ralph Elman as Director	Abstain
Judges Scientific Plc	Annual	22-May-25	5	Management	Re-elect David Cicurel as Director	For
Judges Scientific Plc	Annual	22-May-25	6	Management	Re-elect Bradley Ormsby as Director	For
Judges Scientific Plc	Annual	22-May-25	7	Management	Re-elect Tim Prestidge as Director	For
Judges Scientific Plc	Annual	22-May-25	8	Management	Re-elect Charles Holroyd as Director	Against
Judges Scientific Plc	Annual	22-May-25	9	Management	Re-elect Lushani Kodituwakku as Director	For
Judges Scientific Plc	Annual	22-May-25	10	Management	Re-elect Susan Nyman as Director	For
Judges Scientific Plc	Annual	22-May-25	11	Management	Elect Ian Wilcock as Director	For
Judges Scientific Plc	Annual	22-May-25	12	Management	Approve Final Dividend	For
Judges Scientific Plc	Annual	22-May-25	13	Management	Reappoint BDO UK LLP as Auditors and Authorise Their Remuneration	For
Judges Scientific Plc	Annual	22-May-25	14	Management	Authorise Issue of Equity	For

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Judges Scientific Plc	Annual	22-May-25	15	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Judges Scientific Plc	Annual	22-May-25	16	Management	Authorise Market Purchase of Ordinary Shares	For
Federated Hermes Sustainable Global Investment Grade Credit Fund	Annual	29-May-25	1	Management	Accept Financial Statements and Statutory Reports	For
Federated Hermes Sustainable Global Investment Grade Credit Fund	Annual	29-May-25	2	Management	Review the Company's Affairs	For
Federated Hermes Sustainable Global Investment Grade Credit Fund	Annual	29-May-25	3	Management	Authorise Board to Fix Remuneration of Auditors	For
Federated Hermes Sustainable Global Investment Grade Credit Fund	Annual	29-May-25	4	Management	Ratify Deloitte Ireland LLP as Auditors	For
Taiwan Semiconductor Manufacturing Co., Ltd.	Annual	03-Jun-25	1	Management	Approve Business Operations Report and Financial Statements	For
Taiwan Semiconductor Manufacturing Co., Ltd.	Annual	03-Jun-25	2	Management	Approve Amendments to Articles of Association	For
International Public Partnerships Limited	Annual	03-Jun-25	1	Management	Accept Financial Statements and Statutory Reports	For
International Public Partnerships Limited	Annual	03-Jun-25	2	Management	Approve Remuneration Report	For
International Public Partnerships Limited	Annual	03-Jun-25	3	Management	Re-elect Julia Bond as Director	For
International Public Partnerships Limited	Annual	03-Jun-25	4	Management	Re-elect Stephanie Coxon as Director	For
International Public Partnerships Limited	Annual	03-Jun-25	5	Management	Re-elect Sally-Ann David as Director	For
International Public Partnerships Limited	Annual	03-Jun-25	6	Management	Re-elect Michael Gerrard as Director	For
International Public Partnerships Limited	Annual	03-Jun-25	7	Management	Re-elect Meriel Lenfestey as Director	For
International Public Partnerships Limited	Annual	03-Jun-25	8	Management	Elect Giles Adu as Director	For
International Public Partnerships Limited	Annual	03-Jun-25	9	Management	Note and Sanction Interim Dividends	For
International Public Partnerships Limited	Annual	03-Jun-25	10	Management	Ratify PricewaterhouseCoopers CI LLP as Auditors	For
International Public Partnerships Limited	Annual	03-Jun-25	11	Management	Authorise Board to Fix Remuneration of Auditors	For
International Public Partnerships Limited	Annual	03-Jun-25	12	Management	Approve Scrip Dividend	For
International Public Partnerships Limited	Annual	03-Jun-25	13	Management	Authorise Market Purchase of Ordinary Shares	For
International Public Partnerships Limited	Annual	03-Jun-25	14	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Empiric Student Property PLC	Annual	04-Jun-25	1	Management	Accept Financial Statements and Statutory Reports	For
Empiric Student Property PLC	Annual	04-Jun-25	2	Management	Approve Remuneration Report	For
Empiric Student Property PLC	Annual	04-Jun-25	3	Management	Reappoint BDO LLP as Auditors	For
Empiric Student Property PLC	Annual	04-Jun-25	4	Management	Authorise Board to Fix Remuneration of Auditors	For
Empiric Student Property PLC	Annual	04-Jun-25	5	Management	Approve Dividend Policy	For

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Empiric Student Property PLC	Annual	04-Jun-25	6	Management	Re-elect Mark Pain as Director	For
Empiric Student Property PLC	Annual	04-Jun-25	7	Management	Re-elect Alice Avis as Director	For
Empiric Student Property PLC	Annual	04-Jun-25	8	Management	Re-elect Duncan Garrood as Director	For
Empiric Student Property PLC	Annual	04-Jun-25	9	Management	Re-elect Martin Ratchford as Director	For
Empiric Student Property PLC	Annual	04-Jun-25	10	Management	Re-elect Clair Preston-Beer as Director	For
Empiric Student Property PLC	Annual	04-Jun-25	11	Management	Re-elect Donald Grant as Director	For
Empiric Student Property PLC	Annual	04-Jun-25	12	Management	Authorise Issue of Equity	For
Empiric Student Property PLC	Annual	04-Jun-25	13	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Empiric Student Property PLC	Annual	04-Jun-25	14	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
Empiric Student Property PLC	Annual	04-Jun-25	15	Management	Authorise Market Purchase of Shares	For
Empiric Student Property PLC	Annual	04-Jun-25	16	Management	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Trane Technologies Plc	Annual	05-Jun-25	1a	Management	Elect Director Kirk E. Arnold	Against
Trane Technologies Plc	Annual	05-Jun-25	1b	Management	Elect Director Ana P. Assis	For
Trane Technologies Plc	Annual	05-Jun-25	1c	Management	Elect Director Ann C. Berzin	For
Trane Technologies Plc	Annual	05-Jun-25	1d	Management	Elect Director April Miller Boise	For
Trane Technologies Plc	Annual	05-Jun-25	1e	Management	Elect Director Mark R. George	For
Trane Technologies Plc	Annual	05-Jun-25	1f	Management	Elect Director John A. Hayes	For
Trane Technologies Plc	Annual	05-Jun-25	1g	Management	Elect Director Linda P. Hudson	For
Trane Technologies Plc	Annual	05-Jun-25	1h	Management	Elect Director Myles P. Lee	For
Trane Technologies Plc	Annual	05-Jun-25	1i	Management	Elect Director Matthew F. Pine	For
Trane Technologies Plc	Annual	05-Jun-25	1j	Management	Elect Director David S. Regnery	Against
Trane Technologies Plc	Annual	05-Jun-25	1k	Management	Elect Director Melissa N. Schaeffer	For
Trane Technologies Plc	Annual	05-Jun-25	1l	Management	Elect Director John P. Surma	Against
Trane Technologies Plc	Annual	05-Jun-25	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Trane Technologies Plc	Annual	05-Jun-25	3	Management	Ratify PricewaterhouseCoopers LLP as Auditors and Authorise Their Remuneration	Against
Trane Technologies Plc	Annual	05-Jun-25	4	Management	Authorize Issue of Equity	For
Trane Technologies Plc	Annual	05-Jun-25	5	Management	Authorize Issue of Equity without Pre-emptive Rights	For
Trane Technologies Plc	Annual	05-Jun-25	6	Management	Determine Price Range for Re-allotment of Treasury Shares	For
The TJX Companies, Inc.	Annual	10-Jun-25	1a	Management	Elect Director Jose B. Alvarez	For
The TJX Companies, Inc.	Annual	10-Jun-25	1b	Management	Elect Director Alan M. Bennett	For
The TJX Companies, Inc.	Annual	10-Jun-25	1c	Management	Elect Director Rosemary T. Berkery	Against
The TJX Companies, Inc.	Annual	10-Jun-25	1d	Management	Elect Director David T. Ching	For
The TJX Companies, Inc.	Annual	10-Jun-25	1e	Management	Elect Director C. Kim Goodwin	For
The TJX Companies, Inc.	Annual	10-Jun-25	1f	Management	Elect Director Ernie Herrman	Abstain
The TJX Companies, Inc.	Annual	10-Jun-25	1g	Management	Elect Director Amy B. Lane	Against
The TJX Companies, Inc.	Annual	10-Jun-25	1h	Management	Elect Director Carol Meyrowitz	Against
The TJX Companies, Inc.	Annual	10-Jun-25	1i	Management	Elect Director Jackwyn L. Nemerov	For
The TJX Companies, Inc.	Annual	10-Jun-25	1j	Management	Elect Director Charles F. Wagner, Jr.	For
The TJX Companies, Inc.	Annual	10-Jun-25	2	Management	Ratify PricewaterhouseCoopers LLP as Auditors	For
The TJX Companies, Inc.	Annual	10-Jun-25	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Roper Technologies, Inc.	Annual	10-Jun-25	1.1	Management	Elect Director Shellye L. Archambeau	For
Roper Technologies, Inc.	Annual	10-Jun-25	1.2	Management	Elect Director Amy Woods Brinkley	For
Roper Technologies, Inc.	Annual	10-Jun-25	1.3	Management	Elect Director Irene M. Esteves	For
Roper Technologies, Inc.	Annual	10-Jun-25	1.4	Management	Elect Director L. Neil Hunn	For
Roper Technologies, Inc.	Annual	10-Jun-25	1.5	Management	Elect Director Robert D. Johnson	For
Roper Technologies, Inc.	Annual	10-Jun-25	1.6	Management	Elect Director Thomas P. Joyce, Jr.	For
Roper Technologies, Inc.	Annual	10-Jun-25	1.7	Management	Elect Director John F. Murphy	For
Roper Technologies, Inc.	Annual	10-Jun-25	1.8	Management	Elect Director Laura G. Thatcher	Against
Roper Technologies, Inc.	Annual	10-Jun-25	1.9	Management	Elect Director Richard F. Wallman	Against

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Roper Technologies, Inc.	Annual	10-Jun-25	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Roper Technologies, Inc.	Annual	10-Jun-25	3	Management	Ratify PricewaterhouseCoopers LLP as Auditors	For
Ashtead Group Plc	Court	10-Jun-25	1	Management	Approve Scheme of Arrangement	For
Ashtead Group Plc	Special	10-Jun-25	1	Management	Approve Matters Relating to the Introduction of a New Holding Company	For
Ashtead Group Plc	Special	10-Jun-25	2	Management	Approve Capital Reduction by Cancelling and Extinguishing the Scheme Shares	For
Ashtead Group Plc	Special	10-Jun-25	3	Management	Authorise Issue of Equity Pursuant to the Scheme	For
Ashtead Group Plc	Special	10-Jun-25	4	Management	Amend Articles of Association	For
Ashtead Group Plc	Special	10-Jun-25	5	Management	Approve Delisting of Shares from the Equity Shares (Commercial Company) Category of the Official List Maintained by the FCA and the London Stock Exchange's Main Market	For
Ashtead Group Plc	Special	10-Jun-25	6	Management	Approve Re-registration of the Company as a Private Company Limited by the Name of Ashtead Group Limited	For
Ashtead Group Plc	Special	10-Jun-25	7	Management	Adopt New Articles of Association	For
NXP Semiconductors N.V.	Annual	11-Jun-25	1	Management	Adopt Financial Statements and Statutory Reports	For
NXP Semiconductors N.V.	Annual	11-Jun-25	2	Management	Approve Discharge of Board Members	For
NXP Semiconductors N.V.	Annual	11-Jun-25	3a	Management	Reelect Kurt Sievers as Executive Director	Abstain
NXP Semiconductors N.V.	Annual	11-Jun-25	3b	Management	Reelect Annette Clayton as Non-Executive Director	For
NXP Semiconductors N.V.	Annual	11-Jun-25	3c	Management	Reelect Anthony Foxx as Non-Executive Director	For
NXP Semiconductors N.V.	Annual	11-Jun-25	3d	Management	Reelect Moshe Gavrielov as Non-Executive Director	For
NXP Semiconductors N.V.	Annual	11-Jun-25	3e	Management	Reelect Chunyuan Gu as Non-Executive Director	For
NXP Semiconductors N.V.	Annual	11-Jun-25	3f	Management	Reelect Lena Olving as Non-Executive Director	For
NXP Semiconductors N.V.	Annual	11-Jun-25	3g	Management	Reelect Julie Southern as Non-Executive Director	For
NXP Semiconductors N.V.	Annual	11-Jun-25	3h	Management	Reelect Jasmin Staiblin as Non-Executive Director	For
NXP Semiconductors N.V.	Annual	11-Jun-25	3i	Management	Reelect Gregory Summe as Non-Executive Director	Against
NXP Semiconductors N.V.	Annual	11-Jun-25	3j	Management	Reelect Karl-Henrik Sundstrom as Non-Executive Director	For
NXP Semiconductors N.V.	Annual	11-Jun-25	4	Management	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	For
NXP Semiconductors N.V.	Annual	11-Jun-25	5	Management	Authorize Board to Exclude Preemptive Rights from Share Issuances	For

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Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
NXP Semiconductors N.V.	Annual	11-Jun-25	6	Management	Authorize Share Repurchase Program	For
NXP Semiconductors N.V.	Annual	11-Jun-25	7	Management	Approve Cancellation of Ordinary Shares	For
NXP Semiconductors N.V.	Annual	11-Jun-25	8	Management	Ratify EY Accountants B.V. as Auditors	For
NXP Semiconductors N.V.	Annual	11-Jun-25	9	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Ingersoll Rand Inc.	Annual	12-Jun-25	1a	Management	Elect Director Vicente Reynal	Against
Ingersoll Rand Inc.	Annual	12-Jun-25	1b	Management	Elect Director William P. Donnelly	Against
Ingersoll Rand Inc.	Annual	12-Jun-25	1c	Management	Elect Director Jennifer Hartsock	For
Ingersoll Rand Inc.	Annual	12-Jun-25	1d	Management	Elect Director John Humphrey	Against
Ingersoll Rand Inc.	Annual	12-Jun-25	1e	Management	Elect Director Marc E. Jones	For
Ingersoll Rand Inc.	Annual	12-Jun-25	1f	Management	Elect Director JoAnna L. Sohovich	For
Ingersoll Rand Inc.	Annual	12-Jun-25	1g	Management	Elect Director Mark P. Stevenson	For
Ingersoll Rand Inc.	Annual	12-Jun-25	1h	Management	Elect Director Michelle Swanenburg	For
Ingersoll Rand Inc.	Annual	12-Jun-25	2	Management	Ratify Deloitte & Touche LLP as Auditors	For
Ingersoll Rand Inc.	Annual	12-Jun-25	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
NB Private Equity Partners Limited	Annual	12-Jun-25	1	Management	Accept Financial Statements and Statutory Reports	For
NB Private Equity Partners Limited	Annual	12-Jun-25	2	Management	Approve Remuneration Report	For
NB Private Equity Partners Limited	Annual	12-Jun-25	3	Management	Re-elect William Maltby as Director	For
NB Private Equity Partners Limited	Annual	12-Jun-25	4	Management	Re-elect Trudi Clark as Director	For
NB Private Equity Partners Limited	Annual	12-Jun-25	5	Management	Re-elect Wilken von Hodenberg as Director	For
NB Private Equity Partners Limited	Annual	12-Jun-25	6	Management	Re-elect Louisa Symington-Mills as Director	For
NB Private Equity Partners Limited	Annual	12-Jun-25	7	Management	Re-elect Pawan Dhir as Director	For
NB Private Equity Partners Limited	Annual	12-Jun-25	8	Management	Ratify KPMG Channel Islands Limited as Auditors	For
NB Private Equity Partners Limited	Annual	12-Jun-25	9	Management	Authorise Board to Fix Remuneration of Auditors	For
NB Private Equity Partners Limited	Annual	12-Jun-25	10	Management	Ratify Past Interim Dividends	For
NB Private Equity Partners Limited	Annual	12-Jun-25	11	Management	Authorise Market Purchase of Class A Shares	For
NB Private Equity Partners Limited	Annual	12-Jun-25	12	Management	Authorise Issue of Equity without Pre-emptive Rights	For
KEYENCE Corp.	Annual	13-Jun-25	1	Management	Approve Allocation of Income, with a Final Dividend of JPY 175	For
KEYENCE Corp.	Annual	13-Jun-25	2.1	Management	Elect Director Takizaki, Takemitsu	For



Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
KEYENCE Corp.	Annual	13-Jun-25	2.2	Management	Elect Director Nakata, Yu	For
KEYENCE Corp.	Annual	13-Jun-25	2.3	Management	Elect Director Yamaguchi, Akiji	For
KEYENCE Corp.	Annual	13-Jun-25	2.4	Management	Elect Director Yamamoto, Hiroaki	For
KEYENCE Corp.	Annual	13-Jun-25	2.5	Management	Elect Director Nakano, Tetsuya	For
KEYENCE Corp.	Annual	13-Jun-25	2.6	Management	Elect Director Terada, Kazuhiko	For
KEYENCE Corp.	Annual	13-Jun-25	2.7	Management	Elect Director Taniguchi, Seiichi	For
KEYENCE Corp.	Annual	13-Jun-25	2.8	Management	Elect Director Suenaga, Kumiko	For
KEYENCE Corp.	Annual	13-Jun-25	2.9	Management	Elect Director Yoshioka, Michifumi	For
KEYENCE Corp.	Annual	13-Jun-25	3	Management	Appoint Statutory Auditor Hirayama, Shinyo	For
KEYENCE Corp.	Annual	13-Jun-25	4	Management	Appoint Alternate Statutory Auditor Yamamoto, Masaharu	For
Fortinet, Inc.	Annual	13-Jun-25	1.1	Management	Elect Director Ken Xie	Against
Fortinet, Inc.	Annual	13-Jun-25	1.2	Management	Elect Director Michael Xie	For
Fortinet, Inc.	Annual	13-Jun-25	1.3	Management	Elect Director Kenneth A. Goldman	Against
Fortinet, Inc.	Annual	13-Jun-25	1.4	Management	Elect Director Ming Hsieh	For
Fortinet, Inc.	Annual	13-Jun-25	1.5	Management	Elect Director Jean Hu	For
Fortinet, Inc.	Annual	13-Jun-25	1.6	Management	Elect Director Janet Napolitano	For
Fortinet, Inc.	Annual	13-Jun-25	1.7	Management	Elect Director William H. Neukom	Against
Fortinet, Inc.	Annual	13-Jun-25	1.8	Management	Elect Director Judith Sim	Against
Fortinet, Inc.	Annual	13-Jun-25	1.9	Management	Elect Director James Stavridis	For
Fortinet, Inc.	Annual	13-Jun-25	2	Management	Ratify Deloitte & Touche LLP as Auditors	For
Fortinet, Inc.	Annual	13-Jun-25	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Fortinet, Inc.	Annual	13-Jun-25	4	Shareholder	Require Independent Board Chair	For
Partners Group Private Equity Limited	Annual	19-Jun-25	1	Management	Accept Financial Statements and Statutory Reports	For
Partners Group Private Equity Limited	Annual	19-Jun-25	2	Management	Approve Remuneration Report	For
Partners Group Private Equity Limited	Annual	19-Jun-25	3	Management	Ratify PricewaterhouseCoopers CI LLP as Auditors	For
Partners Group Private Equity Limited	Annual	19-Jun-25	4	Management	Authorise Board to Fix Remuneration of Auditors	For
Partners Group Private Equity Limited	Annual	19-Jun-25	5	Management	Re-elect Peter McKellar as Director	For
Partners Group Private Equity Limited	Annual	19-Jun-25	6	Management	Re-elect Fionnuala Carvill as Director	For

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Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Partners Group Private Equity Limited	Annual	19-Jun-25	7	Management	Re-elect Axel Holtrup as Director	For
Partners Group Private Equity Limited	Annual	19-Jun-25	8	Management	Elect Nicola Paul as Director	For
Partners Group Private Equity Limited	Annual	19-Jun-25	9	Management	Re-elect Gerhard Roggemann as Director	For
Partners Group Private Equity Limited	Annual	19-Jun-25	10	Management	Re-elect Merise Wheatley as Director	For
Partners Group Private Equity Limited	Annual	19-Jun-25	11	Management	Approve Company's Dividend Objective	For
Partners Group Private Equity Limited	Annual	19-Jun-25	12	Management	Authorise Market Purchase of Ordinary Shares	For
Partners Group Private Equity Limited	Annual	19-Jun-25	13	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Partners Group Private Equity Limited	Annual	19-Jun-25	14	Management	Adopt New Articles of Incorporation	For
Informa Plc	Annual	19-Jun-25	1	Management	Elect Maria Kyriacou as Director	For
Informa Plc	Annual	19-Jun-25	2	Management	Elect Catherine Levene as Director	For
Informa Plc	Annual	19-Jun-25	3	Management	Re-elect John Rishton as Director	For
Informa Plc	Annual	19-Jun-25	4	Management	Re-elect Stephen Carter as Director	For
Informa Plc	Annual	19-Jun-25	5	Management	Re-elect Louise Smalley as Director	For
Informa Plc	Annual	19-Jun-25	6	Management	Re-elect Gareth Wright as Director	For
Informa Plc	Annual	19-Jun-25	7	Management	Re-elect Gill Whitehead as Director	For
Informa Plc	Annual	19-Jun-25	8	Management	Re-elect Patrick Martell as Director	For
Informa Plc	Annual	19-Jun-25	9	Management	Re-elect Joanne Wilson as Director	For
Informa Plc	Annual	19-Jun-25	10	Management	Re-elect Zheng Yin as Director	For
Informa Plc	Annual	19-Jun-25	11	Management	Re-elect Andy Ransom as Director	For
Informa Plc	Annual	19-Jun-25	12	Management	Accept Financial Statements and Statutory Reports	For
Informa Plc	Annual	19-Jun-25	13	Management	Approve Remuneration Report	Against
Informa Plc	Annual	19-Jun-25	14	Management	Approve Final Dividend	For
Informa Plc	Annual	19-Jun-25	15	Management	Reappoint PricewaterhouseCoopers LLP as Auditors	For
Informa Plc	Annual	19-Jun-25	16	Management	Authorise the Audit Committee to Fix Remuneration of Auditors	For
Informa Plc	Annual	19-Jun-25	17	Management	Authorise UK Political Donations and Expenditure	For
Informa Plc	Annual	19-Jun-25	18	Management	Authorise Issue of Equity	For
Informa Plc	Annual	19-Jun-25	19	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Informa Plc	Annual	19-Jun-25	20	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
Informa Plc	Annual	19-Jun-25	21	Management	Authorise Market Purchase of Ordinary Shares	For

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Informa Plc	Annual	19-Jun-25	22	Management	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Mastercard Incorporated	Annual	24-Jun-25	1a	Management	Elect Director Merit E. Janow	Against
Mastercard Incorporated	Annual	24-Jun-25	1b	Management	Elect Director Candido Bracher	For
Mastercard Incorporated	Annual	24-Jun-25	1c	Management	Elect Director Richard K. Davis	Against
Mastercard Incorporated	Annual	24-Jun-25	1d	Management	Elect Director Julius Genachowski	Against
Mastercard Incorporated	Annual	24-Jun-25	1e	Management	Elect Director Choon Phong Goh	For
Mastercard Incorporated	Annual	24-Jun-25	1f	Management	Elect Director Oki Matsumoto	For
Mastercard Incorporated	Annual	24-Jun-25	1g	Management	Elect Director Michael Miebach	Abstain
Mastercard Incorporated	Annual	24-Jun-25	1h	Management	Elect Director Youngme Moon	For
Mastercard Incorporated	Annual	24-Jun-25	1i	Management	Elect Director Rima Qureshi	For
Mastercard Incorporated	Annual	24-Jun-25	1j	Management	Elect Director Gabrielle Sulzberger	For
Mastercard Incorporated	Annual	24-Jun-25	1k	Management	Elect Director Harit Talwar	For
Mastercard Incorporated	Annual	24-Jun-25	1l	Management	Elect Director Lance Uggla	For
Mastercard Incorporated	Annual	24-Jun-25	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Mastercard Incorporated	Annual	24-Jun-25	3	Management	Ratify PricewaterhouseCoopers LLP as Auditors	For
Mastercard Incorporated	Annual	24-Jun-25	4	Management	Amend Certificate of Incorporation to Limit the Liability of Officers	For
Mastercard Incorporated	Annual	24-Jun-25	5	Management	Amend Articles of Incorporation to Remove Industry Director Concept	For
Mastercard Incorporated	Annual	24-Jun-25	6	Management	Amend Certificate of Incorporation	For
Mastercard Incorporated	Annual	24-Jun-25	7	Shareholder	Oversee and Report on a Racial Equity Audit	For
Mastercard Incorporated	Annual	24-Jun-25	8	Shareholder	Report on Discrimination Risks of Affirmative Action Initiatives	For
ANSYS, Inc.	Annual	27-Jun-25	1A	Management	Elect Director Claire Bramley	For
ANSYS, Inc.	Annual	27-Jun-25	1B	Management	Elect Director Anil Chakravarthy	For
ANSYS, Inc.	Annual	27-Jun-25	1C	Management	Elect Director Jim Frankola	Against
ANSYS, Inc.	Annual	27-Jun-25	1D	Management	Elect Director Alec Gallimore	For
ANSYS, Inc.	Annual	27-Jun-25	1E	Management	Elect Director Ronald Hovsepian	For

Company Name	Meeting Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
ANSYS, Inc.	Annual	27-Jun-25	1F	Management	Elect Director Barbara Scherer	For
ANSYS, Inc.	Annual	27-Jun-25	1G	Management	Elect Director Ravi Vijayaraghavan	Against
ANSYS, Inc.	Annual	27-Jun-25	2	Management	Ratify Deloitte & Touche LLP as Auditors	For
ANSYS, Inc.	Annual	27-Jun-25	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
ANSYS, Inc.	Annual	27-Jun-25	4	Shareholder	Provide Right to Act by Written Consent	For