

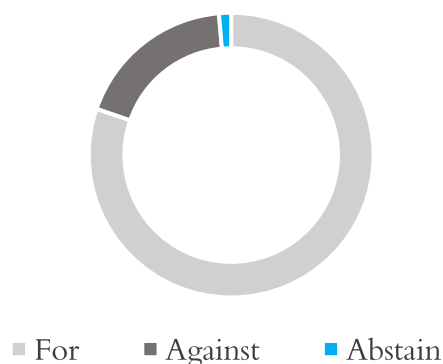
CCLA Vote Report

January to March 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 229 resolutions across 14 company meetings. We did not support management proposals on 43 occasions, 19.7% of all such resolutions. In addition, we supported 6 shareholder resolutions on a variety of sustainability themes.

We have now published our updated 2025 vote guidelines. Our aims, when voting, are threefold: to promote good corporate governance, to reflect the underlying values of our clients, and to align with our wider stewardship work. This year, we have introduced an enhanced approach to voting against directors on climate change. For example, we will vote against the CEO at companies expanding fossil fuel dependence, at banks and insurance companies where we have concerns over the company's continued financing of fossil fuels, and at companies without a projected decarbonisation pathway at least in line with a below two degrees scenario. Where executive remuneration metrics do not include a climate related KPI, we will vote against the remuneration report and remuneration committee chair. Please refer to our 2025 vote guidelines at www.ccla.co.uk for full details.

Chart 2. CCLA Vote by theme this quarter

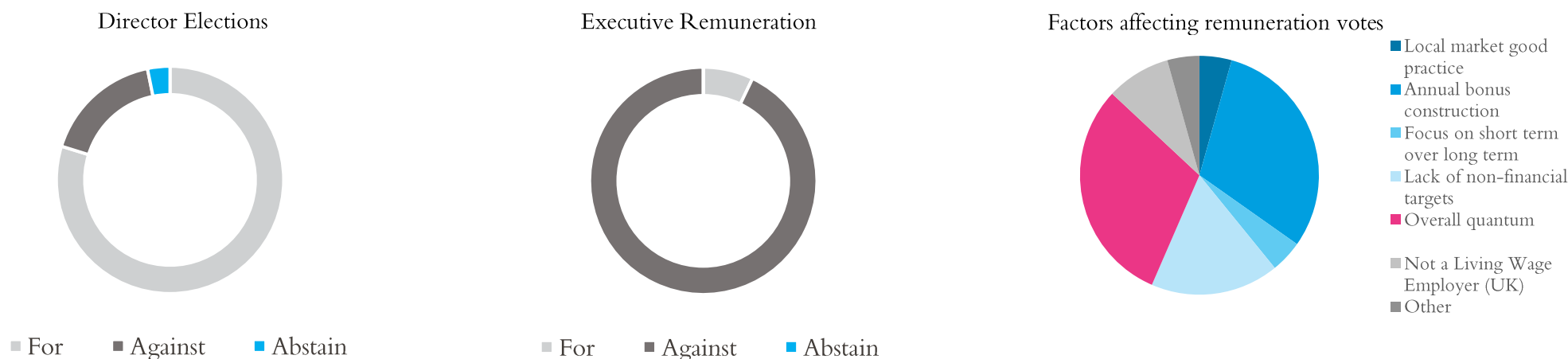


Table 1: Meeting Overview

| Meeting Overview | | | | | |
|------------------------------------|------|--------|---------------|---------|----------------|
| Region | Asia | Europe | North America | Oceania | United Kingdom |
| Number of Meetings | 1 | 5 | 4 | 0 | 3 |
| Number of Resolutions | 2 | 102 | 57 | 0 | 68 |
| Vote Instruction (all resolutions) | | | | | |
| For | 2 | 87 | 39 | 0 | 53 |
| Against/Withhold | 0 | 12 | 18 | 0 | 15 |
| Abstain | 0 | 3 | 0 | 0 | 0 |
| One Year | 0 | 0 | 0 | 0 | 0 |

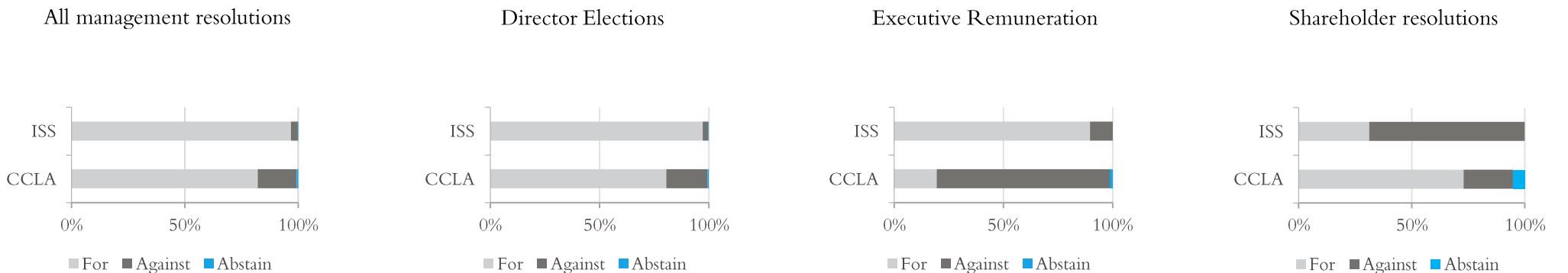
Section 2: Impact of CCLA Vote Template

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

A comparison of CCLA vote instructions and ISS vote recommendations for the same management proposals illustrates the template’s impact. During the quarter in accordance with the CCLA vote policy, we did not support 19.7% of 218 resolutions proposed by management. During the same period, the ISS Standard Vote Report recommended against supporting 2.8% of the same proposals.

Chart 3: Impact of CCLA Vote Template

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



Section 3a: CCLA Vote History Summary

| Percentage vote | 2025 (to end of March) | 2024 | 2023 | 2022 |
|-----------------------------------|------------------------|------|------|------|
| All Management Resolutions | | | | |
| For | 80.3 | 82.3 | 82.4 | 86.4 |
| Abstain | 1.4 | 0.7 | 1.3 | 0.5 |
| Against | 18.3 | 17.0 | 16.3 | 13.1 |
| Executive Remuneration | | | | |
| For | 7.1 | 19.2 | 17.8 | 20.5 |
| Abstain | 0.0 | 1.2 | 8.0 | 2.9 |
| Against | 92.9 | 79.6 | 74.1 | 76.6 |
| Director Election | | | | |
| For | 79.8 | 80.5 | 79.8 | 86.9 |
| Abstain | 3.2 | 0.5 | 1.0 | 0.2 |
| Against | 17.0 | 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-five occasions. The table below sets out a brief rationale for each of these votes. The Standard Operating Procedures require all votes outside our standard policy to be approved by CCLA's Head of Sustainability.

| Company Name | Type | Meeting Date | Proponent | Proposal Number | Proposal Text | Voting Policy Recommendation | Vote Instruction | Rationale |
|---------------------|--------|--------------|------------|-----------------|---|------------------------------|------------------|---|
| The Sage Group plc. | Annual | 06-Feb-25 | Management | 1 | Accept Financial Statements and Statutory Reports | Against | For | Our policy is to vote against the R&A at companies with a poor Modern Slavery Statement. However CCLA's Better Work Lead has reviewed the company engagement during the year which is broadly positive. We have therefore taken the decision to amend our vote intention this year. |

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

| Company Name | Type | Meeting Date | Proposal Number | Proponent | Proposal Text | Vote Instruction | Rationale |
|--------------|--------|--------------|-----------------|------------|---|------------------|--|
| Diploma Plc | Annual | 15-Jan-25 | 1 | Management | Accept Financial Statements and Statutory Reports | Against | Concern over the company's actions in addressing modern slavery. |
| Diploma Plc | Annual | 15-Jan-25 | 13 | Management | Approve Remuneration Report | Against | Non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes. Failure to disclose use of non-financials as a determinant of remuneration does not comply with CCLA's approach. Not Living Wage accredited. |
| Diploma Plc | Annual | 15-Jan-25 | 14 | Management | Approve Remuneration Policy | 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 approach. Not Living Wage accredited. |
| Diploma Plc | Annual | 15-Jan-25 | 3 | Management | Re-elect David Lowden as Director | Against | Board does not contain at least one member from ethnic diversity. Concerns over sub-board level gender diversity. |

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

| Company Name | Type | Meeting Date | Proposal Number | Proponent | Proposal Text | Vote Instruction | Rationale |
|-------------------|--------|--------------|-----------------|-------------|--|------------------|---|
| Diploma Plc | Annual | 15-Jan-25 | 6 | Management | Re-elect Jennifer Ward as Director | Against | Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| Intuit Inc. | Annual | 23-Jan-25 | 1a | Management | Elect Director Eve Burton | Against | Board does not contain 40% gender diversity. |
| Intuit Inc. | Annual | 23-Jan-25 | 1g | Management | Elect Director Suzanne Nora Johnson | Against | Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| Intuit Inc. | Annual | 23-Jan-25 | 1k | Management | Elect Director Thomas Szkutak | Against | Concerns – audit independence. |
| Intuit Inc. | Annual | 23-Jan-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 approach. Concerns over multiples of salary. |
| Visa Inc. | Annual | 28-Jan-25 | 1f | Management | Elect Director John F. Lundgren | Against | Board does not contain 40% gender diversity. |
| Visa Inc. | Annual | 28-Jan-25 | 1h | Management | Elect Director Denise M. Morrison | Against | Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| Visa Inc. | Annual | 28-Jan-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 approach. Concerns over multiples of salary. |
| Visa Inc. | Annual | 28-Jan-25 | 6 | Shareholder | Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline | For | While the current process complies with market practice and there are no recurring issues with director election, the proposal of mandatory retirement if the director does not reach the required level of support the in the year after they initially did not receive sufficient support balances market practice with the board's need to reflect shareholders' wishes. |
| Visa Inc. | Annual | 28-Jan-25 | 7 | Shareholder | Report on Lobbying Payments and Policy | For | While the additional disclosure is welcome the company's lobbying disclosure score card rating is still average for the disclosure of: direct and indirect lobbying payments and affiliation to trade associations – increased disclosure would be of a benefit to shareholders |
| Accenture plc | Annual | 06-Feb-25 | 1d | Management | Elect Director Nancy McKinstry | Against | Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| Accenture plc | Annual | 06-Feb-25 | 1i | Management | Elect Director Julie Sweet | Against | Chair/CEO: no intention to separate. |
| Accenture plc | Annual | 06-Feb-25 | 1j | Management | Elect Director Tracey T. Travis | Against | Concerns – audit independence. |
| Accenture plc | Annual | 06-Feb-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 approach. Concerns over multiples of salary. |
| Compass Group Plc | Annual | 06-Feb-25 | 12 | Management | Re-elect John Bryant as Director | Against | Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| Compass Group Plc | Annual | 06-Feb-25 | 2 | Management | Approve Remuneration Policy | Against | CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's approach. Concerns over multiples of salary. |

| Company Name | Type | Meeting Date | Proposal Number | Proponent | Proposal Text | Vote Instruction | Rationale |
|---------------------|--------|--------------|-----------------|------------|--|------------------|---|
| Compass Group Plc | Annual | 06-Feb-25 | 20 | Management | Amend Long Term Incentive Plan | Against | Rem Co has take the decision to relax rules relating the proportion of shares that can be awarded under both the LTIP and RSA. While the overall 10% dilution (all schemes) will apply, the 5% limit for discretionary schemes will be removed. Hence this could lead to a transfer of ownership towards a focused group of employees. |
| Compass Group Plc | Annual | 06-Feb-25 | 21 | Management | Approve Restricted Share Award Plan | Against | Rem Co has take the decision to relax rules relating the proportion of shares that can be awarded under both the LTIP and RSA. While the overall 10% dilution (all schemes) will apply, the 5% limit for discretionary schemes will be removed. Hence this could lead to a transfer of ownership towards a focused group of employees. |
| Compass Group Plc | Annual | 06-Feb-25 | 3 | Management | Approve Remuneration Report | Against | Concerns over multiples of salary. |
| The Sage Group plc. | Annual | 06-Feb-25 | 10 | Management | Re-elect Roisin Donnelly as Director | Against | Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| The Sage Group plc. | Annual | 06-Feb-25 | 17 | Management | Approve Long Term Incentive Plan | Against | While the change is in line with IA policy and the company has retained the overall 10% dilution limits across all schemes the decision to remove the 5% dilution limit for discretionary scheme could result in a transfer of ownership to selected employees. |
| The Sage Group plc. | Annual | 06-Feb-25 | 18 | Management | Authorise Removal of Discretionary 5% Dilution Limit for Share Plans | Against | While the change is in line with IA policy and the company has retained the overall 10% dilution limits across all schemes the decision to remove the 5% dilution limit for discretionary scheme could result in a transfer of ownership to selected employees. |
| The Sage Group plc. | Annual | 06-Feb-25 | 2 | Management | Approve Remuneration Report | Against | We have concerns that EDs' salaries are scheduled to be increased by c.30% over the next two years and follow a significant increase made in FY2023/24. Alongside the increases in the LTIP opportunity, this contributes towards material increases in both fixed and total pay opportunity. |
| The Sage Group plc. | Annual | 06-Feb-25 | 3 | Management | Approve Remuneration Policy | Against | Remuneration schemes should not breach local good practice. |
| Siemens AG | Annual | 13-Feb-25 | 6 | Management | Approve Remuneration Report | Against | Exec Directors pensions (DC Scheme) continue to be out of step with the market (ISS commentary) at just short of 40% of bases salary. This will increase to circa 50% in 2025. (Both Figures CEO). |
| Siemens AG | Annual | 13-Feb-25 | 9 | Management | Approve Virtual-Only Shareholder Meetings Until 2027 | Against | A vote AGAINST the proposed article amendments in regard to virtual-only shareholder meetings is warranted because: - The new proposal appears to be a blanket authorization to continue holding AGMs in the virtual format only. - The rationale regarding why it was considered necessary to hold a virtual-only meeting in the past three years, or why the company chose the virtual-only format again for the 2025 AGM, is not considered compelling. - The company has not given shareholders the option to attend the AGM in-person since prior to the pandemic, and there is no commitment by the boards to giving shareholders an in-person attendance option in the near future. In this vein, the company only vaguely addresses the circumstances under which in-person meetings might be held in the future. |

| Company Name | Type | Meeting Date | Proposal Number | Proponent | Proposal Text | Vote Instruction | Rationale |
|----------------------------|----------------------------|--------------|-----------------|-------------|--|------------------|--|
| Deere & Company | Annual | 26-Feb-25 | 1a | Management | Elect Director Leanne G. Caret | Against | Concerns – audit independence. |
| Deere & Company | Annual | 26-Feb-25 | 1b | Management | Elect Director Tamra A. Erwin | Against | Board does not contain 40% gender diversity. |
| Deere & Company | Annual | 26-Feb-25 | 1g | Management | Elect Director John C. May | Against | Chair/CEO: no intention to separate. |
| Deere & Company | Annual | 26-Feb-25 | 1j | Management | Elect Director Dmitri L. Stockton | Against | Responsible for oversight of remuneration which does not comply with CCLA's approach. |
| Deere & Company | Annual | 26-Feb-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 approach. Non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes. Failure to disclose use of non-financials as a determinant of remuneration does not comply with CCLA's approach. Concerns over multiples of salary. |
| Deere & Company | Annual | 26-Feb-25 | 5 | Shareholder | Report on Effectiveness of Efforts to Create a Meritocratic Workplace | For | In general we are supportive of resolutions that demand greater transparency on gender/racial pay disparity, and of those requesting a racial equity audit. |
| Deere & Company | Annual | 26-Feb-25 | 7 | Shareholder | Report on a Civil Rights Audit | For | A vote FOR this proposal is warranted as such disclosure would allow shareholders to better assess the effectiveness of the company's anti-discrimination policies and practices. |
| DiaSorin SpA | Extraordinary Shareholders | 28-Feb-25 | 1 | Management | Allow Additional Voting Rights for Shares with Double Voting Rights | Against | A vote AGAINST the proposed strengthening of the increased voting rights mechanism is warranted because it would tend to entrench management or give undue influence to some shareholders at the expense of others. |
| Agilent Technologies, Inc. | Annual | 13-Mar-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 approach. Non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes. Failure to disclose use of non-financials as a determinant of remuneration does not comply with CCLA's approach. Concerns over multiples of salary. |
| SGS SA | Annual | 26-Mar-25 | 1.3 | Management | Approve Remuneration Report (Non-Binding) | Against | CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's approach. Variable remuneration schemes should prioritise long-term over short-term performance. Balance of short and long-term remuneration does not comply with CCLA's approach. |
| SGS SA | Annual | 26-Mar-25 | 5.3 | Management | Approve Variable Remuneration of Executive Committee in the Amount of CHF 10.9 Million | Against | CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's approach. Variable remuneration schemes should prioritise long-term over short-term performance. Balance of short and long-term remuneration does not comply with CCLA's approach. |
| SGS SA | Annual | 26-Mar-25 | 5.4 | Management | Approve Long Term Incentive Plan for Executive Committee | Against | CCLA should challenge the bonus culture. Annual bonus scheme does not comply with CCLA's approach. Variable remuneration schemes should |

| Company Name | Type | Meeting Date | Proposal Number | Proponent | Proposal Text | Vote Instruction | Rationale |
|------------------|--------|--------------|-----------------|-------------|---|------------------|---|
| | | | | | in the Amount of CHF 13 Million for Fiscal Year 2026 | | prioritise long-term over short-term performance. Balance of short and long-term remuneration does not comply with CCLA's approach. |
| SGS SA | Annual | 26-Mar-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. |
| Novo Nordisk A/S | Annual | 27-Mar-25 | 6.1 | Management | Reelect Helge Lund (Chair) as Director | Abstain | Board does not contain 40% gender diversity. |
| Novo Nordisk A/S | Annual | 27-Mar-25 | 6.2 | Management | Reelect Henrik Poulsen (Vice Chair) as Director | Abstain | A vote ABSTAIN from candidates Henrik Poulsen (Item 6.2) and Kasim Kutay (Item 6.3d) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent the primary beneficiary of the superior voting rights. |
| Novo Nordisk A/S | Annual | 27-Mar-25 | 6.3d | Management | Reelect Kasim Kutay as Director | Abstain | A vote ABSTAIN from candidates Henrik Poulsen (Item 6.2) and Kasim Kutay (Item 6.3d) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent the primary beneficiary of the superior voting rights. |
| Novo Nordisk A/S | Annual | 27-Mar-25 | 8.1 | Management | Authorize Share Repurchase Program | Against | Concerns – creeping control. |
| Novo Nordisk A/S | Annual | 27-Mar-25 | 8.3 | Shareholder | Approve Proposal Regarding Regulated Working Conditions at Construction Sites | For | The provision of a report on these matters is seen as an enhancement to shareholders understanding of the company's role in these matters. |

Section 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 |
|--------------|--------|--------------|-----------------|--|------------------|---|
| Visa Inc. | Annual | 28-Jan-25 | 4 | Report on Gender-Based Compensation and Benefits Inequities | Against | The company appears to provide competitive health benefits, and there is no evidence that the company is offering health care in a discriminatory manner. |
| Visa Inc. | Annual | 28-Jan-25 | 5 | Report on Company's Policy on Merchant Category Codes | Against | The company appears to be taking appropriate action to mitigate risks associated with the potential implementation of merchant category code for standalone gun and ammunition stores. |
| Visa Inc. | Annual | 28-Jan-25 | 6 | Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline | For | While the current process complies with market practice and there are no recurring issues with director election, the proposal of mandatory retirement if the director does not reach the required level of support in the year after they initially did not receive sufficient support balances market practice with the board's need to reflect shareholders' wishes. |

| Company Name | Type | Meeting Date | Proposal Number | Proposal Text | Vote Instruction | Rationale |
|----------------------------|--------|--------------|-----------------|---|------------------|---|
| Visa Inc. | Annual | 28-Jan-25 | 7 | Report on Lobbying Payments and Policy | For | While the additional disclosure is welcome the company's lobbying disclosure score card rating is still average for the disclosure of: direct and indirect lobbying payments and affiliation to trade associations – increased disclosure would be of a benefit to shareholders |
| Deere & Company | Annual | 26-Feb-25 | 4 | Report on Statistical Differences in Hiring Across Race and Gender | Against | A vote AGAINST this resolution is warranted, as the company reports sufficient quantitative workforce demographic data for shareholders to be able to assess the effectiveness of the company's workforce management efforts. |
| Deere & Company | Annual | 26-Feb-25 | 5 | Report on Effectiveness of Efforts to Create a Meritocratic Workplace | For | In general we are supportive of resolutions that demand greater transparency on gender/racial pay disparity, and of those requesting a racial equity audit. |
| Deere & Company | Annual | 26-Feb-25 | 6 | Establish a Board Committee on Corporate Financial Sustainability | Against | A vote AGAINST this proposal is warranted. Absent clear governance failures, the board is generally given latitude to determine its committee structure. |
| Deere & Company | Annual | 26-Feb-25 | 7 | Report on a Civil Rights Audit | For | A vote FOR this proposal is warranted as such disclosure would allow shareholders to better assess the effectiveness of the company's anti-discrimination policies and practices. |
| Deere & Company | Annual | 26-Feb-25 | 8 | Report on Discrimination in Charitable Contributions | Against | A vote AGAINST this proposal is warranted. Absent self-dealing or gross negligence, management should be afforded discretion in determining the company's charitable giving strategy. |
| Agilent Technologies, Inc. | Annual | 13-Mar-25 | 5 | Declassify the Board of Directors | For | Removal of classification is seen as a move towards good governance. |
| Novo Nordisk A/S | Annual | 27-Mar-25 | 8.3 | Approve Proposal Regarding Regulated Working Conditions at Construction Sites | For | The provision of a report on these matters is seen as an enhancement to shareholders understanding of the company's role in these matters. |

Section 5d: All vote instructions

| Company Name | Meeting Type | Meeting Date | Proposal Number | Proponent | Proposal Text | Vote Instruction |
|--------------|--------------|--------------|-----------------|------------|---|------------------|
| Diploma Plc | Annual | 15-Jan-25 | 1 | Management | Accept Financial Statements and Statutory Reports | Against |
| Diploma Plc | Annual | 15-Jan-25 | 10 | Management | Elect Katie Bickerstaffe as Director | For |
| Diploma Plc | Annual | 15-Jan-25 | 11 | Management | Reappoint PricewaterhouseCoopers LLP as Auditors | For |
| Diploma Plc | Annual | 15-Jan-25 | 12 | Management | Authorise Board to Fix Remuneration of Auditors | For |
| Diploma Plc | Annual | 15-Jan-25 | 13 | Management | Approve Remuneration Report | Against |
| Diploma Plc | Annual | 15-Jan-25 | 14 | Management | Approve Remuneration Policy | Against |
| Diploma Plc | Annual | 15-Jan-25 | 15 | Management | Authorise Issue of Equity | For |

| Company Name | Meeting Type | Meeting Date | Proposal Number | Proponent | Proposal Text | Vote Instruction |
|--------------|--------------|--------------|-----------------|------------|--|------------------|
| Diploma Plc | Annual | 15-Jan-25 | 16 | Management | Authorise Issue of Equity without Pre-emptive Rights | For |
| Diploma Plc | Annual | 15-Jan-25 | 17 | Management | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | For |
| Diploma Plc | Annual | 15-Jan-25 | 18 | Management | Authorise Market Purchase of Ordinary Shares | For |
| Diploma Plc | Annual | 15-Jan-25 | 19 | Management | Authorise the Company to Call General Meeting with Two Weeks' Notice | For |
| Diploma Plc | Annual | 15-Jan-25 | 2 | Management | Approve Final Dividend | For |
| Diploma Plc | Annual | 15-Jan-25 | 3 | Management | Re-elect David Lowden as Director | Against |
| Diploma Plc | Annual | 15-Jan-25 | 4 | Management | Re-elect Johnny Thomson as Director | For |
| Diploma Plc | Annual | 15-Jan-25 | 5 | Management | Re-elect Chris Davies as Director | For |
| Diploma Plc | Annual | 15-Jan-25 | 6 | Management | Re-elect Jennifer Ward as Director | Against |
| Diploma Plc | Annual | 15-Jan-25 | 7 | Management | Re-elect Geraldine Huse as Director | For |
| Diploma Plc | Annual | 15-Jan-25 | 8 | Management | Re-elect Dean Finch as Director | For |
| Diploma Plc | Annual | 15-Jan-25 | 9 | Management | Elect Janice Stipp as Director | For |
| Intuit Inc. | Annual | 23-Jan-25 | 1a | Management | Elect Director Eve Burton | Against |
| Intuit Inc. | Annual | 23-Jan-25 | 1b | Management | Elect Director Scott D. Cook | For |
| Intuit Inc. | Annual | 23-Jan-25 | 1c | Management | Elect Director Richard L. Dalzell | For |
| Intuit Inc. | Annual | 23-Jan-25 | 1d | Management | Elect Director Sasan K. Goodarzi | For |
| Intuit Inc. | Annual | 23-Jan-25 | 1e | Management | Elect Director Deborah Liu | For |
| Intuit Inc. | Annual | 23-Jan-25 | 1f | Management | Elect Director Tekedra Mawakana | For |
| Intuit Inc. | Annual | 23-Jan-25 | 1g | Management | Elect Director Suzanne Nora Johnson | Against |
| Intuit Inc. | Annual | 23-Jan-25 | 1h | Management | Elect Director Forrest Norrod | For |
| Intuit Inc. | Annual | 23-Jan-25 | 1i | Management | Elect Director Vasant Prabhu | For |
| Intuit Inc. | Annual | 23-Jan-25 | 1j | Management | Elect Director Ryan Roslansky | For |
| Intuit Inc. | Annual | 23-Jan-25 | 1k | Management | Elect Director Thomas Szkutak | Against |
| Intuit Inc. | Annual | 23-Jan-25 | 1l | Management | Elect Director Raul Vazquez | For |
| Intuit Inc. | Annual | 23-Jan-25 | 1m | Management | Elect Director Eric S. Yuan | For |
| Intuit Inc. | Annual | 23-Jan-25 | 2 | Management | Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Intuit Inc. | Annual | 23-Jan-25 | 3 | Management | Ratify Ernst & Young LLP as Auditors | For |
| Intuit Inc. | Annual | 23-Jan-25 | 4 | Management | Amend Certificate of Incorporation to Limit the Liability of Certain Officers | For |
| Visa Inc. | Annual | 28-Jan-25 | 1a | Management | Elect Director Lloyd A. Carney | For |
| Visa Inc. | Annual | 28-Jan-25 | 1b | Management | Elect Director Kermit R. Crawford | For |
| Visa Inc. | Annual | 28-Jan-25 | 1c | Management | Elect Director Francisco Javier Fernandez-Carbajal | For |
| Visa Inc. | Annual | 28-Jan-25 | 1d | Management | Elect Director Ramon Laguarta | 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 |
|---------------|--------------|--------------|-----------------|-------------|---|------------------|
| Visa Inc. | Annual | 28-Jan-25 | 1e | Management | Elect Director Teri L. List | For |
| Visa Inc. | Annual | 28-Jan-25 | 1f | Management | Elect Director John F. Lundgren | Against |
| Visa Inc. | Annual | 28-Jan-25 | 1g | Management | Elect Director Ryan McInerney | For |
| Visa Inc. | Annual | 28-Jan-25 | 1h | Management | Elect Director Denise M. Morrison | Against |
| Visa Inc. | Annual | 28-Jan-25 | 1i | Management | Elect Director Pamela Murphy | For |
| Visa Inc. | Annual | 28-Jan-25 | 1j | Management | Elect Director Linda J. Rendle | For |
| Visa Inc. | Annual | 28-Jan-25 | 1k | Management | Elect Director Maynard G. Webb, Jr. | For |
| Visa Inc. | Annual | 28-Jan-25 | 2 | Management | Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Visa Inc. | Annual | 28-Jan-25 | 3 | Management | Ratify KPMG LLP as Auditors | For |
| Visa Inc. | Annual | 28-Jan-25 | 4 | Shareholder | Report on Gender-Based Compensation and Benefits Inequities | Against |
| Visa Inc. | Annual | 28-Jan-25 | 5 | Shareholder | Report on Company's Policy on Merchant Category Codes | Against |
| Visa Inc. | Annual | 28-Jan-25 | 6 | Shareholder | Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline | For |
| Visa Inc. | Annual | 28-Jan-25 | 7 | Shareholder | Report on Lobbying Payments and Policy | For |
| Accenture plc | Annual | 06-Feb-25 | 1a | Management | Elect Director Jaime Ardila | For |
| Accenture plc | Annual | 06-Feb-25 | 1b | Management | Elect Director Martin Brudermuller | For |
| Accenture plc | Annual | 06-Feb-25 | 1c | Management | Elect Director Alan Jope | For |
| Accenture plc | Annual | 06-Feb-25 | 1d | Management | Elect Director Nancy McKinstry | Against |
| Accenture plc | Annual | 06-Feb-25 | 1e | Management | Elect Director Jennifer Nason | For |
| Accenture plc | Annual | 06-Feb-25 | 1f | Management | Elect Director Paula A. Price | For |
| Accenture plc | Annual | 06-Feb-25 | 1g | Management | Elect Director Venkata (Murthy) Renduchintala | For |
| Accenture plc | Annual | 06-Feb-25 | 1h | Management | Elect Director Arun Sarin | For |
| Accenture plc | Annual | 06-Feb-25 | 1i | Management | Elect Director Julie Sweet | Against |
| Accenture plc | Annual | 06-Feb-25 | 1j | Management | Elect Director Tracey T. Travis | Against |
| Accenture plc | Annual | 06-Feb-25 | 1k | Management | Elect Director Masahiko Uotani | For |
| Accenture plc | Annual | 06-Feb-25 | 2 | Management | Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Accenture plc | Annual | 06-Feb-25 | 3 | Management | Ratify KPMG LLP as Auditors and Authorise Their Remuneration | For |
| Accenture plc | Annual | 06-Feb-25 | 4 | Management | Approve Capital Reduction of the Share Premium Account | For |
| Accenture plc | Annual | 06-Feb-25 | 5 | Management | Authorize Board to Issue Shares under Irish Law | For |
| Accenture plc | Annual | 06-Feb-25 | 6 | Management | Authorize the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law | For |

| Company Name | Meeting Type | Meeting Date | Proposal Number | Proponent | Proposal Text | Vote Instruction |
|---------------------|--------------|--------------|-----------------|------------|--|------------------|
| Accenture plc | Annual | 06-Feb-25 | 7 | Management | Determine Price Range for Reissuance of Treasury Shares | For |
| Compass Group Plc | Annual | 06-Feb-25 | 1 | Management | Accept Financial Statements and Statutory Reports | For |
| Compass Group Plc | Annual | 06-Feb-25 | 10 | Management | Re-elect Palmer Brown as Director | For |
| Compass Group Plc | Annual | 06-Feb-25 | 11 | Management | Re-elect Stefan Bomhard as Director | For |
| Compass Group Plc | Annual | 06-Feb-25 | 12 | Management | Re-elect John Bryant as Director | Against |
| Compass Group Plc | Annual | 06-Feb-25 | 13 | Management | Re-elect Arlene Isaacs-Lowe as Director | For |
| Compass Group Plc | Annual | 06-Feb-25 | 14 | Management | Re-elect Anne-Francoise Nesmes as Director | For |
| Compass Group Plc | Annual | 06-Feb-25 | 15 | Management | Re-elect Sundar Raman as Director | For |
| Compass Group Plc | Annual | 06-Feb-25 | 16 | Management | Re-elect Leanne Wood as Director | For |
| Compass Group Plc | Annual | 06-Feb-25 | 17 | Management | Reappoint KPMG LLP as Auditors | For |
| Compass Group Plc | Annual | 06-Feb-25 | 18 | Management | Authorise the Audit Committee to Fix Remuneration of Auditors | For |
| Compass Group Plc | Annual | 06-Feb-25 | 19 | Management | Authorise UK Political Donations and Expenditure | For |
| Compass Group Plc | Annual | 06-Feb-25 | 2 | Management | Approve Remuneration Policy | Against |
| Compass Group Plc | Annual | 06-Feb-25 | 20 | Management | Amend Long Term Incentive Plan | Against |
| Compass Group Plc | Annual | 06-Feb-25 | 21 | Management | Approve Restricted Share Award Plan | Against |
| Compass Group Plc | Annual | 06-Feb-25 | 22 | Management | Authorise Issue of Equity | For |
| Compass Group Plc | Annual | 06-Feb-25 | 23 | Management | Authorise Issue of Equity without Pre-emptive Rights | For |
| Compass Group Plc | Annual | 06-Feb-25 | 24 | Management | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | For |
| Compass Group Plc | Annual | 06-Feb-25 | 25 | Management | Authorise Market Purchase of Ordinary Shares | For |
| Compass Group Plc | Annual | 06-Feb-25 | 26 | Management | Authorise the Company to Call General Meeting with 14 Clear Days' Notice | For |
| Compass Group Plc | Annual | 06-Feb-25 | 3 | Management | Approve Remuneration Report | Against |
| Compass Group Plc | Annual | 06-Feb-25 | 4 | Management | Approve Final Dividend | For |
| Compass Group Plc | Annual | 06-Feb-25 | 5 | Management | Elect Liat Ben-Zur as Director | For |
| Compass Group Plc | Annual | 06-Feb-25 | 6 | Management | Elect Juliana Chugg as Director | For |
| Compass Group Plc | Annual | 06-Feb-25 | 7 | Management | Re-elect Ian Meakins as Director | For |
| Compass Group Plc | Annual | 06-Feb-25 | 8 | Management | Re-elect Dominic Blakemore as Director | For |
| Compass Group Plc | Annual | 06-Feb-25 | 9 | Management | Re-elect Petros Parras as Director | For |
| The Sage Group plc. | Annual | 06-Feb-25 | 1 | Management | Accept Financial Statements and Statutory Reports | For |
| The Sage Group plc. | Annual | 06-Feb-25 | 10 | Management | Re-elect Roisin Donnelly as Director | Against |
| The Sage Group plc. | Annual | 06-Feb-25 | 11 | Management | Re-elect Derek Harding as Director | For |
| The Sage Group plc. | Annual | 06-Feb-25 | 12 | Management | Re-elect Steve Hare as Director | For |
| The Sage Group plc. | Annual | 06-Feb-25 | 13 | Management | Re-elect Jonathan Howell as Director | For |

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

| Company Name | Meeting Type | Meeting Date | Proposal Number | Proponent | Proposal Text | Vote Instruction |
|---------------------|--------------|--------------|-----------------|------------|--|------------------|
| The Sage Group plc. | Annual | 06-Feb-25 | 14 | Management | Appoint KPMG LLP as Auditors | For |
| The Sage Group plc. | Annual | 06-Feb-25 | 15 | Management | Authorise the Audit and Risk Committee to Fix Remuneration of Auditors | For |
| The Sage Group plc. | Annual | 06-Feb-25 | 16 | Management | Authorise UK Political Donations and Expenditure | For |
| The Sage Group plc. | Annual | 06-Feb-25 | 17 | Management | Approve Long Term Incentive Plan | Against |
| The Sage Group plc. | Annual | 06-Feb-25 | 18 | Management | Authorise Removal of Discretionary 5% Dilution Limit for Share Plans | Against |
| The Sage Group plc. | Annual | 06-Feb-25 | 19 | Management | Authorise Issue of Equity | For |
| The Sage Group plc. | Annual | 06-Feb-25 | 2 | Management | Approve Remuneration Report | Against |
| The Sage Group plc. | Annual | 06-Feb-25 | 20 | Management | Authorise Issue of Equity without Pre-emptive Rights | For |
| The Sage Group plc. | Annual | 06-Feb-25 | 21 | Management | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | For |
| The Sage Group plc. | Annual | 06-Feb-25 | 22 | Management | Authorise Market Purchase of Ordinary Shares | For |
| The Sage Group plc. | Annual | 06-Feb-25 | 23 | Management | Authorise the Company to Call General Meeting with Two Weeks' Notice | For |
| The Sage Group plc. | Annual | 06-Feb-25 | 3 | Management | Approve Remuneration Policy | Against |
| The Sage Group plc. | Annual | 06-Feb-25 | 4 | Management | Approve Final Dividend | For |
| The Sage Group plc. | Annual | 06-Feb-25 | 5 | Management | Re-elect Andrew Duff as Director | For |
| The Sage Group plc. | Annual | 06-Feb-25 | 6 | Management | Re-elect John Bates as Director | For |
| The Sage Group plc. | Annual | 06-Feb-25 | 7 | Management | Re-elect Jonathan Bewes as Director | For |
| The Sage Group plc. | Annual | 06-Feb-25 | 8 | Management | Re-elect Maggie Chan Jones as Director | For |
| The Sage Group plc. | Annual | 06-Feb-25 | 9 | Management | Re-elect Annette Court as Director | For |
| Siemens AG | Annual | 13-Feb-25 | 10 | Management | Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares | For |
| Siemens AG | Annual | 13-Feb-25 | 11 | Management | Authorize Use of Financial Derivatives when Repurchasing Shares | For |
| Siemens AG | Annual | 13-Feb-25 | 12 | Management | Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 15 Billion; Approve Creation of EUR 180 Million Pool of Capital to Guarantee Conversion Rights | For |
| Siemens AG | Annual | 13-Feb-25 | 2 | Management | Approve Allocation of Income and Dividends of EUR 5.20 per Share | For |
| Siemens AG | Annual | 13-Feb-25 | 3.1 | Management | Approve Discharge of Management Board Member Roland Busch for Fiscal Year 2023/24 | For |
| Siemens AG | Annual | 13-Feb-25 | 3.2 | Management | Approve Discharge of Management Board Member Cedrik Neike for Fiscal Year 2023/24 | For |

| Company Name | Meeting Type | Meeting Date | Proposal Number | Proponent | Proposal Text | Vote Instruction |
|--------------|--------------|--------------|-----------------|------------|---|------------------|
| Siemens AG | Annual | 13-Feb-25 | 3.3 | Management | Approve Discharge of Management Board Member Matthias Rebellius for Fiscal Year 2023/24 | For |
| Siemens AG | Annual | 13-Feb-25 | 3.4 | Management | Approve Discharge of Management Board Member Ralf Thomas for Fiscal Year 2023/24 | For |
| Siemens AG | Annual | 13-Feb-25 | 3.5 | Management | Approve Discharge of Management Board Member Judith Wiese for Fiscal Year 2023/24 | For |
| Siemens AG | Annual | 13-Feb-25 | 4.1 | Management | Approve Discharge of Supervisory Board Member Jim Snabe for Fiscal Year 2023/24 | For |
| Siemens AG | Annual | 13-Feb-25 | 4.10 | Management | Approve Discharge of Supervisory Board Member Harald Kern (until Dec. 7, 2023) for Fiscal Year 2023/24 | For |
| Siemens AG | Annual | 13-Feb-25 | 4.11 | Management | Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2023/24 | For |
| Siemens AG | Annual | 13-Feb-25 | 4.12 | Management | Approve Discharge of Supervisory Board Member Martina Merz for Fiscal Year 2023/24 | For |
| Siemens AG | Annual | 13-Feb-25 | 4.13 | Management | Approve Discharge of Supervisory Board Member Christian Pfeiffer for Fiscal Year 2023/24 | For |
| Siemens AG | Annual | 13-Feb-25 | 4.14 | Management | Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal Year 2023/24 | For |
| Siemens AG | Annual | 13-Feb-25 | 4.15 | Management | Approve Discharge of Supervisory Board Member Hagen Reimer for Fiscal Year 2023/24 | For |
| Siemens AG | Annual | 13-Feb-25 | 4.16 | Management | Approve Discharge of Supervisory Board Member Kasper Rorsted for Fiscal Year 2023/24 | For |
| Siemens AG | Annual | 13-Feb-25 | 4.17 | Management | Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2023/24 | For |
| Siemens AG | Annual | 13-Feb-25 | 4.18 | Management | Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal Year 2023/24 | For |
| Siemens AG | Annual | 13-Feb-25 | 4.19 | Management | Approve Discharge of Supervisory Board Member Mimon Uhamou (from Dec. 12, 2023) for Fiscal Year 2023/24 | For |
| Siemens AG | Annual | 13-Feb-25 | 4.2 | Management | Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal Year 2023/24 | For |
| Siemens AG | Annual | 13-Feb-25 | 4.20 | Management | Approve Discharge of Supervisory Board Member Grazia Vittadini for Fiscal Year 2023/24 | For |
| Siemens AG | Annual | 13-Feb-25 | 4.21 | Management | Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal Year 2023/24 | For |
| Siemens AG | Annual | 13-Feb-25 | 4.3 | Management | Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2023/24 | For |
| Siemens AG | Annual | 13-Feb-25 | 4.4 | Management | Approve Discharge of Supervisory Board Member Tobias Baeumler for Fiscal Year 2023/24 | 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 |
|-----------------|--------------|--------------|-----------------|------------|--|------------------|
| Siemens AG | Annual | 13-Feb-25 | 4.5 | Management | Approve Discharge of Supervisory Board Member Regina Dugan for Fiscal Year 2023/24 | For |
| Siemens AG | Annual | 13-Feb-25 | 4.6 | Management | Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2023/24 | For |
| Siemens AG | Annual | 13-Feb-25 | 4.7 | Management | Approve Discharge of Supervisory Board Member Bettina Haller for Fiscal Year 2023/24 | For |
| Siemens AG | Annual | 13-Feb-25 | 4.8 | Management | Approve Discharge of Supervisory Board Member Oliver Hartmann for Fiscal Year 2023/24 | For |
| Siemens AG | Annual | 13-Feb-25 | 4.9 | Management | Approve Discharge of Supervisory Board Member Keryn Lee James for Fiscal Year 2023/24 | For |
| Siemens AG | Annual | 13-Feb-25 | 5.1 | Management | Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024/25 | For |
| Siemens AG | Annual | 13-Feb-25 | 5.2 | Management | Ratify PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2024/25 | For |
| Siemens AG | Annual | 13-Feb-25 | 6 | Management | Approve Remuneration Report | Against |
| Siemens AG | Annual | 13-Feb-25 | 7.1 | Management | Elect Jim Snabe to the Supervisory Board | For |
| Siemens AG | Annual | 13-Feb-25 | 7.2 | Management | Elect Kasper Rorsted to the Supervisory Board | For |
| Siemens AG | Annual | 13-Feb-25 | 7.3 | Management | Elect Ulf Schneider to the Supervisory Board | For |
| Siemens AG | Annual | 13-Feb-25 | 7.4 | Management | Elect Grazia Vittadini to the Supervisory Board | For |
| Siemens AG | Annual | 13-Feb-25 | 7.5 | Management | Elect Werner Brandt to the Supervisory Board | For |
| Siemens AG | Annual | 13-Feb-25 | 8 | Management | Approve Remuneration of Supervisory Board | For |
| Siemens AG | Annual | 13-Feb-25 | 9 | Management | Approve Virtual-Only Shareholder Meetings Until 2027 | Against |
| Deere & Company | Annual | 26-Feb-25 | 1a | Management | Elect Director Leanne G. Caret | Against |
| Deere & Company | Annual | 26-Feb-25 | 1b | Management | Elect Director Tamra A. Erwin | Against |
| Deere & Company | Annual | 26-Feb-25 | 1c | Management | Elect Director R. Preston Feight | For |
| Deere & Company | Annual | 26-Feb-25 | 1d | Management | Elect Director Alan C. Heuberger | For |
| Deere & Company | Annual | 26-Feb-25 | 1e | Management | Elect Director L. Neil Hunn | For |
| Deere & Company | Annual | 26-Feb-25 | 1f | Management | Elect Director Michael O. Johanns | For |
| Deere & Company | Annual | 26-Feb-25 | 1g | Management | Elect Director John C. May | Against |
| Deere & Company | Annual | 26-Feb-25 | 1h | Management | Elect Director Gregory R. Page | For |
| Deere & Company | Annual | 26-Feb-25 | 1i | Management | Elect Director Sherry M. Smith | For |
| Deere & Company | Annual | 26-Feb-25 | 1j | Management | Elect Director Dmitri L. Stockton | Against |
| Deere & Company | Annual | 26-Feb-25 | 1k | Management | Elect Director Sheila G. Talton | For |
| Deere & Company | Annual | 26-Feb-25 | 2 | Management | Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Deere & Company | Annual | 26-Feb-25 | 3 | Management | Ratify Deloitte & Touche LLP as Auditors | For |

| Company Name | Meeting Type | Meeting Date | Proposal Number | Proponent | Proposal Text | Vote Instruction |
|----------------------------|----------------------------|--------------|-----------------|-------------|--|------------------|
| Deere & Company | Annual | 26-Feb-25 | 4 | Shareholder | Report on Statistical Differences in Hiring Across Race and Gender | Against |
| Deere & Company | Annual | 26-Feb-25 | 5 | Shareholder | Report on Effectiveness of Efforts to Create a Meritocratic Workplace | For |
| Deere & Company | Annual | 26-Feb-25 | 6 | Shareholder | Establish a Board Committee on Corporate Financial Sustainability | Against |
| Deere & Company | Annual | 26-Feb-25 | 7 | Shareholder | Report on a Civil Rights Audit | For |
| Deere & Company | Annual | 26-Feb-25 | 8 | Shareholder | Report on Discrimination in Charitable Contributions | Against |
| DiaSorin SpA | Extraordinary Shareholders | 28-Feb-25 | 1 | Management | Allow Additional Voting Rights for Shares with Double Voting Rights | Against |
| Agilent Technologies, Inc. | Annual | 13-Mar-25 | 1.1 | Management | Elect Director Otis W. Brawley | For |
| Agilent Technologies, Inc. | Annual | 13-Mar-25 | 1.2 | Management | Elect Director Mikael Dolsten | For |
| Agilent Technologies, Inc. | Annual | 13-Mar-25 | 2 | Management | Advisory Vote to Ratify Named Executive Officers' Compensation | Against |
| Agilent Technologies, Inc. | Annual | 13-Mar-25 | 3 | Management | Ratify PricewaterhouseCoopers LLP as Auditors | For |
| Agilent Technologies, Inc. | Annual | 13-Mar-25 | 4 | Management | Eliminate Supermajority Vote Requirement | For |
| Agilent Technologies, Inc. | Annual | 13-Mar-25 | 5 | Shareholder | Declassify the Board of Directors | For |
| SGS SA | Annual | 26-Mar-25 | 1.1 | Management | Accept Financial Statements and Statutory Reports | For |
| SGS SA | Annual | 26-Mar-25 | 1.2 | Management | Approve Non-Financial Report | For |
| SGS SA | Annual | 26-Mar-25 | 1.3 | Management | Approve Remuneration Report (Non-Binding) | Against |
| SGS SA | Annual | 26-Mar-25 | 2 | Management | Approve Discharge of Board and Senior Management | For |
| SGS SA | Annual | 26-Mar-25 | 3.1 | Management | Approve Allocation of Income and Dividends of CHF 3.20 per Share, if Item 3.2 is Approved | For |
| SGS SA | Annual | 26-Mar-25 | 3.2 | Management | Approve CHF 360,000 Ordinary Share Capital Increase without Preemptive Rights, if Item 3.1 is Approved | For |
| SGS SA | Annual | 26-Mar-25 | 4.1.1 | Management | Reelect Calvin Grieder as Director | For |
| SGS SA | Annual | 26-Mar-25 | 4.1.2 | Management | Reelect Sami Atiya as Director | For |
| SGS SA | Annual | 26-Mar-25 | 4.1.3 | Management | Reelect Phyllis Cheung as Director | For |

| Company Name | Meeting Type | Meeting Date | Proposal Number | Proponent | Proposal Text | Vote Instruction |
|------------------|--------------|--------------|-----------------|------------|---|------------------|
| SGS SA | Annual | 26-Mar-25 | 4.1.4 | Management | Reelect Ian Gallienne as Director | For |
| SGS SA | Annual | 26-Mar-25 | 4.1.5 | Management | Reelect Tobias Hartmann as Director | For |
| SGS SA | Annual | 26-Mar-25 | 4.1.6 | Management | Reelect Kory Sorenson as Director | For |
| SGS SA | Annual | 26-Mar-25 | 4.1.7 | Management | Reelect Janet Vergis as Director | For |
| SGS SA | Annual | 26-Mar-25 | 4.1.8 | Management | Elect Patrick Kron as Director | For |
| SGS SA | Annual | 26-Mar-25 | 4.1.9 | Management | Elect Geraldine Picaud as Director | For |
| SGS SA | Annual | 26-Mar-25 | 4.2.1 | Management | Reelect Calvin Grieder as Board Chair | For |
| SGS SA | Annual | 26-Mar-25 | 4.3.1 | Management | Reappoint Sami Atiya as Member of the Compensation Committee | For |
| SGS SA | Annual | 26-Mar-25 | 4.3.2 | Management | Reappoint Kory Sorenson as Member of the Compensation Committee | For |
| SGS SA | Annual | 26-Mar-25 | 4.3.3 | Management | Appoint Patrick Kron as Member of the Compensation Committee | For |
| SGS SA | Annual | 26-Mar-25 | 4.4 | Management | Ratify PricewaterhouseCoopers SA as Auditors | For |
| SGS SA | Annual | 26-Mar-25 | 4.5 | Management | Designate Notaires Carouge as Independent Proxy | For |
| SGS SA | Annual | 26-Mar-25 | 5.1 | Management | Approve Remuneration of Directors in the Amount of CHF 2.7 Million | For |
| SGS SA | Annual | 26-Mar-25 | 5.2 | Management | Approve Fixed Remuneration of Executive Committee in the Amount of CHF 10.5 Million | For |
| SGS SA | Annual | 26-Mar-25 | 5.3 | Management | Approve Variable Remuneration of Executive Committee in the Amount of CHF 10.9 Million | Against |
| SGS SA | Annual | 26-Mar-25 | 5.4 | Management | Approve Long Term Incentive Plan for Executive Committee in the Amount of CHF 13 Million for Fiscal Year 2026 | Against |
| SGS SA | Annual | 26-Mar-25 | 6 | Management | Change Location of Registered Office/Headquarters to Baar (Canton of Zug, Switzerland) | For |
| SGS SA | Annual | 26-Mar-25 | 7 | Management | Transact Other Business (Voting) | Against |
| Novo Nordisk A/S | Annual | 27-Mar-25 | 2 | Management | Accept Financial Statements and Statutory Reports | For |
| Novo Nordisk A/S | Annual | 27-Mar-25 | 3 | Management | Approve Allocation of Income and Dividends of DKK 7.9 Per Share | For |

| Company Name | Meeting Type | Meeting Date | Proposal Number | Proponent | Proposal Text | Vote Instruction |
|-------------------------------------|--------------|--------------|-----------------|-------------|---|------------------|
| Novo Nordisk A/S | Annual | 27-Mar-25 | 4 | Management | Approve Remuneration Report (Advisory Vote) | For |
| Novo Nordisk A/S | Annual | 27-Mar-25 | 5.1 | Management | Approve Remuneration of Directors for 2024 | For |
| Novo Nordisk A/S | Annual | 27-Mar-25 | 5.2 | Management | Approve Remuneration Level of Directors for 2025 | For |
| Novo Nordisk A/S | Annual | 27-Mar-25 | 6.1 | Management | Reelect Helge Lund (Chair) as Director | Abstain |
| Novo Nordisk A/S | Annual | 27-Mar-25 | 6.2 | Management | Reelect Henrik Poulsen (Vice Chair) as Director | Abstain |
| Novo Nordisk A/S | Annual | 27-Mar-25 | 6.3a | Management | Reelect Laurence Debroux as Director | For |
| Novo Nordisk A/S | Annual | 27-Mar-25 | 6.3b | Management | Reelect Andreas Fibig as Director | For |
| Novo Nordisk A/S | Annual | 27-Mar-25 | 6.3c | Management | Reelect Sylvie Gregoire as Director | For |
| Novo Nordisk A/S | Annual | 27-Mar-25 | 6.3d | Management | Reelect Kasim Kutay as Director | Abstain |
| Novo Nordisk A/S | Annual | 27-Mar-25 | 6.3e | Management | Reelect Christina Law as Director | For |
| Novo Nordisk A/S | Annual | 27-Mar-25 | 6.3f | Management | Reelect Martin Mackay as Director | For |
| Novo Nordisk A/S | Annual | 27-Mar-25 | 7 | Management | Ratify Deloitte as Auditors; Ratify Deloitte as Auditors for Sustainability Reporting | For |
| Novo Nordisk A/S | Annual | 27-Mar-25 | 8.1 | Management | Authorize Share Repurchase Program | Against |
| Novo Nordisk A/S | Annual | 27-Mar-25 | 8.2 | Management | Approve Creation of DKK 44.7 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 44.7 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 44.7 Million | For |
| Novo Nordisk A/S | Annual | 27-Mar-25 | 8.3 | Shareholder | Approve Proposal Regarding Regulated Working Conditions at Construction Sites | For |
| Macquarie Korea Infrastructure Fund | Annual | 28-Mar-25 | 1 | Management | Elect Nam Tae-yeon as Supervisory Board Member | For |
| Macquarie Korea Infrastructure Fund | Annual | 28-Mar-25 | 2 | Management | Elect Park Hyun-joo as Supervisory Board Member | For |