

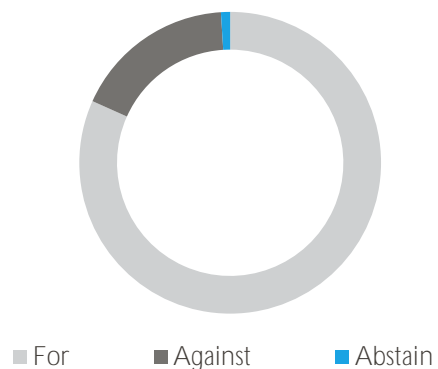
# CCLA Vote Report

## January to March 2024



## Section 1: Overview

Chart 1: All Votes



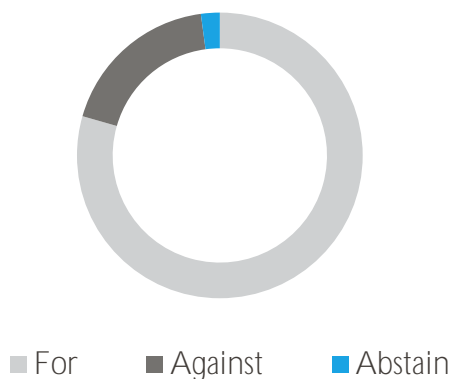
Headlines: CCLA aims to vote at all UK and overseas company meetings where we have portfolio holdings, and it is practical to do so. During the quarter we voted on 316 resolutions across 17 company meetings. We did not support management proposals on 56 occasions, 18.3% of all such resolutions. In addition, we supported 5 shareholder resolutions on a variety of sustainability themes.

Our approach to voting is reviewed and updated every year. Whilst voting has long been an extension of our engagement work, we took steps in this update to further integrate our wider work into the voting guidelines. These guidelines, available on our website, now better articulate how voting supports our Act, Assess, Align framework. We have new vote outcomes driven by our flagship CCLA Corporate Mental Health and Modern Slavery Benchmarks. Additionally, our processes have been strengthened to expand the input that colleagues who lead our engagements have on the voting decisions and communications with companies.

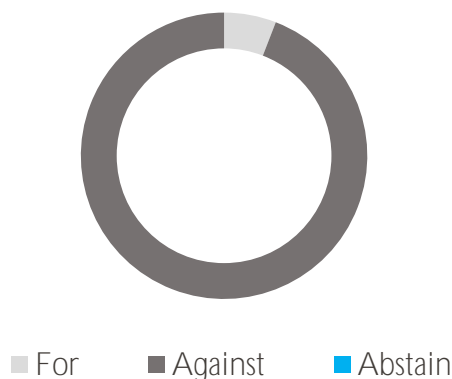
We aim to support all pro-active shareholder proposals, and in Q1, added a dedicated voting pre-declaration section on our website. Our first pre-disclosed vote relates to a shareholder proposal at Nestlé, for 'an amendment to the Articles of Association regarding sales of healthier and less healthy foods', which we supported.

Chart 2. CCLA Vote by theme

Director Elections



Executive Remuneration



Factors affecting remuneration votes

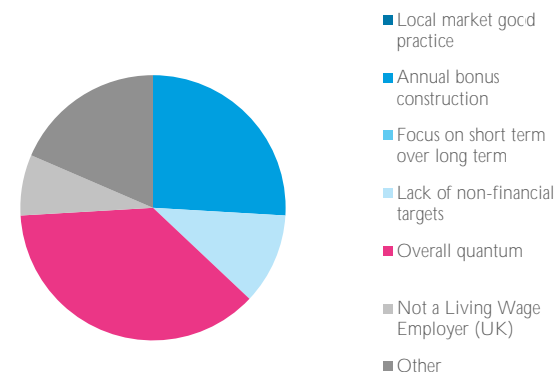


Table 1: Meeting Overview

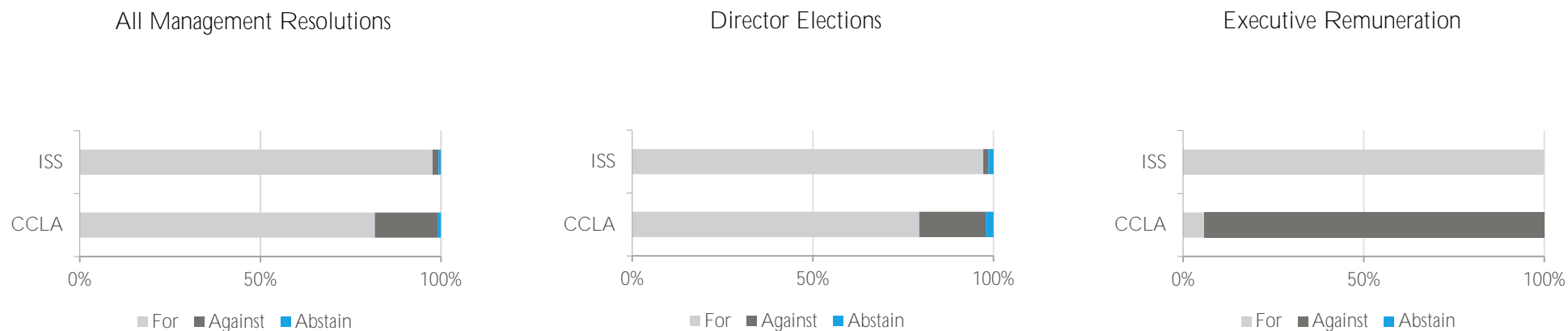
Meeting Overview					
Region	Asia	Europe	North America	Oceania	United Kingdom
Number of Meetings	0	6	6	0	5
Number of Resolutions	0	152	85	0	79
Vote Instruction (all resolutions)					
For	0	125	57	0	72
Against/Withhold	0	26	27	0	5
Abstain	0	1	0	0	2
One Year	0	0	1	0	0

## Section 2: Impact of CCLA Vote Template

When we vote, we seek to promote exemplary corporate governance and to reflect the underlying values of our client base. The principles and application outlined in our vote guidelines have been developed following extensive consultation with our clients and are informed by relevant guidelines and codes for the markets in which we invest. Our Guidelines are reviewed annually and administered by proxy voting provider, ISS, who works to a bespoke template. Our template is not based solely on governance matters but incorporates both our position on environmental, social and governance (ESG) issues, and our main engagement themes. This ensures consistency across all our stewardship activity. A full copy of the voting template is available at [www.ccla.co.uk](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 18.3% of 306 resolutions proposed by management. During the same period, the ISS Standard Vote Report recommended against supporting 2.3% of the same proposals.

Chart 3: Impact of CCLA Vote Template – January to March 2024



## Section 3a: CCLA Vote History Summary

Percentage vote	2024 (to end of March)	2023	2022	2021
All Management Resolutions				
For	81.7	82.4	86.4	86.5
Abstain	1.0	1.3	0.5	0.9
Against	17.3	16.3	13.1	12.6
Executive Remuneration				
For	5.9	17.8	20.5	19.9
Abstain	0.0	8.0	2.9	4.4
Against	94.1	74.1	76.6	75.7
Director Election				
For	79.4	79.8	86.9	85.8
Abstain	2.1	1.0	0.2	0.7
Against	18.4	19.3	12.9	13.5

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 seven 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	Prop No.	Proposal Text	Policy rec.	Vote Instruction	Rationale
Diploma Plc	Annual	17-Jan-24	Management	3	Re-elect David Lowden as Director	Against	Abstain	Whilst our policy has us vote against a Chair of a nomination committee where there are no directors from a minority ethnic background in this instance we have amended to an abstention. This is because the company acknowledges a need for improvement and has suggested it will imminently. Additionally as a recent entrant to the FTSE 100 the company is being assessed on this criteria for the first time.
Siemens AG	Annual	08-Feb-24	Management	6	Approve Remuneration Policy	For	Against	The repeated mid policy uplifts in LTI awards for execs and large pensions relative to peer companies warrants a vote against.
Compass Group Plc	Annual	08-Feb-24	Management	6	Re-elect Ian Meakins as Director	Against	Abstain	We decided to abstain on this vote as although Compass do not meet the 40% female board representation threshold they have made efforts in the last year to change this and have committed to continue to do so.
Starbucks Corporation	Annual	13-Mar-24	Management	1a	Elect Director Ritch Allison	For	Withhold	Responsible for oversight of remuneration which does not comply with CIG Global approach.
Givaudan SA	Annual	21-Mar-24	Management	7.2.1	Approve Short Term Variable Remuneration of Executive Committee in the Amount of CHF 4.4 Million	For	Against	We have concerns over large pension payments to the CEO, increasing short term rewards and the lack of disclosure of targets in the remuneration report.
Givaudan SA	Annual	21-Mar-24	Management	7.2.2	Approve Fixed and Long Term Variable Remuneration of Executive Committee in the Amount of CHF 15.6 Million	For	Against	We have concerns over large pension payments to the CEO, increasing short term rewards and the lack of disclosure of targets in the remuneration report.
Novo Nordisk A/S	Annual	21-Mar-24	Management	6.3d	Reelect Kasim Kutay as Director	Abstain	For	Whilst unequal voting rights are not best practice and are not support by our voting policy, we were aware of these rights when investing in Novo Nordisk. As such we have voted 'for' Mr Kutay.

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

Company Name	Type	Meeting Date	Prop No.	Proponent	Proposal Text	Vote Instruction	Rationale
Diploma Plc	Annual	17-Jan-24	3	Management	Re-elect David Lowden as Director	Abstain	Whilst our policy has us vote against a Chair of a nomination committee where there are no directors from a minority ethnic background in this instance we have amended to an abstention. This is because the company acknowledges a need for improvement and has suggested it will imminently. Additionally as a recent entrant to the FTSE 100 the company is being assessed on this criteria for the first time.
Diploma Plc	Annual	17-Jan-24	6	Management	Re-elect Andy Smith as Director	Against	Responsible for oversight of remuneration which does not comply with CIG Global approach.
Diploma Plc	Annual	17-Jan-24	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 CIG Global approach. Not Living Wage accredited.
Intuit Inc.	Annual	18-Jan-24	1a	Management	Elect Director Eve Burton	Against	Board does not contain 40% gender diversity.
Intuit Inc.	Annual	18-Jan-24	1g	Management	Elect Director Suzanne Nora Johnson	Against	Responsible for oversight of remuneration which does not comply with CIG Global approach.
Intuit Inc.	Annual	18-Jan-24	1i	Management	Elect Director Thomas Szkutak	Against	Concerns - audit independence
Intuit Inc.	Annual	18-Jan-24	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	CIG members should challenge the bonus culture. Annual bonus scheme does not comply with CIG Global approach. Concerns over multiples of salary.
Intuit Inc.	Annual	18-Jan-24	6	Shareholder	Report on Climate Risk in Retirement Plan Options	For	The company has both the ability and legal cover to better integrate climate risk into their management of the retirement plan. This is consistent with our own stewardship work.
Costco Wholesale Corporation	Annual	18-Jan-24	1b	Management	Elect Director Kenneth D. Denman	Against	Concerns - audit independence
Costco Wholesale Corporation	Annual	18-Jan-24	1h	Management	Elect Director Jeffrey S. Raikes	Against	Board does not contain 40% gender diversity. Concerns over lack of gender diversity in senior board roles.
Costco Wholesale Corporation	Annual	18-Jan-24	1i	Management	Elect Director John W. Stanton	Against	Responsible for oversight of remuneration which does not comply with CIG Global approach.
Costco Wholesale Corporation	Annual	18-Jan-24	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Concerns over multiples of salary.
Visa Inc.	Annual	23-Jan-24	1f	Management	Elect Director John F. Lundgren	Against	Board does not contain 40% gender diversity.
Visa Inc.	Annual	23-Jan-24	1h	Management	Elect Director Denise M. Morrison	Against	Responsible for oversight of remuneration which does not comply with CIG Global approach.
Visa Inc.	Annual	23-Jan-24	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	CIG members should challenge the bonus culture. Annual bonus scheme does not comply with CIG Global approach. Concerns over multiples of salary.
Visa Inc.	Annual	23-Jan-24	6	Shareholder	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	Shareholder approval of executive remuneration is considered best practice.

Company Name	Type	Meeting Date	Prop No.	Proponent	Proposal Text	Vote Instruction	Rationale
Accenture plc	Annual	31-Jan-24	1d	Management	Elect Director Nancy McKinstry	Against	Responsible for oversight of remuneration which does not comply with CIG Global approach.
Accenture plc	Annual	31-Jan-24	1g	Management	Elect Director Paula A. Price	Against	Concerns - audit independence
Accenture plc	Annual	31-Jan-24	1j	Management	Elect Director Julie Sweet	Against	Chair/CEO: no intention to separate.
Accenture plc	Annual	31-Jan-24	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	CIG members should challenge the bonus culture. Annual bonus scheme does not comply with CIG Global approach. Concerns over multiples of salary.
The Sage Group plc	Annual	01-Feb-24	2	Management	Approve Remuneration Report	Against	There is a second year of increases in intended max awards for an executive under the LTI between policy cycles. This again raises concerns over increasing inequality within the remuneration package.
Siemens AG	Annual	08-Feb-24	6	Management	Approve Remuneration Policy	Against	The repeated mid policy uplifts in LTI awards for execs and large pensions relative to peer companies warrants a vote against.
Siemens AG	Annual	08-Feb-24	7	Management	Approve Remuneration Report	Against	The repeated mid policy uplifts in LTI awards for execs and large pensions relative to peer companies warrants a vote against.
Compass Group Plc	Annual	08-Feb-24	2	Management	Approve Remuneration Report	Against	Concerns over multiples of salary. Not Living Wage accredited.
Compass Group Plc	Annual	08-Feb-24	6	Management	Re-elect Ian Meakins as Director	Abstain	We decided to abstain on this vote as although Compass do not meet the 40% female board representation threshold they have made efforts in the last year to change this and have committed to continue to do so.
Compass Group Plc	Annual	08-Feb-24	10	Management	Re-elect John Bryant as Director	Against	Responsible for oversight of remuneration which does not comply with CIG Global approach.
Deere & Company	Annual	28-Feb-24	1a	Management	Elect Director Leanne G. Caret	Against	Concerns - audit independence
Deere & Company	Annual	28-Feb-24	1f	Management	Elect Director Clayton M. Jones	Against	Board does not contain 40% gender diversity.
Deere & Company	Annual	28-Feb-24	1g	Management	Elect Director John C. May	Against	Chair/CEO: no intention to separate.
Deere & Company	Annual	28-Feb-24	1j	Management	Elect Director Dmitri L. Stockton	Against	Responsible for oversight of remuneration which does not comply with CIG Global approach.
Deere & Company	Annual	28-Feb-24	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	CIG members should challenge the bonus culture. Annual bonus scheme does not comply with CIG Global approach. Non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes. Failure to disclose use of non-financials as a determinant of remuneration does not comply with CIG Global approach. Concerns over multiples of salary.
Deere & Company	Annual	28-Feb-24	6	Shareholder	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	Shareholder approval of executive remuneration is considered best practice.
Novartis AG	Annual	05-Mar-24	5.2	Management	Approve Maximum Remuneration of Executive Committee in the Amount of CHF 95 Million	Against	CIG members should challenge the bonus culture. Annual bonus scheme does not comply with CIG Global approach. Concerns over multiples of salary.
Novartis AG	Annual	05-Mar-24	5.3	Management	Approve Remuneration Report	Against	CIG members should challenge the bonus culture. Annual bonus scheme does not comply with CIG Global approach. Concerns over multiples of salary.



Company Name	Type	Meeting Date	Prop No.	Proponent	Proposal Text	Vote Instruction	Rationale
Novartis AG	Annual	05-Mar-24	6.4	Management	Reelect Patrice Bula as Director	Against	Board does not contain 40% gender diversity.
Novartis AG	Annual	05-Mar-24	6.9	Management	Reelect Simon Moroney as Director	Against	Responsible for oversight of remuneration which does not comply with CIG Global approach.
Novartis AG	Annual	05-Mar-24	7.1	Management	Reappoint Patrice Bula as Member of the Compensation Committee	Against	Board does not contain 40% gender diversity.
Novartis AG	Annual	05-Mar-24	7.3	Management	Reappoint Simon Moroney as Member of the Compensation Committee	Against	Responsible for oversight of remuneration which does not comply with CIG Global approach.
Novartis AG	Annual	05-Mar-24	10	Management	Transact Other Business (Voting)	Against	A vote AGAINST is warranted because the content of these new items or counterproposals is not known at this time.
Starbucks Corporation	Annual	13-Mar-24	1a	Management	Elect Director Ritch Allison	Withhold	Responsible for oversight of remuneration which does not comply with CIG Global approach.
Starbucks Corporation	Annual	13-Mar-24	1b	Management	Elect Director Andy Campion	Withhold	Concerns - audit independence
Starbucks Corporation	Annual	13-Mar-24	1e	Management	Elect Director Jorgen Vig Knudstorp	Withhold	Board does not contain 40% gender diversity.
Starbucks Corporation	Annual	13-Mar-24	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	CIG members should challenge the bonus culture. Annual bonus scheme does not comply with CIG Global approach. Concerns over multiples of salary.
Starbucks Corporation	Annual	13-Mar-24	4	Shareholder	Report on Plant-Based Milk Pricing	For	Given that Starbucks is not consistent in its application of charges for plant-based milk indifferent geographic locations (UK Stores do not charge for <a href="https://stories.starbucks.com/emea/stories/2021/dairy-alternatives-price-parity-uk/">https://stories.starbucks.com/emea/stories/2021/dairy-alternatives-price-parity-uk/</a> ) A report into the matter is in shareholders' best interests.
Agilent Technologies, Inc.	Annual	14-Mar-24	1.2	Management	Elect Director Koh Boon Hwee	Against	Board does not contain 40% gender diversity. Concerns over lack of gender diversity in senior board roles.
Agilent Technologies, Inc.	Annual	14-Mar-24	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	CIG members should challenge the bonus culture. Annual bonus scheme does not comply with CIG Global approach. Non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes. Failure to disclose use of non-financials as a determinant of remuneration does not comply with CIG Global approach. Concerns over multiples of salary.
Givaudan SA	Annual	21-Mar-24	3	Management	Approve Remuneration Report	Against	We have concerns over large pension payments to the CEO, increasing short term rewards and the lack of disclosure of targets in the remuneration report.
Givaudan SA	Annual	21-Mar-24	6.1.2	Management	Reelect Ingrid Deltene as Director	Against	Responsible for oversight of remuneration which does not comply with CIG Global approach.
Givaudan SA	Annual	21-Mar-24	6.1.5	Management	Reelect Calvin Grieder as Director and Board Chair	Against	Board does not contain 40% gender diversity.
Givaudan SA	Annual	21-Mar-24	6.2.2	Management	Reappoint Ingrid Deltene as Member of the Compensation Committee	Against	Responsible for oversight of remuneration which does not comply with CIG Global approach.
Givaudan SA	Annual	21-Mar-24	7.2.1	Management	Approve Short Term Variable Remuneration of Executive Committee in the Amount of CHF 4.4 Million	Against	We have concerns over large pension payments to the CEO, increasing short term rewards and the lack of disclosure of targets in the remuneration report.

Company Name	Type	Meeting Date	Prop No.	Proponent	Proposal Text	Vote Instruction	Rationale
Givaudan SA	Annual	21-Mar-24	7.2.2	Management	Approve Fixed and Long Term Variable Remuneration of Executive Committee in the Amount of CHF 15.6 Million	Against	We have concerns over large pension payments to the CEO, increasing short term rewards and the lack of disclosure of targets in the remuneration report.
Givaudan SA	Annual	21-Mar-24	8	Management	Transact Other Business (Voting)	Against	A vote AGAINST is warranted because the content of these new items or counterproposals is not known at this time.
Novo Nordisk A/S	Annual	21-Mar-24	4	Management	Approve Remuneration Report (Advisory Vote)	Against	Concerns over multiples of salary.
Novo Nordisk A/S	Annual	21-Mar-24	5.3	Management	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Against	Concerns regarding increasing remuneration levels and the remuneration committee's abilities to provide ad hoc bonuses.
Novo Nordisk A/S	Annual	21-Mar-24	6.2	Management	Reelect Henrik Poulsen (Vice Chair) as Director	Abstain	Responsible for oversight of remuneration which does not comply with CIG Global approach.
Novo Nordisk A/S	Annual	21-Mar-24	8.2	Management	Authorize Share Repurchase Program	Against	Concerns around creeping control.
SGS SA	Annual	26-Mar-24	4.1.1	Management	Reelect Calvin Grieder as Director	Against	Board does not contain 40% gender diversity.
SGS SA	Annual	26-Mar-24	4.2	Management	Reelect Calvin Grieder as Board Chair	Against	Board does not contain 40% gender diversity.
SGS SA	Annual	26-Mar-24	7	Management	Transact Other Business (Voting)	Against	A vote AGAINST is warranted because the content of these new items or counterproposals is not known at this time.

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	Prop No.	Proposal Text	Vote Instruction	Blended Rationale
Intuit Inc.	Annual	18-Jan-24	6	Report on Climate Risk in Retirement Plan Options	For	The company has both the ability and legal cover to better integrate climate risk into their management of the retirement plan. This is consistent with our own stewardship work.
Costco Wholesale Corporation	Annual	18-Jan-24	4	Issue Audited Report on Fiduciary Relevance of Decarbonization Goal	Against	The proponent questions the relevance of decarbonising. We support the company setting, and working towards, a goal to reduce carbon emissions, as such we cannot support this resolution.
Visa Inc.	Annual	23-Jan-24	6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	Shareholder approval of executive remuneration is considered best practice.
Deere & Company	Annual	28-Feb-24	4	Report on GHG Reduction Policies and Their Impact on Revenue Generation	Against	The proponent questions the relevance of decarbonising. We support GHG reduction targets for many reasons including their economic rationale. As such we cannot support this proposal.
Deere & Company	Annual	28-Feb-24	5	Civil Rights and Non-Discrimination Audit Proposal	Against	The proponent expresses views that go against our voting policy's support for various initiatives to increase workplace diversity. As such we cannot support this proposal.
Deere & Company	Annual	28-Feb-24	6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	Shareholder approval of executive remuneration is considered best practice.

Company Name	Type	Meeting Date	Prop No.	Proposal Text	Vote Instruction	Blended Rationale
Starbucks Corporation	Annual	13-Mar-24	4	Report on Plant-Based Milk Pricing	For	Given that Starbucks is not consistent in its application of charges for plant-based milk in different geographic locations (UK Stores do not charge for <a href="https://stories.starbucks.com/emea/stories/2021/dairy-alternatives-price-parity-uk/">https://stories.starbucks.com/emea/stories/2021/dairy-alternatives-price-parity-uk/</a> ) a report into the matter is in shareholders' best interests.
Starbucks Corporation	Annual	13-Mar-24	5	Conduct Audit and Report on Systemic Discrimination	Against	The proponent expresses views that go against our voting policy's support for various initiatives to increase workplace diversity and decrease discrimination. As such we cannot support this proposal.
Starbucks Corporation	Annual	13-Mar-24	6	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	Against	We are supportive of elements of the proposal and supporting statement that focus on the impacts and implementation of the company's human rights policies. However, we note that the proponent has filed proposals at other companies focused on China which we did not support. The human rights references of this proposal appear to be a vehicle for a different agenda and as such we are hesitant to support it.
Agilent Technologies, Inc.	Annual	14-Mar-24	4	Adopt Simple Majority Vote	For	A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement enhances shareholder rights.

#### Section 5d: All vote instructions

Company Name	Type	Meeting Date	Prop No.	Proponent	Proposal Text	Vote Instruction
Diploma Plc	Annual	17-Jan-24	1	Management	Accept Financial Statements and Statutory Reports	For
Diploma Plc	Annual	17-Jan-24	2	Management	Approve Final Dividend	For
Diploma Plc	Annual	17-Jan-24	3	Management	Re-elect David Lowden as Director	Abstain
Diploma Plc	Annual	17-Jan-24	4	Management	Re-elect Johnny Thomson as Director	For
Diploma Plc	Annual	17-Jan-24	5	Management	Re-elect Chris Davies as Director	For
Diploma Plc	Annual	17-Jan-24	6	Management	Re-elect Andy Smith as Director	Against
Diploma Plc	Annual	17-Jan-24	7	Management	Re-elect Anne Thorburn as Director	For
Diploma Plc	Annual	17-Jan-24	8	Management	Elect Jennifer Ward as Director	For
Diploma Plc	Annual	17-Jan-24	9	Management	Re-elect Geraldine Huse as Director	For
Diploma Plc	Annual	17-Jan-24	10	Management	Re-elect Dean Finch as Director	For
Diploma Plc	Annual	17-Jan-24	11	Management	Reappoint PricewaterhouseCoopers LLP as Auditors	For
Diploma Plc	Annual	17-Jan-24	12	Management	Authorise Board to Fix Remuneration of Auditors	For
Diploma Plc	Annual	17-Jan-24	13	Management	Approve Remuneration Report	Against
Diploma Plc	Annual	17-Jan-24	14	Management	Authorise Issue of Equity	For
Diploma Plc	Annual	17-Jan-24	15	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Diploma Plc	Annual	17-Jan-24	16	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	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	Type	Meeting Date	Prop No.	Proponent	Proposal Text	Vote Instruction
Diploma Plc	Annual	17-Jan-24	17	Management	Authorise Market Purchase of Ordinary Shares	For
Diploma Plc	Annual	17-Jan-24	18	Management	Approve Matters Relating to the Dividend Rectification	For
Diploma Plc	Annual	17-Jan-24	19	Management	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Intuit Inc.	Annual	18-Jan-24	1a	Management	Elect Director Eve Burton	Against
Intuit Inc.	Annual	18-Jan-24	1b	Management	Elect Director Scott D. Cook	For
Intuit Inc.	Annual	18-Jan-24	1c	Management	Elect Director Richard L. Dalzell	For
Intuit Inc.	Annual	18-Jan-24	1d	Management	Elect Director Sasan K. Goodarzi	For
Intuit Inc.	Annual	18-Jan-24	1e	Management	Elect Director Deborah Liu	For
Intuit Inc.	Annual	18-Jan-24	1f	Management	Elect Director Tekedra Mawakana	For
Intuit Inc.	Annual	18-Jan-24	1g	Management	Elect Director Suzanne Nora Johnson	Against
Intuit Inc.	Annual	18-Jan-24	1h	Management	Elect Director Ryan Roslansky	For
Intuit Inc.	Annual	18-Jan-24	1i	Management	Elect Director Thomas Szkutak	Against
Intuit Inc.	Annual	18-Jan-24	1j	Management	Elect Director Raul Vazquez	For
Intuit Inc.	Annual	18-Jan-24	1k	Management	Elect Director Eric S. Yuan	For
Intuit Inc.	Annual	18-Jan-24	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Intuit Inc.	Annual	18-Jan-24	3	Management	Advisory Vote on Say on Pay Frequency	One Year
Intuit Inc.	Annual	18-Jan-24	4	Management	Ratify Ernst & Young LLP as Auditors	For
Intuit Inc.	Annual	18-Jan-24	5	Management	Amend Omnibus Stock Plan	For
Intuit Inc.	Annual	18-Jan-24	6	Shareholder	Report on Climate Risk in Retirement Plan Options	For
Costco Wholesale Corporation	Annual	18-Jan-24	1a	Management	Elect Director Susan L. Decker	For
Costco Wholesale Corporation	Annual	18-Jan-24	1b	Management	Elect Director Kenneth D. Denman	Against
Costco Wholesale Corporation	Annual	18-Jan-24	1c	Management	Elect Director Helena B. Foulkes	For
Costco Wholesale Corporation	Annual	18-Jan-24	1d	Management	Elect Director Richard A. Galanti	For
Costco Wholesale Corporation	Annual	18-Jan-24	1e	Management	Elect Director Hamilton E. James	For
Costco Wholesale Corporation	Annual	18-Jan-24	1f	Management	Elect Director W. Craig Jelinek	For
Costco Wholesale Corporation	Annual	18-Jan-24	1g	Management	Elect Director Sally Jewell	For
Costco Wholesale Corporation	Annual	18-Jan-24	1h	Management	Elect Director Jeffrey S. Raikes	Against
Costco Wholesale Corporation	Annual	18-Jan-24	1i	Management	Elect Director John W. Stanton	Against
Costco Wholesale Corporation	Annual	18-Jan-24	1j	Management	Elect Director Ron M. Vachris	For
Costco Wholesale Corporation	Annual	18-Jan-24	1k	Management	Elect Director Mary Agnes (Maggie) Wilderotter	For
Costco Wholesale Corporation	Annual	18-Jan-24	2	Management	Ratify KPMG LLP as Auditors	For
Costco Wholesale Corporation	Annual	18-Jan-24	3	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against

Company Name	Type	Meeting Date	Prop No.	Proponent	Proposal Text	Vote Instruction
Costco Wholesale Corporation	Annual	18-Jan-24	4	Shareholder	Issue Audited Report on Fiduciary Relevance of Decarbonization Goal	Against
Visa Inc.	Annual	23-Jan-24	1a	Management	Elect Director Lloyd A. Carney	For
Visa Inc.	Annual	23-Jan-24	1b	Management	Elect Director Kermit R. Crawford	For
Visa Inc.	Annual	23-Jan-24	1c	Management	Elect Director Francisco Javier Fernandez-Carbajal	For
Visa Inc.	Annual	23-Jan-24	1d	Management	Elect Director Ramon Laguarta	For
Visa Inc.	Annual	23-Jan-24	1e	Management	Elect Director Teri L. List	For
Visa Inc.	Annual	23-Jan-24	1f	Management	Elect Director John F. Lundgren	Against
Visa Inc.	Annual	23-Jan-24	1g	Management	Elect Director Ryan McInerney	For
Visa Inc.	Annual	23-Jan-24	1h	Management	Elect Director Denise M. Morrison	Against
Visa Inc.	Annual	23-Jan-24	1i	Management	Elect Director Pamela Murphy	For
Visa Inc.	Annual	23-Jan-24	1j	Management	Elect Director Linda J. Rendle	For
Visa Inc.	Annual	23-Jan-24	1k	Management	Elect Director Maynard G. Webb, Jr.	For
Visa Inc.	Annual	23-Jan-24	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Visa Inc.	Annual	23-Jan-24	3	Management	Ratify KPMG LLP as Auditors	For
Visa Inc.	Annual	23-Jan-24	4	Management	Approve Class B Exchange Offer Program Certificate Amendments	For
Visa Inc.	Annual	23-Jan-24	5	Management	Adjourn Meeting	For
Visa Inc.	Annual	23-Jan-24	6	Shareholder	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For
Accenture plc	Annual	31-Jan-24	1a	Management	Elect Director Jaime Ardila	For
Accenture plc	Annual	31-Jan-24	1b	Management	Elect Director Martin Bruderemuller	For
Accenture plc	Annual	31-Jan-24	1c	Management	Elect Director Alan Jope	For
Accenture plc	Annual	31-Jan-24	1d	Management	Elect Director Nancy McKinstry	Against
Accenture plc	Annual	31-Jan-24	1e	Management	Elect Director Beth E. Mooney	For
Accenture plc	Annual	31-Jan-24	1f	Management	Elect Director Gilles C. Pelisson	For
Accenture plc	Annual	31-Jan-24	1g	Management	Elect Director Paula A. Price	Against
Accenture plc	Annual	31-Jan-24	1h	Management	Elect Director Venkata (Murthy) Renduchintala	For
Accenture plc	Annual	31-Jan-24	1i	Management	Elect Director Arun Sarin	For
Accenture plc	Annual	31-Jan-24	1j	Management	Elect Director Julie Sweet	Against
Accenture plc	Annual	31-Jan-24	1k	Management	Elect Director Tracey T. Travis	For
Accenture plc	Annual	31-Jan-24	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Accenture plc	Annual	31-Jan-24	3	Management	Amend Omnibus Stock Plan	For
Accenture plc	Annual	31-Jan-24	4	Management	Amend Nonqualified Employee Stock Purchase Plan	For

Company Name	Type	Meeting Date	Prop No.	Proponent	Proposal Text	Vote Instruction
Accenture plc	Annual	31-Jan-24	5	Management	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For
Accenture plc	Annual	31-Jan-24	6	Management	Renew the Board's Authority to Issue Shares Under Irish Law	For
Accenture plc	Annual	31-Jan-24	7	Management	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	For
Accenture plc	Annual	31-Jan-24	8	Management	Determine Price Range for Reissuance of Treasury Shares	For
The Sage Group plc	Annual	01-Feb-24	1	Management	Accept Financial Statements and Statutory Reports	For
The Sage Group plc	Annual	01-Feb-24	2	Management	Approve Remuneration Report	Against
The Sage Group plc	Annual	01-Feb-24	3	Management	Approve Final Dividend	For
The Sage Group plc	Annual	01-Feb-24	4	Management	Elect Roisin Donnelly as Director	For
The Sage Group plc	Annual	01-Feb-24	5	Management	Re-elect Andrew Duff as Director	For
The Sage Group plc	Annual	01-Feb-24	6	Management	Re-elect Sangeeta Anand as Director	For
The Sage Group plc	Annual	01-Feb-24	7	Management	Re-elect John Bates as Director	For
The Sage Group plc	Annual	01-Feb-24	8	Management	Re-elect Jonathan Bewes as Director	For
The Sage Group plc	Annual	01-Feb-24	9	Management	Re-elect Maggie Jones as Director	For
The Sage Group plc	Annual	01-Feb-24	10	Management	Re-elect Annette Court as Director	For
The Sage Group plc	Annual	01-Feb-24	11	Management	Re-elect Derek Harding as Director	For
The Sage Group plc	Annual	01-Feb-24	12	Management	Re-elect Steve Hare as Director	For
The Sage Group plc	Annual	01-Feb-24	13	Management	Re-elect Jonathan Howell as Director	For
The Sage Group plc	Annual	01-Feb-24	14	Management	Reappoint Ernst & Young LLP as Auditors	For
The Sage Group plc	Annual	01-Feb-24	15	Management	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For
The Sage Group plc	Annual	01-Feb-24	16	Management	Authorise UK Political Donations and Expenditure	For
The Sage Group plc	Annual	01-Feb-24	17	Management	Authorise Issue of Equity	For
The Sage Group plc	Annual	01-Feb-24	18	Management	Authorise Issue of Equity without Pre-emptive Rights	For
The Sage Group plc	Annual	01-Feb-24	19	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
The Sage Group plc	Annual	01-Feb-24	20	Management	Authorise Market Purchase of Ordinary Shares	For
The Sage Group plc	Annual	01-Feb-24	21	Management	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Hipgnosis Songs Fund Limited	Special	07-Feb-24	1	Management	Amend Articles of Incorporation	For
Siemens AG	Annual	08-Feb-24	2	Management	Approve Allocation of Income and Dividends of EUR 4.70 per Share	For

Company Name	Type	Meeting Date	Prop No.	Proponent	Proposal Text	Vote Instruction
Siemens AG	Annual	08-Feb-24	3.1	Management	Approve Discharge of Management Board Member Roland Busch for Fiscal Year 2022/23	For
Siemens AG	Annual	08-Feb-24	3.2	Management	Approve Discharge of Management Board Member Cedrik Neike for Fiscal Year 2022/23	For
Siemens AG	Annual	08-Feb-24	3.3	Management	Approve Discharge of Management Board Member Matthias Rebellius for Fiscal Year 2022/23	For
Siemens AG	Annual	08-Feb-24	3.4	Management	Approve Discharge of Management Board Member Ralf Thomas for Fiscal Year 2022/23	For
Siemens AG	Annual	08-Feb-24	3.5	Management	Approve Discharge of Management Board Member Judith Wiese for Fiscal Year 2022/23	For
Siemens AG	Annual	08-Feb-24	4.1	Management	Approve Discharge of Supervisory Board Member Jim Snabe for Fiscal Year 2022/23	For
Siemens AG	Annual	08-Feb-24	4.2	Management	Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal Year 2022/23	For
Siemens AG	Annual	08-Feb-24	4.3	Management	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2022/23	For
Siemens AG	Annual	08-Feb-24	4.4	Management	Approve Discharge of Supervisory Board Member Tobias Baeumler for Fiscal Year 2022/23	For
Siemens AG	Annual	08-Feb-24	4.5	Management	Approve Discharge of Supervisory Board Member Michael Diekmann (until Feb. 9, 2023) for Fiscal Year 2022/23	For
Siemens AG	Annual	08-Feb-24	4.6	Management	Approve Discharge of Supervisory Board Member Regina Dugan (from Feb. 9, 2023) for Fiscal Year 2022/23	For
Siemens AG	Annual	08-Feb-24	4.7	Management	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2022/23	For
Siemens AG	Annual	08-Feb-24	4.8	Management	Approve Discharge of Supervisory Board Member Bettina Haller for Fiscal Year 2022/23	For
Siemens AG	Annual	08-Feb-24	4.9	Management	Approve Discharge of Supervisory Board Member Oliver Hartmann (from Sep. 14, 2023) for Fiscal Year 2022/23	For
Siemens AG	Annual	08-Feb-24	4.10	Management	Approve Discharge of Supervisory Board Member Keryn Lee James (from Feb. 9, 2023) for Fiscal Year 2022/23	For
Siemens AG	Annual	08-Feb-24	4.11	Management	Approve Discharge of Supervisory Board Member Harald Kern for Fiscal Year 2022/23	For
Siemens AG	Annual	08-Feb-24	4.12	Management	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2022/23	For

Company Name	Type	Meeting Date	Prop No.	Proponent	Proposal Text	Vote Instruction
Siemens AG	Annual	08-Feb-24	4.13	Management	Approve Discharge of Supervisory Board Member Martina Merz (from Feb. 9, 2023) for Fiscal Year 2022/23	For
Siemens AG	Annual	08-Feb-24	4.14	Management	Approve Discharge of Supervisory Board Member Christian Pfeiffer (from Feb. 9, 2023) for Fiscal Year 2022/23	For
Siemens AG	Annual	08-Feb-24	4.15	Management	Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal Year 2022/23	For
Siemens AG	Annual	08-Feb-24	4.16	Management	Approve Discharge of Supervisory Board Member Hagen Reimer for Fiscal Year 2022/23	For
Siemens AG	Annual	08-Feb-24	4.17	Management	Approve Discharge of Supervisory Board Member Norbert Reithofer (until Feb. 9, 2023) for Fiscal Year 2022/23	For
Siemens AG	Annual	08-Feb-24	4.18	Management	Approve Discharge of Supervisory Board Member Kasper Rorsted for Fiscal Year 2022/23	For
Siemens AG	Annual	08-Feb-24	4.19	Management	Approve Discharge of Supervisory Board Member Nemat Shafik (until Feb. 9, 2023) for Fiscal Year 2022/23	For
Siemens AG	Annual	08-Feb-24	4.20	Management	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2022/23	For
Siemens AG	Annual	08-Feb-24	4.21	Management	Approve Discharge of Supervisory Board Member Michael Sigmund (until Aug. 31, 2023) for Fiscal Year 2022/23	For
Siemens AG	Annual	08-Feb-24	4.22	Management	Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal Year 2022/23	For
Siemens AG	Annual	08-Feb-24	4.23	Management	Approve Discharge of Supervisory Board Member Grazia Vittadini for Fiscal Year 2022/23	For
Siemens AG	Annual	08-Feb-24	4.24	Management	Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal Year 2022/23	For
Siemens AG	Annual	08-Feb-24	4.25	Management	Approve Discharge of Supervisory Board Member Gunnar Zukunft (until Feb. 9, 2023) for Fiscal Year 2022/23	For
Siemens AG	Annual	08-Feb-24	5	Management	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023/24	For
Siemens AG	Annual	08-Feb-24	6	Management	Approve Remuneration Policy	Against
Siemens AG	Annual	08-Feb-24	7	Management	Approve Remuneration Report	Against
Siemens AG	Annual	08-Feb-24	8	Management	Approve Creation of EUR 480 Million Pool of Capital with Partial Exclusion of Preemptive Rights	For



Company Name	Type	Meeting Date	Prop No.	Proponent	Proposal Text	Vote Instruction
Siemens AG	Annual	08-Feb-24	9	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 210 Million Pool of Capital to Guarantee Conversion Rights	For
Compass Group Plc	Annual	08-Feb-24	1	Management	Accept Financial Statements and Statutory Reports	For
Compass Group Plc	Annual	08-Feb-24	2	Management	Approve Remuneration Report	Against
Compass Group Plc	Annual	08-Feb-24	3	Management	Approve Final Dividend	For
Compass Group Plc	Annual	08-Feb-24	4	Management	Elect Petros Parras as Director	For
Compass Group Plc	Annual	08-Feb-24	5	Management	Elect Leanne Wood as Director	For
Compass Group Plc	Annual	08-Feb-24	6	Management	Re-elect Ian Meakins as Director	Abstain
Compass Group Plc	Annual	08-Feb-24	7	Management	Re-elect Dominic Blakemore as Director	For
Compass Group Plc	Annual	08-Feb-24	8	Management	Re-elect Palmer Brown as Director	For
Compass Group Plc	Annual	08-Feb-24	9	Management	Re-elect Stefan Bomhard as Director	For
Compass Group Plc	Annual	08-Feb-24	10	Management	Re-elect John Bryant as Director	Against
Compass Group Plc	Annual	08-Feb-24	11	Management	Re-elect Arlene Isaacs-Lowe as Director	For
Compass Group Plc	Annual	08-Feb-24	12	Management	Re-elect Anne-Francoise Nesmes as Director	For
Compass Group Plc	Annual	08-Feb-24	13	Management	Re-elect Sundar Raman as Director	For
Compass Group Plc	Annual	08-Feb-24	14	Management	Re-elect Nelson Silva as Director	For
Compass Group Plc	Annual	08-Feb-24	15	Management	Re-elect Ireena Vittal as Director	For
Compass Group Plc	Annual	08-Feb-24	16	Management	Reappoint KPMG LLP as Auditors	For
Compass Group Plc	Annual	08-Feb-24	17	Management	Authorise the Audit Committee to Fix Remuneration of Auditors	For
Compass Group Plc	Annual	08-Feb-24	18	Management	Authorise UK Political Donations and Expenditure	For
Compass Group Plc	Annual	08-Feb-24	19	Management	Authorise Issue of Equity	For
Compass Group Plc	Annual	08-Feb-24	20	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Compass Group Plc	Annual	08-Feb-24	21	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
Compass Group Plc	Annual	08-Feb-24	22	Management	Authorise Market Purchase of Ordinary Shares	For
Compass Group Plc	Annual	08-Feb-24	23	Management	Authorise the Company to Call General Meeting with 14 Clear Days' Notice	For
Tritax Eurobox Plc	Annual	14-Feb-24	1	Management	Accept Financial Statements and Statutory Reports	For
Tritax Eurobox Plc	Annual	14-Feb-24	2	Management	Approve Remuneration Report	For
Tritax Eurobox Plc	Annual	14-Feb-24	3	Management	Re-elect Robert Orr as Director	For
Tritax Eurobox Plc	Annual	14-Feb-24	4	Management	Re-elect Taco de Groot as Director	For

Company Name	Type	Meeting Date	Prop No.	Proponent	Proposal Text	Vote Instruction
Tritax Eurobox Plc	Annual	14-Feb-24	5	Management	Re-elect Keith Mansfield as Director	For
Tritax Eurobox Plc	Annual	14-Feb-24	6	Management	Re-elect Eva-Lotta Sjostedt as Director	For
Tritax Eurobox Plc	Annual	14-Feb-24	7	Management	Re-elect Sarah Whitney as Director	For
Tritax Eurobox Plc	Annual	14-Feb-24	8	Management	Reappoint KPMG LLP as Auditors	For
Tritax Eurobox Plc	Annual	14-Feb-24	9	Management	Authorise Board to Fix Remuneration of Auditors	For
Tritax Eurobox Plc	Annual	14-Feb-24	10	Management	Authorise Directors to Declare and Pay All Dividends of the Company as Interim Dividends	For
Tritax Eurobox Plc	Annual	14-Feb-24	11	Management	Authorise Issue of Equity	For
Tritax Eurobox Plc	Annual	14-Feb-24	12	Management	Authorise Issue of Equity without Pre-emptive Rights	For
Tritax Eurobox Plc	Annual	14-Feb-24	13	Management	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
Tritax Eurobox Plc	Annual	14-Feb-24	14	Management	Authorise Market Purchase of Ordinary Shares	For
Tritax Eurobox Plc	Annual	14-Feb-24	15	Management	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Deere & Company	Annual	28-Feb-24	1a	Management	Elect Director Leanne G. Caret	Against
Deere & Company	Annual	28-Feb-24	1b	Management	Elect Director Tamra A. Erwin	For
Deere & Company	Annual	28-Feb-24	1c	Management	Elect Director Alan C. Heuberger	For
Deere & Company	Annual	28-Feb-24	1d	Management	Elect Director L. Neil Hunn	For
Deere & Company	Annual	28-Feb-24	1e	Management	Elect Director Michael O. Johanns	For
Deere & Company	Annual	28-Feb-24	1f	Management	Elect Director Clayton M. Jones	Against
Deere & Company	Annual	28-Feb-24	1g	Management	Elect Director John C. May	Against
Deere & Company	Annual	28-Feb-24	1h	Management	Elect Director Gregory R. Page	For
Deere & Company	Annual	28-Feb-24	1i	Management	Elect Director Sherry M. Smith	For
Deere & Company	Annual	28-Feb-24	1j	Management	Elect Director Dmitri L. Stockton	Against
Deere & Company	Annual	28-Feb-24	1k	Management	Elect Director Sheila G. Talton	For
Deere & Company	Annual	28-Feb-24	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Deere & Company	Annual	28-Feb-24	3	Management	Ratify Deloitte & Touche LLP as Auditors	For
Deere & Company	Annual	28-Feb-24	4	Shareholder	Report on GHG Reduction Policies and Their Impact on Revenue Generation	Against
Deere & Company	Annual	28-Feb-24	5	Shareholder	Civil Rights and Non-Discrimination Audit Proposal	Against
Deere & Company	Annual	28-Feb-24	6	Shareholder	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For
Novartis AG	Annual	05-Mar-24	1.1	Management	Accept Financial Statements and Statutory Reports	For
Novartis AG	Annual	05-Mar-24	1.2	Management	Approve Non-Financial Report	For

Company Name	Type	Meeting Date	Prop No.	Proponent	Proposal Text	Vote Instruction
Novartis AG	Annual	05-Mar-24	2	Management	Approve Discharge of Board and Senior Management	For
Novartis AG	Annual	05-Mar-24	3	Management	Approve Allocation of Income and Dividends of CHF 3.30 per Share	For
Novartis AG	Annual	05-Mar-24	4	Management	Approve CHF 42.9 Million Reduction in Share Capital via Cancellation of Repurchased Shares	For
Novartis AG	Annual	05-Mar-24	5.1	Management	Approve Remuneration of Directors in the Amount of CHF 8.8 Million	For
Novartis AG	Annual	05-Mar-24	5.2	Management	Approve Maximum Remuneration of Executive Committee in the Amount of CHF 95 Million	Against
Novartis AG	Annual	05-Mar-24	5.3	Management	Approve Remuneration Report	Against
Novartis AG	Annual	05-Mar-24	6.1	Management	Reelect Joerg Reinhardt as Director and Board Chair	For
Novartis AG	Annual	05-Mar-24	6.2	Management	Reelect Nancy Andrews as Director	For
Novartis AG	Annual	05-Mar-24	6.3	Management	Reelect Ton Buechner as Director	For
Novartis AG	Annual	05-Mar-24	6.4	Management	Reelect Patrice Bula as Director	Against
Novartis AG	Annual	05-Mar-24	6.5	Management	Reelect Elizabeth Doherty as Director	For
Novartis AG	Annual	05-Mar-24	6.6	Management	Reelect Bridgette Heller as Director	For
Novartis AG	Annual	05-Mar-24	6.7	Management	Reelect Daniel Hochstrasser as Director	For
Novartis AG	Annual	05-Mar-24	6.8	Management	Reelect Frans van Houten as Director	For
Novartis AG	Annual	05-Mar-24	6.9	Management	Reelect Simon Moroney as Director	Against
Novartis AG	Annual	05-Mar-24	6.10	Management	Reelect Ana de Pro Gonzalo as Director	For
Novartis AG	Annual	05-Mar-24	6.11	Management	Reelect Charles Sawyers as Director	For
Novartis AG	Annual	05-Mar-24	6.12	Management	Reelect William Winters as Director	For
Novartis AG	Annual	05-Mar-24	6.13	Management	Reelect John Young as Director	For
Novartis AG	Annual	05-Mar-24	7.1	Management	Reappoint Patrice Bula as Member of the Compensation Committee	Against
Novartis AG	Annual	05-Mar-24	7.2	Management	Reappoint Bridgette Heller as Member of the Compensation Committee	For
Novartis AG	Annual	05-Mar-24	7.3	Management	Reappoint Simon Moroney as Member of the Compensation Committee	Against
Novartis AG	Annual	05-Mar-24	7.4	Management	Reappoint William Winters as Member of the Compensation Committee	For
Novartis AG	Annual	05-Mar-24	8	Management	Ratify KPMG AG as Auditors	For
Novartis AG	Annual	05-Mar-24	9	Management	Designate Peter Zahn as Independent Proxy	For
Novartis AG	Annual	05-Mar-24	10	Management	Transact Other Business (Voting)	Against
Starbucks Corporation	Annual	13-Mar-24	1a	Management	Elect Director Ritch Allison	Withhold
Starbucks Corporation	Annual	13-Mar-24	1b	Management	Elect Director Andy Campion	Withhold
Starbucks Corporation	Annual	13-Mar-24	1c	Management	Elect Director Beth Ford	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	Type	Meeting Date	Prop No.	Proponent	Proposal Text	Vote Instruction
Starbucks Corporation	Annual	13-Mar-24	1d	Management	Elect Director Mellody Hobson	For
Starbucks Corporation	Annual	13-Mar-24	1e	Management	Elect Director Jorgen Vig Knudstorp	Withhold
Starbucks Corporation	Annual	13-Mar-24	1f	Management	Elect Director Neal Mohan	For
Starbucks Corporation	Annual	13-Mar-24	1g	Management	Elect Director Satya Nadella	For
Starbucks Corporation	Annual	13-Mar-24	1h	Management	Elect Director Laxman Narasimhan	For
Starbucks Corporation	Annual	13-Mar-24	1i	Management	Elect Director Daniel Servitje	For
Starbucks Corporation	Annual	13-Mar-24	1j	Management	Elect Director Mike Sievert	For
Starbucks Corporation	Annual	13-Mar-24	1k	Management	Elect Director Wei Zhang	For
Starbucks Corporation	Annual	13-Mar-24	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Starbucks Corporation	Annual	13-Mar-24	3	Management	Ratify Deloitte & Touche LLP as Auditors	For
Starbucks Corporation	Annual	13-Mar-24	4	Shareholder	Report on Plant-Based Milk Pricing	For
Starbucks Corporation	Annual	13-Mar-24	5	Shareholder	Conduct Audit and Report on Systemic Discrimination	Against
Starbucks Corporation	Annual	13-Mar-24	6	Shareholder	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	Against
Agilent Technologies, Inc.	Annual	14-Mar-24	1.1	Management	Elect Director Mala Anand	For
Agilent Technologies, Inc.	Annual	14-Mar-24	1.2	Management	Elect Director Koh Boon Hwee	Against
Agilent Technologies, Inc.	Annual	14-Mar-24	1.3	Management	Elect Director Michael R. McMullen	For
Agilent Technologies, Inc.	Annual	14-Mar-24	1.4	Management	Elect Director Daniel K. Podolsky	For
Agilent Technologies, Inc.	Annual	14-Mar-24	2	Management	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Agilent Technologies, Inc.	Annual	14-Mar-24	3	Management	Ratify PricewaterhouseCoopers LLP as Auditors	For
Agilent Technologies, Inc.	Annual	14-Mar-24	4	Shareholder	Adopt Simple Majority Vote	For
Givaudan SA	Annual	21-Mar-24	1	Management	Accept Financial Statements and Statutory Reports	For
Givaudan SA	Annual	21-Mar-24	2	Management	Approve Non-Financial Report	For
Givaudan SA	Annual	21-Mar-24	3	Management	Approve Remuneration Report	Against
Givaudan SA	Annual	21-Mar-24	4	Management	Approve Allocation of Income and Dividends of CHF 68.00 per Share	For
Givaudan SA	Annual	21-Mar-24	5	Management	Approve Discharge of Board of Directors	For
Givaudan SA	Annual	21-Mar-24	6.1.1	Management	Reelect Victor Balli as Director	For
Givaudan SA	Annual	21-Mar-24	6.1.2	Management	Reelect Ingrid Deltenre as Director	Against
Givaudan SA	Annual	21-Mar-24	6.1.3	Management	Reelect Olivier Filliol as Director	For
Givaudan SA	Annual	21-Mar-24	6.1.4	Management	Reelect Sophie Gasperment as Director	For
Givaudan SA	Annual	21-Mar-24	6.1.5	Management	Reelect Calvin Grieder as Director and Board Chair	Against
Givaudan SA	Annual	21-Mar-24	6.1.6	Management	Reelect Roberto Guidetti as Director	For
Givaudan SA	Annual	21-Mar-24	6.1.7	Management	Reelect Tom Knutzen 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	Type	Meeting Date	Prop No.	Proponent	Proposal Text	Vote Instruction
Givaudan SA	Annual	21-Mar-24	6.2.1	Management	Reappoint Victor Balli as Member of the Compensation Committee	For
Givaudan SA	Annual	21-Mar-24	6.2.2	Management	Reappoint Ingrid Deltenre as Member of the Compensation Committee	Against
Givaudan SA	Annual	21-Mar-24	6.2.3	Management	Reappoint Olivier Filliol as Member of the Compensation Committee	For
Givaudan SA	Annual	21-Mar-24	6.3	Management	Designate Manuel Isler as Independent Proxy	For
Givaudan SA	Annual	21-Mar-24	6.4	Management	Ratify KPMG AG as Auditors	For
Givaudan SA	Annual	21-Mar-24	7.1	Management	Approve Remuneration of Directors in the Amount of CHF 3 Million	For
Givaudan SA	Annual	21-Mar-24	7.2.1	Management	Approve Short Term Variable Remuneration of Executive Committee in the Amount of CHF 4.4 Million	Against
Givaudan SA	Annual	21-Mar-24	7.2.2	Management	Approve Fixed and Long Term Variable Remuneration of Executive Committee in the Amount of CHF 15.6 Million	Against
Givaudan SA	Annual	21-Mar-24	8	Management	Transact Other Business (Voting)	Against
Novo Nordisk A/S	Annual	21-Mar-24	2	Management	Accept Financial Statements and Statutory Reports	For
Novo Nordisk A/S	Annual	21-Mar-24	3	Management	Approve Allocation of Income and Dividends of DKK 6.40 Per Share	For
Novo Nordisk A/S	Annual	21-Mar-24	4	Management	Approve Remuneration Report (Advisory Vote)	Against
Novo Nordisk A/S	Annual	21-Mar-24	5.1	Management	Approve Remuneration of Directors in the Amount of DKK 3.4 Million for the Chairman, DKK 1.7 Million for the Vice Chairman and DKK 840,000 for Other Directors; Approve Remuneration for Committee Work	For
Novo Nordisk A/S	Annual	21-Mar-24	5.2a	Management	Approve Indemnification of Board of Directors	For
Novo Nordisk A/S	Annual	21-Mar-24	5.2b	Management	Approve Indemnification of Executive Management	For
Novo Nordisk A/S	Annual	21-Mar-24	5.2c	Management	Amend Articles Re: Indemnification Scheme	For
Novo Nordisk A/S	Annual	21-Mar-24	5.3	Management	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Against
Novo Nordisk A/S	Annual	21-Mar-24	6.1	Management	Reelect Helge Lund (Chair) as Director	For
Novo Nordisk A/S	Annual	21-Mar-24	6.2	Management	Reelect Henrik Poulsen (Vice Chair) as Director	Abstain
Novo Nordisk A/S	Annual	21-Mar-24	6.3a	Management	Reelect Laurence Debroux as Director	For
Novo Nordisk A/S	Annual	21-Mar-24	6.3b	Management	Reelect Andreas Fibig as Director	For
Novo Nordisk A/S	Annual	21-Mar-24	6.3c	Management	Reelect Sylvie Gregoire as Director	For
Novo Nordisk A/S	Annual	21-Mar-24	6.3d	Management	Reelect Kasim Kutay as Director	For
Novo Nordisk A/S	Annual	21-Mar-24	6.3e	Management	Reelect Christina Law as Director	For

Company Name	Type	Meeting Date	Prop No.	Proponent	Proposal Text	Vote Instruction
Novo Nordisk A/S	Annual	21-Mar-24	6.3f	Management	Reelect Martin Mackay as Director	For
Novo Nordisk A/S	Annual	21-Mar-24	7	Management	Ratify Deloitte as Auditor	For
Novo Nordisk A/S	Annual	21-Mar-24	8.1	Management	Approve DKK 4.5 Million Reduction in Share Capital via Share Cancellation of B Shares	For
Novo Nordisk A/S	Annual	21-Mar-24	8.2	Management	Authorize Share Repurchase Program	Against
Novo Nordisk A/S	Annual	21-Mar-24	8.3	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
SGS SA	Annual	26-Mar-24	1.1	Management	Accept Financial Statements and Statutory Reports	For
SGS SA	Annual	26-Mar-24	1.2	Management	Approve Non-Financial Report	For
SGS SA	Annual	26-Mar-24	1.3	Management	Approve Remuneration Report (Non-Binding)	For
SGS SA	Annual	26-Mar-24	2	Management	Approve Discharge of Board and Senior Management	For
SGS SA	Annual	26-Mar-24	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-24	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-24	3.3	Management	Approve CHF 113,499 Reduction in Share Capital via Cancellation of Repurchased Shares	For
SGS SA	Annual	26-Mar-24	4.1.1	Management	Reelect Calvin Grieder as Director	Against
SGS SA	Annual	26-Mar-24	4.1.2	Management	Reelect Sami Atiya as Director	For
SGS SA	Annual	26-Mar-24	4.1.3	Management	Reelect Phyllis Cheung as Director	For
SGS SA	Annual	26-Mar-24	4.1.4	Management	Reelect Ian Gallienne as Director	For
SGS SA	Annual	26-Mar-24	4.1.5	Management	Reelect Tobias Hartmann as Director	For
SGS SA	Annual	26-Mar-24	4.1.6	Management	Reelect Jens Riedl as Director	For
SGS SA	Annual	26-Mar-24	4.1.7	Management	Reelect Kory Sorenson as Director	For
SGS SA	Annual	26-Mar-24	4.1.8	Management	Reelect Janet Vergis as Director	For
SGS SA	Annual	26-Mar-24	4.2	Management	Reelect Calvin Grieder as Board Chair	Against
SGS SA	Annual	26-Mar-24	4.3.1	Management	Reappoint Sami Atiya as Member of the Compensation Committee	For
SGS SA	Annual	26-Mar-24	4.3.2	Management	Reappoint Ian Gallienne as Member of the Compensation Committee	For
SGS SA	Annual	26-Mar-24	4.3.3	Management	Reappoint Kory Sorenson as Member of the Compensation Committee	For

Company Name	Type	Meeting Date	Prop No.	Proponent	Proposal Text	Vote Instruction
SGS SA	Annual	26-Mar-24	4.4	Management	Ratify PricewaterhouseCoopers SA as Auditors	For
SGS SA	Annual	26-Mar-24	4.5	Management	Designate Notaires Carouge as Independent Proxy	For
SGS SA	Annual	26-Mar-24	5.1	Management	Approve Remuneration of Directors in the Amount of CHF 2.7 Million	For
SGS SA	Annual	26-Mar-24	5.2	Management	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 10.5 Million	For
SGS SA	Annual	26-Mar-24	5.3	Management	Approve Variable Remuneration of Executive Committee in the Amount of CHF 5 Million	For
SGS SA	Annual	26-Mar-24	5.4	Management	Approve Long Term Incentive Plan for Executive Committee in the Amount of CHF 12 Million for Fiscal Year 2024	For
SGS SA	Annual	26-Mar-24	5.5	Management	Approve Long Term Incentive Plan for Executive Committee in the Amount of CHF 13 Million for Fiscal Year 2025	For
SGS SA	Annual	26-Mar-24	6.1	Management	Amend Articles Re: Remuneration of Executive Committee	For
SGS SA	Annual	26-Mar-24	6.2	Management	Amend Articles of Association	For
SGS SA	Annual	26-Mar-24	7	Management	Transact Other Business (Voting)	Against