

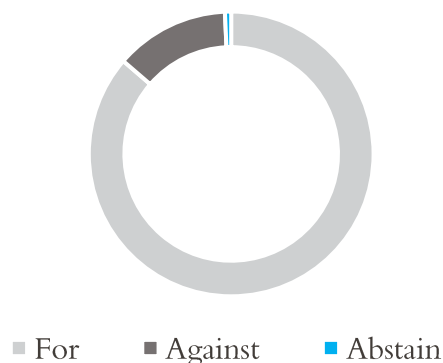
CCLA Vote Report

October to December 2024



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 259 resolutions across 21 company meetings. We did not support management proposals on 47 occasions, 18.6% of all such resolutions. In addition, we supported 6 shareholder resolutions on a variety of sustainability themes.

We aim to support all pro-active shareholder proposals, particularly where a proposal complements our existing engagement priorities. For example, during the quarter, at Microsoft, we supported Item 4, 'Report on Risks of Weapons Development'. More detailed information on the risks associated with technologies being developed by the company, in particular, technology for use in augmented reality headsets for training and combat, would be beneficial for investors and broadly aligns with our clients' values in this area. We also supported Item 6, 'Report on Risks of Operating in Countries with Significant Human Rights Concerns'. This focuses on the risk of hosting data centres in countries such as Saudi Arabia, which lack cloud computing laws that align with international human rights standards.

Chart 2. CCLA Vote by theme this quarter

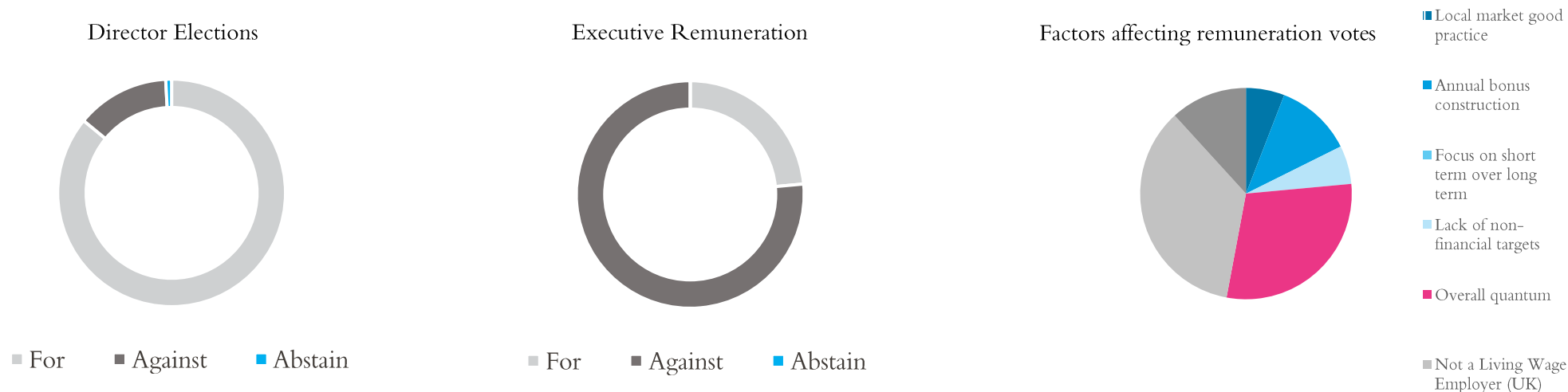


Table 1: Meeting Overview

Meeting Overview					
Region	Asia	Europe	North America	Oceania	United Kingdom
Number of Meetings	1	4	5	3	7
Number of Resolutions	13	41	75	0	114
Vote Instruction (all resolutions)					
For	13	33	53	0	100
Against/Withhold	0	8	22	0	14
Abstain	0	0	0	0	0
One Year	0	0	0	0	0

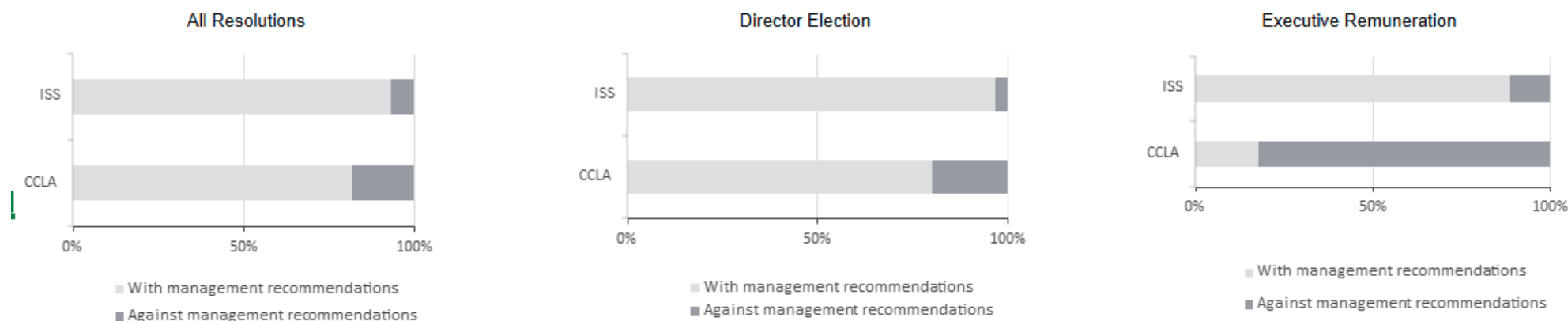
Section 2: Impact of CCLA Vote Template

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 18.6% of 47 resolutions proposed by management. During the same period, the ISS Standard Vote Report recommended against supporting 1.2% of the same proposals.

Chart 3: Impact of CCLA Vote Template – Calendar Year to Date

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 chart below illustrate the impact of our voting guidelines (data for the calendar year to 31st December).



Section 3a: CCLA Vote History Summary

Percentage vote	2024	2023	2022	2021
All Management Resolutions				
For	81.35	82.4	86.4	86.5
Abstain	1.59	1.3	0.5	0.9
Against	17.06	16.3	13.1	12.6
Executive Remuneration				
For	14.29	17.8	20.5	19.9
Abstain	78.57	8.0	2.9	4.4
Against	14.29	74.1	76.6	75.7
Director Election				
For	75.40	79.8	86.9	85.8
Abstain	0.79	1.0	0.2	0.7
Against	28.81	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 eight 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
Sonic Healthcare Limited	Annual	19-Nov-24	Management	1	Elect Kate Spargo as Director	Refer	Abstain	Ms Spargo is classed as non-independent and sits on the audit committee. All the audit committee members have a long tenure and new independent voice on the committee would be welcome.
THE PRS REIT PLC	Annual	03-Dec-24	Management	5	Re-elect Steffan Francis as Director	For	Against	During the year a new management contract was introduced with no meaningful prior engagement with shareholders. Steffan Francis and Rod MacRae warrant a vote against due to their participation in the management engagement committee that negotiated this contract.
THE PRS REIT PLC	Annual	03-Dec-24	Management	6	Re-elect Roderick MacRae as Director	For	Against	During the year a new management contract was introduced with no meaningful prior engagement with shareholders. Steffan Francis and Rod MacRae warrant a vote against due to their participation in the management engagement committee that negotiated this contract.
Bluefield Solar Income Fund Ltd	Annual	06-Dec-24	Management	4	Re-elect Elizabeth Burne as Director	For	Against	We have concerns over the running of the company and particularly future dividend cover. Having engaged with management about this over time, and in the absence of a continuation vote, we have decided to vote against all directors unless they were recently appointed.

Bluefield Solar Income Fund Ltd	Annual	06-Dec-24	Management	5	Re-elect Meriel Lenfestey as Director	For	Against	We have concerns over the running of the company and particularly future dividend cover. Having engaged with management about this over time, and in the absence of a continuation vote, we have decided to vote against all directors unless they were recently appointed.
Bluefield Solar Income Fund Ltd	Annual	06-Dec-24	Management	6	Re-elect John Scott as Director	For	Against	We have concerns over the running of the company and particularly future dividend cover. Having engaged with management about this over time, and in the absence of a continuation vote, we have decided to vote against all directors unless they were recently appointed.
Bluefield Solar Income Fund Ltd	Annual	06-Dec-24	Management	7	Re-elect Michael Gibbons as Director	For	Against	We have concerns over the running of the company and particularly future dividend cover. Having engaged with management about this over time, and in the absence of a continuation vote, we have decided to vote against all directors unless they were recently appointed.
Bluefield Solar Income Fund Ltd	Annual	06-Dec-24	Management	8	Elect Christopher Waldron as Director	For	Against	We have concerns over the running of the company and particularly future dividend cover. Having engaged with management about this over time, and in the absence of a continuation vote, we have decided to vote against all directors unless they were recently appointed.

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
The Procter & Gamble Company	Annual	8-Oct-24	Management	1h	Elect Director Terry J. Lundgren	Against	Responsible for oversight of remuneration which does not comply with CCLA's approach.
The Procter & Gamble Company	Annual	8-Oct-24	Management	1i	Elect Director Christine M. McCarthy	Against	Concerns - audit independence.
The Procter & Gamble Company	Annual	8-Oct-24	Management	1k	Elect Director Jon R. Moeller	Against	Concerns over the company's approach to tackling climate change. Concern: perceived failure to act on material risk. Chair/CEO: no intention to separate.
The Procter & Gamble Company	Annual	8-Oct-24	Management	2	Ratify Deloitte & Touche LLP as Auditors	Against	Concern: perceived failure to identify material risk.
The Procter & Gamble Company	Annual	8-Oct-24	Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Annual bonus scheme does not comply with CCLA's Global approach. Concerns over multiples of salary.
The Procter & Gamble Company	Annual	8-Oct-24	Shareholder	4	Report on Median Gender/Racial Pay Gap	For	Shareholders would benefit from the additional information provided in the proposal
Medtronic Plc	Annual	17-Oct-24	Management	1a	Elect Director Craig Arnold	Against	Board does not contain 40% gender diversity. Concerns over lack of gender diversity in senior board roles.
Medtronic Plc	Annual	17-Oct-24	Management	1f	Elect Director Gregory P. Lewis	Against	Concerns - audit independence.
Medtronic Plc	Annual	17-Oct-24	Management	1h	Elect Director Geoffrey S. Martha	Against	Chair/CEO: no intention to separate.
Medtronic Plc	Annual	17-Oct-24	Management	1i	Elect Director Elizabeth G. Nabel	Against	Responsible for oversight of remuneration which does not comply with CCLA's Global approach.
Medtronic Plc	Annual	17-Oct-24	Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Annual bonus scheme does not comply with CCLA's Global approach. Concerns over multiples of salary.
CAR Group Limited	Annual	25-Oct-24	Management	2	Approve Remuneration Report	Abstain	We have decided to abstain from the remuneration proposals at this AGM. Whilst the approach meets most aspects of our policy there have been significant increases in recent years to both fixed and variable remuneration and there is no disclosure as to whether

Company Name	Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction	Rationale
							these increases have been aligned to the wider company workforce.
CAR Group Limited	Annual	25-Oct-24	Management	4a	Approve Grant of Rights to Cameron McIntyre	Abstain	We have decided to abstain from the remuneration proposals at this AGM. Whilst the approach meets most aspects of our policy there have been significant increases in recent years to both fixed and variable remuneration and there is no disclosure as to whether these increases have been aligned to the wider company workforce.
CAR Group Limited	Annual	25-Oct-24	Management	4b	Approve Grant of Performance Rights to Cameron McIntyre	Abstain	We have decided to abstain from the remuneration proposals at this AGM. Whilst the approach meets most aspects of our policy there have been significant increases in recent years to both fixed and variable remuneration and there is no disclosure as to whether these increases have been aligned to the wider company workforce.
Automatic Data Processing, Inc.	Annual	6-Nov-24	Management	1i	Elect Director Scott F. Powers	Against	Responsible for oversight of remuneration which does not comply with CCLA's Global approach.
Automatic Data Processing, Inc.	Annual	6-Nov-24	Management	1l	Elect Director Sandra S. Wijnberg	Against	Concerns - audit independence.
Automatic Data Processing, Inc.	Annual	6-Nov-24	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Annual bonus scheme does not comply with CCLA's Global approach. Concerns over multiples of salary.
Pernod Ricard SA	Annual/Special	8-Nov-24	Management	10	Approve Remuneration Policy of Alexandre Ricard, Chairman and CEO	Against	Remuneration schemes should not breach local good practice.
Pernod Ricard SA	Annual/Special	8-Nov-24	Management	5	Reelect Alexandre Ricard as Director	Against	Chair/CEO: no intention to separate.
Pernod Ricard SA	Annual/Special	8-Nov-24	Management	9	Approve Compensation of Alexandre Ricard, Chairman and CEO	Against	Annual bonus scheme does not comply with CIG Global approach. Variable remuneration schemes should prioritise long-term over short-term performance. Balance of short and long-term remuneration does not comply with CIG Global approach.
Sonic Healthcare Limited	Annual	19-Nov-24	Management	1	Elect Kate Spargo as Director	Abstain	Ms Spargo is classed as non-independent and sits on the audit committee. All the audit committee members have a long tenure and new independent voice on the committee would be welcome.
CVS Group Plc	Annual	20-Nov-24	Management	2	Approve Remuneration Report	Against	Not Living Wage accredited.

Company Name	Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction	Rationale
Genus Plc	Annual	20-Nov-24	Management	2	Approve Remuneration Report	Against	Not Living Wage accredited.
Genus Plc	Annual	20-Nov-24	Management	9	Re-elect Lesley Knox as Director	Against	Responsible for oversight of remuneration which does not comply with CCLA's Global approach.
ResMed Inc.	Annual	20-Nov-24	Management	1a	Elect Director Carol Burt	Against	Concerns - audit independence.
ResMed Inc.	Annual	20-Nov-24	Management	1d	Elect Director Karen Drexler	Against	Responsible for oversight of remuneration which does not comply with CCLA's Global approach.
ResMed Inc.	Annual	20-Nov-24	Management	1e	Elect Director Michael "Mick" Farrell	Against	Chair/CEO: no intention to separate.
ResMed Inc.	Annual	20-Nov-24	Management	1i	Elect Director Richard "Rich" Sulpizio	Against	Board does not contain 40% gender diversity. Concerns over lack of gender diversity in senior board roles.
ResMed Inc.	Annual	20-Nov-24	Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Annual bonus scheme does not comply with CCLA's Global approach. Non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes. Failure to disclose use of non-financials as a determinant of remuneration does not comply with CIG Global approach. Concerns over multiples of salary.
THE PRS REIT PLC	Annual	3-Dec-24	Management	5	Re-elect Steffan Francis as Director	Against	During the year a new management contract was introduced with no meaningful prior engagement with shareholders. Steffan Francis and Rod MacRae warrant a vote against due to their participation in the management engagement committee that negotiated this contract.
THE PRS REIT PLC	Annual	3-Dec-24	Management	6	Re-elect Roderick MacRae as Director	Against	During the year a new management contract was introduced with no meaningful prior engagement with shareholders. Steffan Francis and Rod MacRae warrant a vote against due to their participation in the management engagement committee that negotiated this contract.
Bluefield Solar Income Fund Ltd	Annual	6-Dec-24	Management	4	Re-elect Elizabeth Burne as Director	Against	We have concerns over the running of the company and particularly future dividend cover. Having engaged with management about this over time, and in the absence of a continuation vote, we have decided to vote against all directors unless they were recently appointed.
Bluefield Solar Income Fund Ltd	Annual	6-Dec-24	Management	5	Re-elect Meriel Lenfestey as Director	Against	We have concerns over the running of the company and particularly future dividend cover. Having engaged with management about this over time, and in the absence of a continuation vote, we have decided to vote against all directors unless they were recently appointed.
Bluefield Solar Income Fund Ltd	Annual	6-Dec-24	Management	6	Re-elect John Scott as Director	Against	We have concerns over the running of the company and particularly future dividend cover. Having engaged with management about this over time, and in the absence of a

Company Name	Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction	Rationale
							continuation vote, we have decided to vote against all directors unless they were recently appointed.
Bluefield Solar Income Fund Ltd	Annual	6-Dec-24	Management	7	Re-elect Michael Gibbons as Director	Against	We have concerns over the running of the company and particularly future dividend cover. Having engaged with management about this over time, and in the absence of a continuation vote, we have decided to vote against all directors unless they were recently appointed.
Bluefield Solar Income Fund Ltd	Annual	6-Dec-24	Management	8	Elect Christopher Waldron as Director	Against	We have concerns over the running of the company and particularly future dividend cover. Having engaged with management about this over time, and in the absence of a continuation vote, we have decided to vote against all directors unless they were recently appointed.
Cisco Systems, Inc.	Annual	9-Dec-24	Management	1b	Elect Director Michael D. Capellas	Against	Board does not contain 40% gender diversity. Concerns over lack of gender diversity in senior board roles.
Cisco Systems, Inc.	Annual	9-Dec-24	Management	1c	Elect Director Mark Garrett	Against	Concerns - audit independence.
Cisco Systems, Inc.	Annual	9-Dec-24	Management	1g	Elect Director Charles H. Robbins	Against	Chair/CEO: no intention to separate.
Cisco Systems, Inc.	Annual	9-Dec-24	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Annual bonus scheme does not comply with CCLA's Global approach. Concerns over multiples of salary.
Microsoft Corporation	Annual	10-Dec-24	Management	1.2	Elect Director Hugh F. Johnston	Against	Concerns - audit independence.
Microsoft Corporation	Annual	10-Dec-24	Management	1.6	Elect Director Satya Nadella	Against	Chair/CEO: no intention to separate.
Microsoft Corporation	Annual	10-Dec-24	Management	1.9	Elect Director Carlos A. Rodriguez	Against	Responsible for oversight of remuneration which does not comply with CCLA's Global approach.
Microsoft Corporation	Annual	10-Dec-24	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Annual bonus scheme does not comply with CCLA's Global approach. Concerns over multiples of salary.

Company Name	Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction	Rationale
Microsoft Corporation	Annual	10-Dec-24	Shareholder	4	Report on Risks of Weapons Development	For	More detailed information on the technologies being developed and how they might increase the lethality and efficiency of weaponry would be beneficial for our clients who may have concerns.
Microsoft Corporation	Annual	10-Dec-24	Shareholder	6	Report on Risks of Operating in Countries with Significant Human Rights Concerns	For	A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure regarding how the company is managing human rights-related risks in high-risk countries.
Microsoft Corporation	Annual	10-Dec-24	Shareholder	7	Report on Risks of Using Artificial Intelligence and Machine Learning Tools for Oil and Gas Development and Production	For	A vote in favour of this proposal is warranted for two reasons. Firstly, to facilitate a better assessment of how Microsoft is aiming to meet its commitment to reduce scope 3 emissions. Secondly to encourage greater transparency from Microsoft on their stated position of only working with energy companies with a net zero commitment.
Microsoft Corporation	Annual	10-Dec-24	Shareholder	8	Report on Risks Related to AI Generated Misinformation and Disinformation	For	Additional information focused on the effectiveness of the actions the company is taking to mitigate those risks posed by generative AI would benefit shareholders.
Microsoft Corporation	Annual	10-Dec-24	Shareholder	9	Report on AI Data Sourcing Accountability	For	A vote for this resolution is warranted because the company is not currently disclosing sufficient information on the risks it is exposed to through its data scraping practices that underpin its AI products and services.
Volusion Group Plc	Annual	11-Dec-24	Management	12	Authorise UK Political Donations and Expenditure	Against	Concerns over level of political donations.
Volusion Group Plc	Annual	11-Dec-24	Management	2	Approve Remuneration Report	Against	Not Living Wage accredited.
Volusion Group Plc	Annual	11-Dec-24	Management	4	Re-elect Nigel Lingwood as Director	Against	The company met all diversity targets as at the financial year end. Following a resignation, the level of female representation on the board will drop below 40%. Given this and that the company have communicated a succession plan that factors in diversity we have decided to override our policy in this instance and vote FOR the Chair of the Nomination Committee. We will review this at next year's AGM.

Company Name	Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction	Rationale
Volusion Group Plc	Annual	11-Dec-24	Management	9	Re-elect Claire Tiney as Director	Against	Responsible for oversight of remuneration which does not comply with CCLA's Global approach.

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
The Procter & Gamble Company	Annual	8-Oct-24	4	Report on Median Gender/Racial Pay Gap	For	Given CCLA's efforts to bring pay fairness into their voting, we are normally supportive of this type of proposals.
Microsoft Corporation	Annual	10-Dec-24	4	Report on Risks of Weapons Development	For	More detailed information on the technologies being developed and how they might increase the lethality and efficiency of weaponry would be beneficial for our clients who may have concerns.
Microsoft Corporation	Annual	10-Dec-24	5	Assess and Report on Investing in Bitcoin	Against	The board note in their response to the proposal that their treasury management team considers a wide range of assets to provide diversification, stability, and inflation protection. In the absence of specific concerns about the treasury management at Microsoft we will vote against this proposal.
Microsoft Corporation	Annual	10-Dec-24	6	Report on Risks of Operating in Countries with Significant Human Rights Concerns	For	A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure regarding how the company is managing human rights-related risks in high-risk countries.
Microsoft Corporation	Annual	10-Dec-24	7	Report on Risks of Using Artificial Intelligence and Machine Learning Tools for Oil and Gas Development and Production	For	A vote in favour of this proposal is warranted for two reasons. Firstly, to facilitate a better assessment of how Microsoft is aiming to meet its commitment to reduce scope 3 emissions. Secondly to encourage greater transparency from Microsoft on their stated position of only working with energy companies with a net zero commitment.
Microsoft Corporation	Annual	10-Dec-24	8	Report on Risks Related to AI Generated Misinformation and Disinformation	For	Additional information focused on the effectiveness of the actions the company is taking to mitigate those risks posed by generative AI would benefit shareholders.
Microsoft Corporation	Annual	10-Dec-24	9	Report on AI Data Sourcing Accountability	For	A vote for this resolution is warranted because the company is not currently disclosing sufficient information on the risks it is exposed to through its data scraping practices that underpin its AI products and services.

Section 5d: All vote instructions

Company Name	Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
The Procter & Gamble Company	Annual	8-Oct-24	Management	1a	Elect Director B. Marc Allen	For
The Procter & Gamble Company	Annual	8-Oct-24	Management	1b	Elect Director Brett Biggs	For
The Procter & Gamble Company	Annual	8-Oct-24	Management	1c	Elect Director Sheila Bonini	For
The Procter & Gamble Company	Annual	8-Oct-24	Management	1d	Elect Director Amy L. Chang	For
The Procter & Gamble Company	Annual	8-Oct-24	Management	1e	Elect Director Joseph Jimenez	For
The Procter & Gamble Company	Annual	8-Oct-24	Management	1f	Elect Director Christopher Kempczinski	For
The Procter & Gamble Company	Annual	8-Oct-24	Management	1g	Elect Director Debra L. Lee	For
The Procter & Gamble Company	Annual	8-Oct-24	Management	1h	Elect Director Terry J. Lundgren	Against
The Procter & Gamble Company	Annual	8-Oct-24	Management	1i	Elect Director Christine M. McCarthy	Against
The Procter & Gamble Company	Annual	8-Oct-24	Management	1j	Elect Director Ashley McEvoy	For
The Procter & Gamble Company	Annual	8-Oct-24	Management	1k	Elect Director Jon R. Moeller	Against
The Procter & Gamble Company	Annual	8-Oct-24	Management	1l	Elect Director Robert J. Portman	For
The Procter & Gamble Company	Annual	8-Oct-24	Management	1m	Elect Director Rajesh Subramaniam	For
The Procter & Gamble Company	Annual	8-Oct-24	Management	1n	Elect Director Patricia A. Woertz	For
The Procter & Gamble Company	Annual	8-Oct-24	Management	2	Ratify Deloitte & Touche LLP as Auditors	Against
The Procter & Gamble Company	Annual	8-Oct-24	Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Procter & Gamble Company	Annual	8-Oct-24	Shareholder	4	Report on Median Gender/Racial Pay Gap	For
Singapore Exchange Limited	Annual	10-Oct-24	Management	1	Adopt Financial Statements and Directors' and Auditors' Reports	For
Singapore Exchange Limited	Annual	10-Oct-24	Management	2	Approve Final Dividend	For
Singapore Exchange Limited	Annual	10-Oct-24	Management	3a	Elect Beh Swan Gin as Director	For
Singapore Exchange Limited	Annual	10-Oct-24	Management	3b	Elect Koh Boon Hwee as Director	For
Singapore Exchange Limited	Annual	10-Oct-24	Management	3c	Elect Tsien Samuel Nag as Director	For
Singapore Exchange Limited	Annual	10-Oct-24	Management	4	Approve Directors' Fees to be Paid to the Chairman	For
Singapore Exchange Limited	Annual	10-Oct-24	Management	5	Approve Directors' Fees to be Paid to All Directors (Other than the Chief Executive Officer)	For

Company Name	Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Singapore Exchange Limited	Annual	10-Oct-24	Management	6	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For
Singapore Exchange Limited	Annual	10-Oct-24	Management	7	Elect Stuart Wilson Lewis as Director	For
Singapore Exchange Limited	Annual	10-Oct-24	Management	8	Elect Maimoonah Binte Mohamed Hussain as Director	For
Singapore Exchange Limited	Annual	10-Oct-24	Management	9	Approve Issuance of Shares Pursuant to the Singapore Exchange Limited Scrip Dividend Scheme	For
Singapore Exchange Limited	Annual	10-Oct-24	Management	10	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	For
Singapore Exchange Limited	Annual	10-Oct-24	Management	11	Authorize Share Repurchase Program	For
Pantheon International PLC	Annual	16-Oct-24	Management	1	Accept Financial Statements and Statutory Reports	For
Pantheon International PLC	Annual	16-Oct-24	Management	2	Approve Remuneration Report	For
Pantheon International PLC	Annual	16-Oct-24	Management	3	Re-elect John Singer as Director	For
Pantheon International PLC	Annual	16-Oct-24	Management	4	Re-elect John Burgess as Director	For
Pantheon International PLC	Annual	16-Oct-24	Management	5	Re-elect Zoe Clements as Director	For
Pantheon International PLC	Annual	16-Oct-24	Management	6	Re-elect Dame Susan Owen as Director	For
Pantheon International PLC	Annual	16-Oct-24	Management	7	Re-elect Mary Ann Sieghart as Director	For
Pantheon International PLC	Annual	16-Oct-24	Management	8	Re-elect Rahul Welde as Director	For
Pantheon International PLC	Annual	16-Oct-24	Management	9	Reappoint Ernst & Young LLP as Auditors	For
Pantheon International PLC	Annual	16-Oct-24	Management	10	Authorise the Audit Committee to Fix Remuneration of Auditors	For
Pantheon International PLC	Annual	16-Oct-24	Management	11	Authorise Issue of Equity	For
Pantheon International PLC	Annual	16-Oct-24	Management	12	Authorise Issue of Equity without Pre-emptive Rights	For
Pantheon International PLC	Annual	16-Oct-24	Management	13	Authorise Market Purchase of Ordinary Shares	For
Pantheon International PLC	Annual	16-Oct-24	Management	14	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Medtronic Plc	Annual	17-Oct-24	Management	1a	Elect Director Craig Arnold	Against
Medtronic Plc	Annual	17-Oct-24	Management	1b	Elect Director Scott C. Donnelly	For
Medtronic Plc	Annual	17-Oct-24	Management	1c	Elect Director Lidia L. Fonseca	For
Medtronic Plc	Annual	17-Oct-24	Management	1d	Elect Director Andrea J. Goldsmith	For
Medtronic Plc	Annual	17-Oct-24	Management	1e	Elect Director Randall J. Hogan, III	For
Medtronic Plc	Annual	17-Oct-24	Management	1f	Elect Director Gregory P. Lewis	Against

Company Name	Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Medtronic Plc	Annual	17-Oct-24	Management	1g	Elect Director Kevin E. Lofton	For
Medtronic Plc	Annual	17-Oct-24	Management	1h	Elect Director Geoffrey S. Martha	Against
Medtronic Plc	Annual	17-Oct-24	Management	1i	Elect Director Elizabeth G. Nabel	Against
Medtronic Plc	Annual	17-Oct-24	Management	1j	Elect Director Kendall J. Powell	For
Medtronic Plc	Annual	17-Oct-24	Management	2	Ratify PricewaterhouseCoopers LLP as Auditors and Authorize Board to fix Their Remuneration	For
Medtronic Plc	Annual	17-Oct-24	Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Medtronic Plc	Annual	17-Oct-24	Management	4	Renew the Board's Authority to Issue Shares Under Irish Law	For
Medtronic Plc	Annual	17-Oct-24	Management	5	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	For
Medtronic Plc	Annual	17-Oct-24	Management	6	Authorize Overseas Market Purchases of Ordinary Shares	For
CAR Group Limited	Annual	25-Oct-24	Management	2	Approve Remuneration Report	Abstain
CAR Group Limited	Annual	25-Oct-24	Management	3a	Elect Edwina Gilbert as Director	For
CAR Group Limited	Annual	25-Oct-24	Management	3b	Elect Kee Wong as Director	For
CAR Group Limited	Annual	25-Oct-24	Management	3c	Elect Philippa Marlow as Director	For
CAR Group Limited	Annual	25-Oct-24	Management	4a	Approve Grant of Rights to Cameron McIntyre	Abstain
CAR Group Limited	Annual	25-Oct-24	Management	4b	Approve Grant of Performance Rights to Cameron McIntyre	Abstain
CAR Group Limited	Annual	25-Oct-24	Management	5	Approve Increase to Non-Executive Directors' Fee Pool	For
Wolters Kluwer NV	Extraordinary Shareholders	28-Oct-24	Management	2	Elect Anjana Harve to Supervisory Board	For
Spark New Zealand Ltd.	Annual	1-Nov-24	Management	1	Authorize Board to Fix Remuneration of the Auditors	For
Spark New Zealand Ltd.	Annual	1-Nov-24	Management	2	Elect David Havercroft as Director	For
Spark New Zealand Ltd.	Annual	1-Nov-24	Management	3	Elect Lisa Nelson as Director	For
Spark New Zealand Ltd.	Annual	1-Nov-24	Management	4	Elect Warwick Bray as Director	For
Automatic Data Processing, Inc.	Annual	6-Nov-24	Management	1a	Elect Director Peter Bisson	For
Automatic Data Processing, Inc.	Annual	6-Nov-24	Management	1b	Elect Director Maria Black	For
Automatic Data Processing, Inc.	Annual	6-Nov-24	Management	1c	Elect Director David V. Goeckeler	For
Automatic Data Processing, Inc.	Annual	6-Nov-24	Management	1d	Elect Director Linnie M. Haynesworth	For
Automatic Data Processing, Inc.	Annual	6-Nov-24	Management	1e	Elect Director John P. Jones	For
Automatic Data Processing, Inc.	Annual	6-Nov-24	Management	1f	Elect Director Francine S. Katsoudas	For
Automatic Data Processing, Inc.	Annual	6-Nov-24	Management	1g	Elect Director Nazzic S. Keene	For
Automatic Data Processing, Inc.	Annual	6-Nov-24	Management	1h	Elect Director Thomas J. Lynch	For
Automatic Data Processing, Inc.	Annual	6-Nov-24	Management	1i	Elect Director Scott F. Powers	Against
Automatic Data Processing, Inc.	Annual	6-Nov-24	Management	1j	Elect Director William J. Ready	For

Company Name	Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Automatic Data Processing, Inc.	Annual	6-Nov-24	Management	1k	Elect Director Carlos A. Rodriguez	For
Automatic Data Processing, Inc.	Annual	6-Nov-24	Management	1l	Elect Director Sandra S. Wijnberg	Against
Automatic Data Processing, Inc.	Annual	6-Nov-24	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Automatic Data Processing, Inc.	Annual	6-Nov-24	Management	3	Ratify Deloitte & Touche LLP as Auditors	For
Pernod Ricard SA	Annual/Special	8-Nov-24	Management	1	Approve Financial Statements and Statutory Reports	For
Pernod Ricard SA	Annual/Special	8-Nov-24	Management	2	Approve Consolidated Financial Statements and Statutory Reports	For
Pernod Ricard SA	Annual/Special	8-Nov-24	Management	3	Approve Allocation of Income and Dividends of EUR 4.70 per Share	For
Pernod Ricard SA	Annual/Special	8-Nov-24	Management	4	Reelect Virginie Fauvel as Director	For
Pernod Ricard SA	Annual/Special	8-Nov-24	Management	5	Reelect Alexandre Ricard as Director	Against
Pernod Ricard SA	Annual/Special	8-Nov-24	Management	6	Reelect Cesar Giron as Director	For
Pernod Ricard SA	Annual/Special	8-Nov-24	Management	7	Appoint Deloitte & Associates as Auditor for the Sustainability Reporting	For
Pernod Ricard SA	Annual/Special	8-Nov-24	Management	8	Appoint KPMG as Auditor for the Sustainability Reporting	For
Pernod Ricard SA	Annual/Special	8-Nov-24	Management	9	Approve Compensation of Alexandre Ricard, Chairman and CEO	Against
Pernod Ricard SA	Annual/Special	8-Nov-24	Management	10	Approve Remuneration Policy of Alexandre Ricard, Chairman and CEO	Against
Pernod Ricard SA	Annual/Special	8-Nov-24	Management	11	Approve Compensation Report of Corporate Officers	For
Pernod Ricard SA	Annual/Special	8-Nov-24	Management	12	Approve Remuneration Policy of Directors	For
Pernod Ricard SA	Annual/Special	8-Nov-24	Management	13	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For
Pernod Ricard SA	Annual/Special	8-Nov-24	Management	14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For
Pernod Ricard SA	Annual/Special	8-Nov-24	Management	15	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Executive Corporate Officers	For
Pernod Ricard SA	Annual/Special	8-Nov-24	Management	16	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans	For
Pernod Ricard SA	Annual/Special	8-Nov-24	Management	17	Authorize Filing of Required Documents/Other Formalities	For
Sonic Healthcare Limited	Annual	19-Nov-24	Management	1	Elect Kate Spargo as Director	Abstain
Sonic Healthcare Limited	Annual	19-Nov-24	Management	2	Approve Remuneration Report	For
Sonic Healthcare Limited	Annual	19-Nov-24	Management	3	Approve Increase in Non-Executive Director Fee Pool	For
Sonic Healthcare Limited	Annual	19-Nov-24	Management	4	Approve the Issuance of LTI Options and Performance Rights to Colin Goldschmidt	For
Sonic Healthcare Limited	Annual	19-Nov-24	Management	5	Approve the Issuance of LTI Options and Performance Rights to Chris Wilks	For

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Company Name	Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
CVS Group Plc	Annual	20-Nov-24	Management	1	Accept Financial Statements and Statutory Reports	For
CVS Group Plc	Annual	20-Nov-24	Management	2	Approve Remuneration Report	Against
CVS Group Plc	Annual	20-Nov-24	Management	3	Approve Final Dividend	For
CVS Group Plc	Annual	20-Nov-24	Management	4	Re-elect David Wilton as Director	For
CVS Group Plc	Annual	20-Nov-24	Management	5	Re-elect Deborah Kemp as Director	For
CVS Group Plc	Annual	20-Nov-24	Management	6	Re-elect Richard Gray as Director	For
CVS Group Plc	Annual	20-Nov-24	Management	7	Re-elect Joanne Shaw as Director	For
CVS Group Plc	Annual	20-Nov-24	Management	8	Re-elect Richard Fairman as Director	For
CVS Group Plc	Annual	20-Nov-24	Management	9	Re-elect Robin Alfonso as Director	For
CVS Group Plc	Annual	20-Nov-24	Management	10	Elect Paul Higgs as Director	For
CVS Group Plc	Annual	20-Nov-24	Management	11	Reappoint Deloitte LLP as Auditors	For
CVS Group Plc	Annual	20-Nov-24	Management	12	Authorise the Audit Committee to Fix Remuneration of Auditors	For
CVS Group Plc	Annual	20-Nov-24	Management	13	Authorise Issue of Equity	For
CVS Group Plc	Annual	20-Nov-24	Management	14	Authorise Issue of Equity without Pre-emptive Rights	For
CVS Group Plc	Annual	20-Nov-24	Management	15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
CVS Group Plc	Annual	20-Nov-24	Management	16	Authorise Market Purchase of Ordinary Shares	For
CVS Group Plc	Annual	20-Nov-24	Management	17	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Genus Plc	Annual	20-Nov-24	Management	1	Accept Financial Statements and Statutory Reports	For
Genus Plc	Annual	20-Nov-24	Management	2	Approve Remuneration Report	Against
Genus Plc	Annual	20-Nov-24	Management	3	Approve Final Dividend	For
Genus Plc	Annual	20-Nov-24	Management	4	Elect Ralph Heuser as Director	For
Genus Plc	Annual	20-Nov-24	Management	5	Re-elect Jorgen Kokke as Director	For
Genus Plc	Annual	20-Nov-24	Management	6	Re-elect Iain Ferguson as Director	For
Genus Plc	Annual	20-Nov-24	Management	7	Re-elect Alison Henriksen as Director	For
Genus Plc	Annual	20-Nov-24	Management	8	Re-elect Lysanne Gray as Director	For
Genus Plc	Annual	20-Nov-24	Management	9	Re-elect Lesley Knox as Director	Against
Genus Plc	Annual	20-Nov-24	Management	10	Re-elect Jason Chin as Director	For
Genus Plc	Annual	20-Nov-24	Management	11	Appoint PricewaterhouseCoopers LLP as Auditors	For
Genus Plc	Annual	20-Nov-24	Management	12	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	For

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Company Name	Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Genus Plc	Annual	20-Nov-24	Management	13	Authorise Issue of Equity	For
Genus Plc	Annual	20-Nov-24	Management	14	Authorise Issue of Equity without Pre-emptive Rights	For
Genus Plc	Annual	20-Nov-24	Management	15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
Genus Plc	Annual	20-Nov-24	Management	16	Authorise Market Purchase of Ordinary Shares	For
Genus Plc	Annual	20-Nov-24	Management	17	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
ResMed Inc.	Annual	20-Nov-24	Management	1a	Elect Director Carol Burt	Against
ResMed Inc.	Annual	20-Nov-24	Management	1b	Elect Director Christopher DelOrefice	For
ResMed Inc.	Annual	20-Nov-24	Management	1c	Elect Director Jan De Witte	For
ResMed Inc.	Annual	20-Nov-24	Management	1d	Elect Director Karen Drexler	Against
ResMed Inc.	Annual	20-Nov-24	Management	1e	Elect Director Michael "Mick" Farrell	Against
ResMed Inc.	Annual	20-Nov-24	Management	1f	Elect Director Peter Farrell	For
ResMed Inc.	Annual	20-Nov-24	Management	1g	Elect Director Harjit Gill	For
ResMed Inc.	Annual	20-Nov-24	Management	1h	Elect Director John Hernandez	For
ResMed Inc.	Annual	20-Nov-24	Management	1i	Elect Director Richard "Rich" Sulpizio	Against
ResMed Inc.	Annual	20-Nov-24	Management	1j	Elect Director Desney Tan	For
ResMed Inc.	Annual	20-Nov-24	Management	1k	Elect Director Ronald "Ron" Taylor	For
ResMed Inc.	Annual	20-Nov-24	Management	2	Ratify KPMG LLP as Auditors	For
ResMed Inc.	Annual	20-Nov-24	Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
THE PRS REIT PLC	Annual	3-Dec-24	Management	1	Accept Financial Statements and Statutory Reports	For
THE PRS REIT PLC	Annual	3-Dec-24	Management	2	Approve Remuneration Report	For
THE PRS REIT PLC	Annual	3-Dec-24	Management	3	Approve Remuneration Policy	For
THE PRS REIT PLC	Annual	3-Dec-24	Management	4	Re-elect Geeta Nanda as Director	For
THE PRS REIT PLC	Annual	3-Dec-24	Management	5	Re-elect Steffan Francis as Director	Against
THE PRS REIT PLC	Annual	3-Dec-24	Management	6	Re-elect Roderick MacRae as Director	Against
THE PRS REIT PLC	Annual	3-Dec-24	Management	7	Re-elect Karima Fahmy as Director	For

Company Name	Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
THE PRS REIT PLC	Annual	3-Dec-24	Management	8	Elect Robert Naylor as Director	For
THE PRS REIT PLC	Annual	3-Dec-24	Management	9	Elect Christopher Mills as Director	For
THE PRS REIT PLC	Annual	3-Dec-24	Management	10	Reappoint RSM UK Audit LLP as Auditors	For
THE PRS REIT PLC	Annual	3-Dec-24	Management	11	Authorise the Audit Committee to Fix Remuneration of Auditors	For
THE PRS REIT PLC	Annual	3-Dec-24	Management	12	Approve Dividend Policy	For
THE PRS REIT PLC	Annual	3-Dec-24	Management	13	Authorise Issue of Equity	For
THE PRS REIT PLC	Annual	3-Dec-24	Management	14	Authorise Issue of Equity without Pre-emptive Rights	For
THE PRS REIT PLC	Annual	3-Dec-24	Management	15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
THE PRS REIT PLC	Annual	3-Dec-24	Management	16	Authorise Market Purchase of Ordinary Shares	For
THE PRS REIT PLC	Annual	3-Dec-24	Management	17	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Bluefield Solar Income Fund Ltd	Annual	6-Dec-24	Management	1	Accept Financial Statements and Statutory Reports	For
Bluefield Solar Income Fund Ltd	Annual	6-Dec-24	Management	2	Approve Remuneration Report	For
Bluefield Solar Income Fund Ltd	Annual	6-Dec-24	Management	3	Approve Increase in the Aggregate Remuneration of Directors	For
Bluefield Solar Income Fund Ltd	Annual	6-Dec-24	Management	4	Re-elect Elizabeth Burne as Director	Against
Bluefield Solar Income Fund Ltd	Annual	6-Dec-24	Management	5	Re-elect Meriel Lenfestey as Director	Against
Bluefield Solar Income Fund Ltd	Annual	6-Dec-24	Management	6	Re-elect John Scott as Director	Against
Bluefield Solar Income Fund Ltd	Annual	6-Dec-24	Management	7	Re-elect Michael Gibbons as Director	Against
Bluefield Solar Income Fund Ltd	Annual	6-Dec-24	Management	8	Elect Christopher Waldron as Director	Against
Bluefield Solar Income Fund Ltd	Annual	6-Dec-24	Management	9	Elect Glen Suarez as Director	For
Bluefield Solar Income Fund Ltd	Annual	6-Dec-24	Management	10	Ratify KPMG Channel Islands Limited as Auditors	For
Bluefield Solar Income Fund Ltd	Annual	6-Dec-24	Management	11	Authorise Board to Fix Remuneration of Auditors	For
Bluefield Solar Income Fund Ltd	Annual	6-Dec-24	Management	12	Approve Stock Dividend Program	For
Bluefield Solar Income Fund Ltd	Annual	6-Dec-24	Management	13	Approve Interim Dividends	For
Bluefield Solar Income Fund Ltd	Annual	6-Dec-24	Management	14	Authorise Market Purchase of Ordinary Shares	For

Company Name	Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Bluefield Solar Income Fund Ltd	Annual	6-Dec-24	Management	15	Authorise Issue of Equity	For
Bluefield Solar Income Fund Ltd	Annual	6-Dec-24	Management	16	Authorise Issue of Equity without Pre-emptive Rights	For
Bluefield Solar Income Fund Ltd	Annual	6-Dec-24	Management	17	Authorise Issue of Equity without Pre-emptive Rights (Additional Authority)	For
Cisco Systems, Inc.	Annual	9-Dec-24	Management	1a	Elect Director Wesley G. Bush	For
Cisco Systems, Inc.	Annual	9-Dec-24	Management	1b	Elect Director Michael D. Capellas	Against
Cisco Systems, Inc.	Annual	9-Dec-24	Management	1c	Elect Director Mark Garrett	Against
Cisco Systems, Inc.	Annual	9-Dec-24	Management	1d	Elect Director John D. Harris, II	For
Cisco Systems, Inc.	Annual	9-Dec-24	Management	1e	Elect Director Kristina M. Johnson	For
Cisco Systems, Inc.	Annual	9-Dec-24	Management	1f	Elect Director Sarah Rae Murphy	For
Cisco Systems, Inc.	Annual	9-Dec-24	Management	1g	Elect Director Charles H. Robbins	Against
Cisco Systems, Inc.	Annual	9-Dec-24	Management	1h	Elect Director Daniel H. Schulman	For
Cisco Systems, Inc.	Annual	9-Dec-24	Management	1i	Elect Director Marianna Tessel	For
Cisco Systems, Inc.	Annual	9-Dec-24	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Cisco Systems, Inc.	Annual	9-Dec-24	Management	3	Ratify PricewaterhouseCoopers LLP as Auditors	For
Target Healthcare REIT Plc	Annual	9-Dec-24	Management	1	Accept Financial Statements and Statutory Reports	For
Target Healthcare REIT Plc	Annual	9-Dec-24	Management	2	Approve Remuneration Report	For
Target Healthcare REIT Plc	Annual	9-Dec-24	Management	3	Approve Increase in the Maximum Aggregate Fees Payable to Directors	For
Target Healthcare REIT Plc	Annual	9-Dec-24	Management	4	Approve Company's Dividend Policy	For
Target Healthcare REIT Plc	Annual	9-Dec-24	Management	5	Reappoint Ernst & Young LLP as Auditors	For
Target Healthcare REIT Plc	Annual	9-Dec-24	Management	6	Authorise Board to Fix Remuneration of Auditors	For
Target Healthcare REIT Plc	Annual	9-Dec-24	Management	7	Re-elect Michael Brodtman as Director	For

Company Name	Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Target Healthcare REIT Plc	Annual	9-Dec-24	Management	8	Re-elect Richard Cotton as Director	For
Target Healthcare REIT Plc	Annual	9-Dec-24	Management	9	Re-elect Alison Fyfe as Director	For
Target Healthcare REIT Plc	Annual	9-Dec-24	Management	10	Re-elect Vince Niblett as Director	For
Target Healthcare REIT Plc	Annual	9-Dec-24	Management	11	Re-elect Amanda Thompsell as Director	For
Target Healthcare REIT Plc	Annual	9-Dec-24	Management	12	Authorise Issue of Equity	For
Target Healthcare REIT Plc	Annual	9-Dec-24	Management	13	Authorise Issue of Equity without Pre-emptive Rights	For
Target Healthcare REIT Plc	Annual	9-Dec-24	Management	14	Authorise Market Purchase of Ordinary Shares	For
Target Healthcare REIT Plc	Annual	9-Dec-24	Management	15	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Microsoft Corporation	Annual	10-Dec-24	Management	1.1	Elect Director Reid G. Hoffman	For
Microsoft Corporation	Annual	10-Dec-24	Management	1.2	Elect Director Hugh F. Johnston	Against
Microsoft Corporation	Annual	10-Dec-24	Management	1.3	Elect Director Teri L. List	For
Microsoft Corporation	Annual	10-Dec-24	Management	1.4	Elect Director Catherine MacGregor	For
Microsoft Corporation	Annual	10-Dec-24	Management	1.5	Elect Director Mark A. L. Mason	For
Microsoft Corporation	Annual	10-Dec-24	Management	1.6	Elect Director Satya Nadella	Against

Company Name	Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Microsoft Corporation	Annual	10-Dec-24	Management	1.7	Elect Director Sandra E. Peterson	For
Microsoft Corporation	Annual	10-Dec-24	Management	1.8	Elect Director Penny S. Pritzker	For
Microsoft Corporation	Annual	10-Dec-24	Management	1.9	Elect Director Carlos A. Rodriguez	Against
Microsoft Corporation	Annual	10-Dec-24	Management	1.10	Elect Director Charles W. Scharf	For
Microsoft Corporation	Annual	10-Dec-24	Management	1.11	Elect Director John W. Stanton	For
Microsoft Corporation	Annual	10-Dec-24	Management	1.12	Elect Director Emma N. Walmsley	For
Microsoft Corporation	Annual	10-Dec-24	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Microsoft Corporation	Annual	10-Dec-24	Management	3	Ratify Deloitte & Touche LLP as Auditors	For
Microsoft Corporation	Annual	10-Dec-24	Shareholder	4	Report on Risks of Weapons Development	For
Microsoft Corporation	Annual	10-Dec-24	Shareholder	5	Assess and Report on Investing in Bitcoin	Against
Microsoft Corporation	Annual	10-Dec-24	Shareholder	6	Report on Risks of Operating in Countries with Significant Human Rights Concerns	For
Microsoft Corporation	Annual	10-Dec-24	Shareholder	7	Report on Risks of Using Artificial Intelligence and Machine Learning Tools for Oil and Gas Development and Production	For
Microsoft Corporation	Annual	10-Dec-24	Shareholder	8	Report on Risks Related to AI Generated Misinformation and Disinformation	For
Microsoft Corporation	Annual	10-Dec-24	Shareholder	9	Report on AI Data Sourcing Accountability	For
Volusion Group Plc	Annual	11-Dec-24	Management	1	Accept Financial Statements and Statutory Reports	For
Volusion Group Plc	Annual	11-Dec-24	Management	2	Approve Remuneration Report	Against
Volusion Group Plc	Annual	11-Dec-24	Management	3	Approve Final Dividend	For
Volusion Group Plc	Annual	11-Dec-24	Management	4	Re-elect Nigel Lingwood as Director	Against
Volusion Group Plc	Annual	11-Dec-24	Management	5	Re-elect Ronnie George as Director	For

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Company Name	Type	Meeting Date	Proposal Number	Proponent	Proposal Text	Vote Instruction
Volution Group Plc	Annual	11-Dec-24	Management	6	Re-elect Andy O'Brien as Director	For
Volution Group Plc	Annual	11-Dec-24	Management	7	Re-elect Jonathan Davis as Director	For
Volution Group Plc	Annual	11-Dec-24	Management	8	Re-elect Amanda Mellor as Director	For
Volution Group Plc	Annual	11-Dec-24	Management	9	Re-elect Claire Tiney as Director	Against
Volution Group Plc	Annual	11-Dec-24	Management	10	Reappoint PricewaterhouseCoopers LLP as Auditors	For
Volution Group Plc	Annual	11-Dec-24	Management	11	Authorise the Audit Committee to Fix Remuneration of Auditors	For
Volution Group Plc	Annual	11-Dec-24	Management	12	Authorise UK Political Donations and Expenditure	Against
Volution Group Plc	Annual	11-Dec-24	Management	13	Authorise Issue of Equity	For
Volution Group Plc	Annual	11-Dec-24	Management	14	Authorise Issue of Equity without Pre-emptive Rights	For
Volution Group Plc	Annual	11-Dec-24	Management	15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
Volution Group Plc	Annual	11-Dec-24	Management	16	Authorise Market Purchase of Ordinary Shares	For
Volution Group Plc	Annual	11-Dec-24	Management	17	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Kerry Group Plc	Special	19-Dec-24	Management	1	Approve Disposal of Kerry Dairy Holdings (Ireland) Limited to Kerry Co-Operative Creameries Limited	For
Kerry Group Plc	Special	19-Dec-24	Management	2	Authorise Issue of A Ordinary Shares in Connection with the Proposed Transaction	For
Kerry Group Plc	Special	19-Dec-24	Management	3	Amend Articles of Association	For
Kerry Group Plc	Special	19-Dec-24	Management	4	Approve Capital Reduction of the Share Premium Increase	For
Kerry Group Plc	Special	19-Dec-24	Management	1	Approve Disposal of Kerry Dairy Holdings (Ireland) Limited to Kerry Co-Operative Creameries Limited	For
Kerry Group Plc	Special	19-Dec-24	Management	2	Authorise Issue of A Ordinary Shares in Connection with the Proposed Transaction	For
Kerry Group Plc	Special	19-Dec-24	Management	3	Amend Articles of Association	For
Kerry Group Plc	Special	19-Dec-24	Management	4	Approve Capital Reduction of the Share Premium Increase	For