

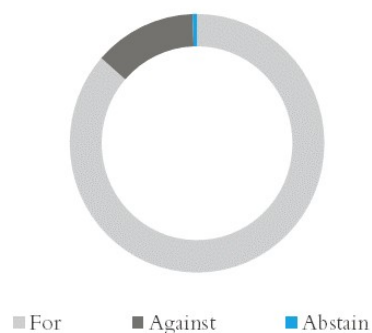
# **CCLA Vote Report**

## **October to December 2022**



## 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 305 resolutions across 28 company meetings. We did not support management proposals on 39 occasions, 13% of all resolutions.

### Shareholder Resolutions

While we are broadly supportive of shareholder proposals as a lever for change in corporate behaviour, there are an increasing number of groups filing resolutions with misleading headlines, which mask their underlying intent. One example this quarter was Microsoft's 'Report on Cost/Benefit Analysis of Diversity and Inclusion'.

On face value, this resolution seeks to promote broad principles of diversity, equality and inclusion at the company. However the supporting statement makes it clear that the resolution is motivated by an animosity to diversity and inclusion commitments on behalf of the proponents, so we joined the board in voting against the resolution. We supported the five other shareholder proposals at Microsoft.

Chart 2. CCLA Vote by theme

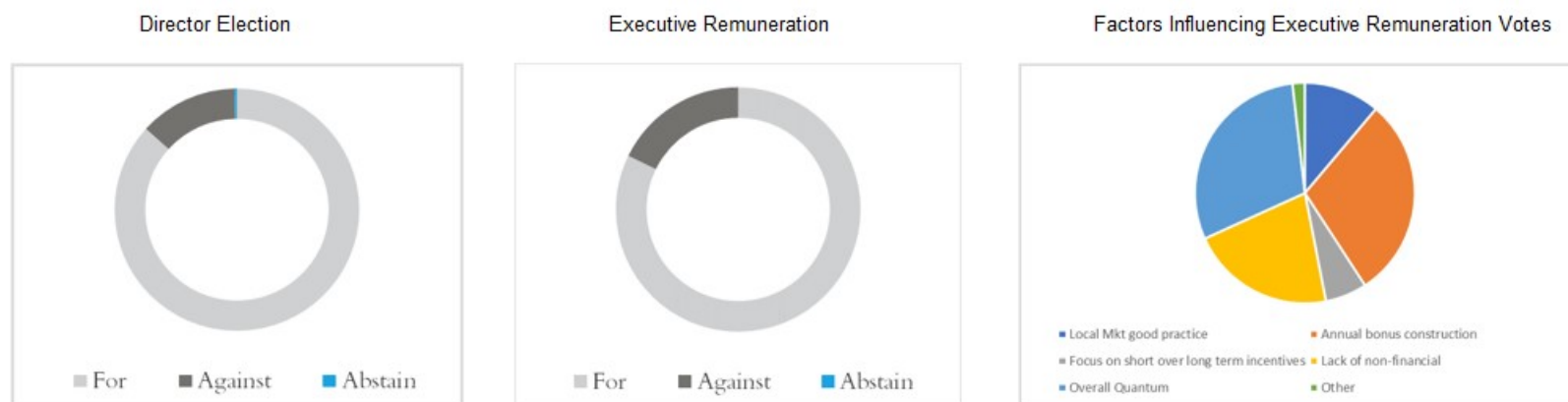


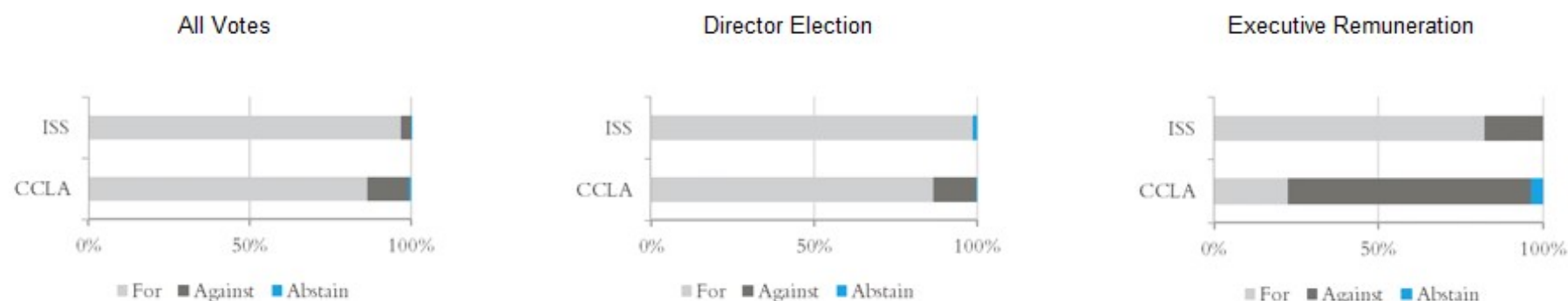
Table1: Meeting Overview

Meeting Overview					
Region	Asia	Europe	North America	Oceania	United Kingdom
Number of Meetings	1	4	6	3	14
Number of Resolutions	13	34	82	16	160
Vote Instruction (percentage all votes in region)					
For	100	82.5	75.5	56	95.5
Against/Withhold	0	17.5	24.5	44	4
Abstain	0	0	0	0	0.5

## 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 comparison of CCLA vote instructions and ISS vote recommendations for the same management proposals illustrates the template's impact. During the year in accordance with the CCLA vote policy, we did not support 13% of management proposals. During the same period, the ISS Standard Vote Report recommended voting against management on 5% of the same proposals.

**Chart 3 : Impact of CCLA Vote Template (12 month rolling period to end December 2022)**





### Section 3a: CCLA Vote History Summary (Year to end December)

**Key:** AGAINST Votes include withhold votes.

During 2022, we voted on 3,094 resolutions at 204 company meetings. We take a strong position on excessive and poorly aligned executive remuneration proposals, lack of gender diversity in company leadership, and indicators of poor environmental sustainability.

#### Three-year vote record

Percentage of votes	2022	2021	2020
<b>All resolutions</b>			
Abstain	0.5	0.9	3.0
Against	13.1	12.6	11.9
For	86.4	86.5	85.1
<b>Executive remuneration</b>			
Abstain	2.9	4.4	7.7
Against	76.6	75.7	72.4
For	20.5	19.9	19.9
<b>Director election</b>			
Abstain	0.2	0.7	4.0
Against	12.9	13.5	10.5
For	86.9	85.8	85.4

**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:** There were no votes outside policy during the period. Where these do occur, the Standard Operating Procedures require all votes outside our standard policy to be approved by CCLA's Head of Sustainability. There was one vote outside policy during the period.

Company	Type	Date	Prop No.	Proposal Text	Instruction	Rationale
CVS Group	Annual	21-Nov-22	2	Approve Remuneration Report	Abstain	Historically CCLA has consistently voted against the remuneration report / policy due to the lack of non-financial metrics within remuneration and highlighted this concern to the company. While this remains the case for the year under review, such metrics are to be included from 2023 and therefore the vote has been amended.

**Section 5b: All votes against management proposals:** CCLA did not support management recommendations on 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	Type	Date	Prop No.	Proposal Text	Instruction	Rationale
Diageo Plc	Annual	6-Oct-22	2	Approve Remuneration Report	Against	Total awards under all LTI awards and AB exceed maximum permitted levels.
The Procter & Gamble Company	Annual	11-Oct-22	1g	Elect Director Terry J. Lundgren	Against	Responsible for oversight of remuneration which does not comply with CCLA's Global approach
The Procter & Gamble Company	Annual	11-Oct-22	1i	Elect Director Jon R. Moeller	Against	Chair/CEO: no intention to separate
The Procter & Gamble Company	Annual	11-Oct-22	1k	Elect Director Patricia A. Woertz	Against	Concerns - audit independence
The Procter & Gamble Company	Annual	11-Oct-22	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
Dechra Pharmaceuticals Plc	Annual	20-Oct-22	2	Approve Remuneration Report	Against	Concerns over increasing inequality following year on year increases in fixed pay for two directors which exceed those of the wider workforce, combined

Company	Type	Date	Prop No.	Proposal Text	Instruction	Rationale
						with an increase in annua bonus opportunity.
Dechra Pharmaceuticals Plc	Annual	20-Oct-22	5	Re-elect Alison Platt as Director	Against	Board does not contain 40% gender diversity Concerns over sub-board level gender diversity Board does not contain at least one member from ethnic diversity
Tritax Eurobox Plc	Special	25-Oct-22	1	Approve Amendments to the Investment Management Agreement	Abstain	Investment decision: the reduction in fees is considered appropriate but the increase in the fixed term element deemed inappropriate.
Carsales.Com Limited	Annual	28-Oct-22	2	Approve Remuneration Report	Against	Annual bonus scheme does not comply with CCLA's Global approach
Carsales.Com Limited	Annual	28-Oct-22	3a	Elect Kim Anderson as Director	Against	Responsible for oversight of remuneration which does not comply with CCLA's Global approach
Carsales.Com Limited	Annual	28-Oct-22	4a	Approve Grant of Rights to Cameron McIntyre	Against	Award does not comply with CCLA's approach to remuneration policy
Carsales.Com Limited	Annual	28-Oct-22	4b	Approve Grant of Performance Rights to Cameron McIntyre	Against	Award does not comply with CCLA's approach to remuneration policy
Automatic Data Processing, Inc.	Annual	9-Nov-22	1k	Elect Director Sandra S. Wijnberg	Against	Concerns - audit independence
Automatic Data Processing, Inc.	Annual	9-Nov-22	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	10-Nov-22	8	Approve Compensation of Alexandre Ricard, Chairman and CEO	Against	Annual bonus scheme does not comply with CCLA's Global approach ;Balance of short-/long-term remuneration does not comply with CCLA's Global approach
Pernod Ricard SA	Annual	10-Nov-22	9	Approve Remuneration Policy of Alexandre Ricard, Chairman and CEO	Against	Annual bonus scheme does not comply with CCLA's Global approach ;Balance of short-/long-term remuneration does not comply with CCLA's Global approach
ResMed Inc.	Annual	16-Nov-22	1a	Elect Director Carol Burt	Against	Concerns - audit independence
ResMed Inc.	Annual	16-Nov-22	1h	Elect Director Richard Sulpizio	Against	Responsible for oversight of remuneration which does not comply with CCLA's Global approach
ResMed Inc.	Annual	16-Nov-22	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Annual bonus scheme does not comply with CCLA's Global approach ;Balance of short-/long-term remuneration does not comply with CCLA's Global approach
Sonic Healthcare Limited	Annual	17-Nov-22	3	Approve Remuneration Report	Against	Concerns of adherence to local market good practice

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

Company	Type	Date	Prop No.	Proposal Text	Instruction	Rationale
Sonic Healthcare Limited	Annual	17-Nov-22	4	Approve Grant of Options and Performance Rights to Colin Goldschmidt	Against	Award does not comply with CCLA's approach to remuneration policy
Sonic Healthcare Limited	Annual	17-Nov-22	5	Approve Grant of Options and Performance Rights to Chris Wilks	Against	Award does not comply with CCLA's approach to remuneration policy
The Estee Lauder Companies Inc.	Annual	18-Nov-22	1b	Elect Director William P. Lauder	Withhold	Executive chairman and no indication of temporary position
The Estee Lauder Companies Inc.	Annual	18-Nov-22	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Annual bonus scheme does not comply with CCLA's Global approach ;Balance of short-/long-term remuneration does not comply with CCLA's Global approach
Bluefield Solar Income Fund Limited	Annual	29-Nov-22	7	Re-elect John Rennocks as Director	Against	Vote has been mitigated to allow for the board size (six directors), given the size of our holding and the fact that third of the board is female, engagement is considered a more appropriate option.
Ferguson Plc	Annual	30-Nov-22	3.1	Re-elect Kelly Baker as Director	Against	Remuneration Committee chair and remuneration does not comply with CCLA policy due to lack of non-financial metrics.
Ferguson Plc	Annual	30-Nov-22	3.3	Re-elect Geoff Drabble as Director	Against	Poor governance – company has not sought shareholder approval for executive remuneration report / named executive officers compensation.
Cisco Systems, Inc.	Annual	8-Dec-22	1d	Elect Director Mark Garrett	Against	Concerns – audit independence
Cisco Systems, Inc.	Annual	8-Dec-22	1g	Elect Director Roderick C. McGeary	Against	Responsible for oversight of remuneration which does not comply with CCLA's Global approach
Cisco Systems, Inc.	Annual	8-Dec-22	1i	Elect Director Charles H. Robbins	Against	Chair/CEO: no intention to separate
Cisco Systems, Inc.	Annual	8-Dec-22	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
Medtronic Plc	Annual	8-Dec-22	1h	Elect Director Geoffrey S. Martha	Against	Chair/CEO: no intention to separate
Medtronic Plc	Annual	8-Dec-22	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Annual bonus scheme does not comply with CCLA's Global approach ;Balance of short-/long-term remuneration does not comply with CCLA's Global approach
Microsoft Corporation	Annual	13-Dec-22	1.2	Elect Director Hugh F. Johnston	Against	Concerns – audit independence
Microsoft Corporation	Annual	13-Dec-22	1.4	Elect Director Satya Nadella	Against	Chair/CEO: no intention to separate

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

Company	Type	Date	Prop No.	Proposal Text	Instruction	Rationale
Microsoft Corporation	Annual	13-Dec-22	1.5	Elect Director Sandra E. Peterson	Against	Responsible for oversight of remuneration which does not comply with CCLA's Global approach
Microsoft Corporation	Annual	13-Dec-22	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
Triodos SICAV II Triodos Microfinance Fund	Extraordinary Shareholders	19-Dec-22	1	Amend Article 18 Re: Class P Shareholders	Against	Concerns - audit independence
Triodos SICAV II Triodos Microfinance Fund	Extraordinary Shareholders	19-Dec-22	3	Transact Other Business (Voting)	Against	Concerns - audit independence

**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. PRI Signatories proposals: CCLA supported all proposals put by PRI Signatories during the period.

Company	Type	Date	Prop No.	Proposal Text	Instruction	Rationale
Cisco Systems, Inc.	AGM	08-Dec-22	4	Report on Tax Transparency Set Forth in the Global Reporting Initiative's Tax Standard	For	In the absence of a SASB standard on this issue the use of the GRI reporting standard on tax will allow investors to review against good practice and against peers who report against the same standard.
Microsoft Corporation	AGM	13-Dec-22	4	Report on Cost/Benefit Analysis of Diversity and Inclusion	Against	The aims of the proposal are not consistent with providing a positive ESG impact. Additionally, it is not standard industry practice for a company to disclose a detailed cost-benefit analysis of its diversity and inclusion efforts, and Microsoft already provides shareholders with sufficient information to assess its
Microsoft Corporation	AGM	13-Dec-22	5	Report on Hiring of Persons with Arrest or Incarceration Records	For	A report on the issue will provides shareholder with additional information on which to make an informed decision.
Microsoft Corporation	AGM	13-Dec-22	6	Assess and Report on the Company's Retirement Funds' Management of Systemic Climate Risk	For	A report on the issue will provides shareholder with additional information on which to make an informed decision.
Microsoft Corporation	AGM	13-Dec-22	7	Report on Government Use of Microsoft Technology	For	A report on the issue will provides shareholder with additional information on which to make an informed decision.
Microsoft Corporation	AGM	13-Dec-22	8	Report on Development of Products for Military	For	A report on the issue will provides shareholder with additional information on which to make an informed decision.
Microsoft Corporation	AGM	13-Dec-22	9	Report on Tax Transparency	For	A report on the issue will provides shareholder with additional information on which to make an informed decision.

## Section 5d: All vote instructions

Company	Type	Date	Proponent	Prop No.	Proposal Text	Instruction
Diageo Plc	Annual	06 Oct 2022	Management	1	Accept Financial Statements and Statutory Reports	For
Diageo Plc	Annual	06 Oct 2022	Management	2	Approve Remuneration Report	Against
Diageo Plc	Annual	06 Oct 2022	Management	3	Approve Final Dividend	For
Diageo Plc	Annual	06 Oct 2022	Management	4	Elect Karen Blackett as Director	For
Diageo Plc	Annual	06 Oct 2022	Management	5	Re-elect Melissa Bethell as Director	For
Diageo Plc	Annual	06 Oct 2022	Management	6	Re-elect Lavanya Chandrashekar as Director	For
Diageo Plc	Annual	06 Oct 2022	Management	7	Re-elect Valerie Chapoulaud-Floquet as Director	For
Diageo Plc	Annual	06 Oct 2022	Management	8	Re-elect Javier Ferran as Director	For
Diageo Plc	Annual	06 Oct 2022	Management	9	Re-elect Susan Kilsby as Director	For
Diageo Plc	Annual	06 Oct 2022	Management	10	Re-elect Sir John Manzoni as Director	For
Diageo Plc	Annual	06 Oct 2022	Management	11	Re-elect Lady Mendelsohn as Director	For
Diageo Plc	Annual	06 Oct 2022	Management	12	Re-elect Ivan Menezes as Director	For
Diageo Plc	Annual	06 Oct 2022	Management	13	Re-elect Alan Stewart as Director	For
Diageo Plc	Annual	06 Oct 2022	Management	14	Re-elect Ireena Vittal as Director	For
Diageo Plc	Annual	06 Oct 2022	Management	15	Reappoint PricewaterhouseCoopers LLP as Auditors	For
Diageo Plc	Annual	06 Oct 2022	Management	16	Authorise the Audit Committee to Fix Remuneration of Auditors	For
Diageo Plc	Annual	06 Oct 2022	Management	17	Authorise UK Political Donations and Expenditure	For
Diageo Plc	Annual	06 Oct 2022	Management	18	Amend Irish Share Ownership Plan	For
Diageo Plc	Annual	06 Oct 2022	Management	19	Authorise Issue of Equity	For
Diageo Plc	Annual	06 Oct 2022	Management	20	Authorise Issue of Equity without Pre-emptive Rights	For
Diageo Plc	Annual	06 Oct 2022	Management	21	Authorise Market Purchase of Ordinary Shares	For
Diageo Plc	Annual	06 Oct 2022	Management	22	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Singapore Exchange Limited	Annual	06 Oct 2022	Management	1	Adopt Financial Statements and Directors' and Auditors' Reports	For
Singapore Exchange Limited	Annual	06 Oct 2022	Management	2	Approve Final Dividend	For
Singapore Exchange Limited	Annual	06 Oct 2022	Management	3a	Elect Beh Swan Gin as Director	For
Singapore Exchange Limited	Annual	06 Oct 2022	Management	3b	Elect Chew Gek Khim as Director	For
Singapore Exchange Limited	Annual	06 Oct 2022	Management	3c	Elect Lim Sok Hui as Director	For
Singapore Exchange Limited	Annual	06 Oct 2022	Management	4a	Elect Koh Boon Hwee as Director	For
Singapore Exchange Limited	Annual	06 Oct 2022	Management	4b	Elect Tsien Samuel Nag as Director	For
Singapore Exchange Limited	Annual	06 Oct 2022	Management	5	Approve Directors' Fees to be Paid to the Chairman	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

Company	Type	Date	Proponent	Prop No.	Proposal Text	Instruction
Singapore Exchange Limited	Annual	06 Oct 2022	Management	6	Approve Directors' Fees to be Paid to All Directors (Other than the Chief Executive Officer)	For
Singapore Exchange Limited	Annual	06 Oct 2022	Management	7	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For
Singapore Exchange Limited	Annual	06 Oct 2022	Management	8	Approve Issuance of Shares Pursuant to the Singapore Exchange Limited Scrip Dividend Scheme	For
Singapore Exchange Limited	Annual	06 Oct 2022	Management	9	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	For
Singapore Exchange Limited	Annual	06 Oct 2022	Management	10	Authorize Share Repurchase Program	For
The Procter & Gamble Company	Annual	11 Oct 2022	Management	1a	Elect Director B. Marc Allen	For
The Procter & Gamble Company	Annual	11 Oct 2022	Management	1b	Elect Director Angela F. Braly	For
The Procter & Gamble Company	Annual	11 Oct 2022	Management	1c	Elect Director Amy L. Chang	For
The Procter & Gamble Company	Annual	11 Oct 2022	Management	1d	Elect Director Joseph Jimenez	For
The Procter & Gamble Company	Annual	11 Oct 2022	Management	1e	Elect Director Christopher Kempczinski	For
The Procter & Gamble Company	Annual	11 Oct 2022	Management	1f	Elect Director Debra L. Lee	For
The Procter & Gamble Company	Annual	11 Oct 2022	Management	1g	Elect Director Terry J. Lundgren	Against
The Procter & Gamble Company	Annual	11 Oct 2022	Management	1h	Elect Director Christine M. McCarthy	For
The Procter & Gamble Company	Annual	11 Oct 2022	Management	1i	Elect Director Jon R. Moeller	Against
The Procter & Gamble Company	Annual	11 Oct 2022	Management	1j	Elect Director Rajesh Subramaniam	For
The Procter & Gamble Company	Annual	11 Oct 2022	Management	1k	Elect Director Patricia A. Woertz	Against
The Procter & Gamble Company	Annual	11 Oct 2022	Management	2	Ratify Deloitte & Touche LLP as Auditors	For
The Procter & Gamble Company	Annual	11 Oct 2022	Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Greencoat Renewables PLC	Special	13 Oct 2022	Management	1	Approve Amendment to the Company's Investment Policy	For
Dechra Pharmaceuticals Plc	Annual	20 Oct 2022	Management	1	Accept Financial Statements and Statutory Reports	For
Dechra Pharmaceuticals Plc	Annual	20 Oct 2022	Management	2	Approve Remuneration Report	Against
Dechra Pharmaceuticals Plc	Annual	20 Oct 2022	Management	3	Approve Final Dividend	For
Dechra Pharmaceuticals Plc	Annual	20 Oct 2022	Management	4	Elect John Shipsey as Director	For
Dechra Pharmaceuticals Plc	Annual	20 Oct 2022	Management	5	Re-elect Alison Platt as Director	Against
Dechra Pharmaceuticals Plc	Annual	20 Oct 2022	Management	6	Re-elect Ian Page as Director	For

Company	Type	Date	Proponent	Prop No.	Proposal Text	Instruction
Dechra Pharmaceuticals Plc	Annual	20 Oct 2022	Management	7	Re-elect Anthony Griffin as Director	For
Dechra Pharmaceuticals Plc	Annual	20 Oct 2022	Management	8	Re-elect Paul Sandland as Director	For
Dechra Pharmaceuticals Plc	Annual	20 Oct 2022	Management	9	Re-elect Lisa Bright as Director	For
Dechra Pharmaceuticals Plc	Annual	20 Oct 2022	Management	10	Re-elect Lawson Macartney as Director	For
Dechra Pharmaceuticals Plc	Annual	20 Oct 2022	Management	11	Re-elect Ishbel Macpherson as Director	For
Dechra Pharmaceuticals Plc	Annual	20 Oct 2022	Management	12	Reappoint PricewaterhouseCoopers LLP as Auditors	For
Dechra Pharmaceuticals Plc	Annual	20 Oct 2022	Management	13	Authorise the Audit Committee to Fix Remuneration of Auditors	For
Dechra Pharmaceuticals Plc	Annual	20 Oct 2022	Management	14	Authorise Issue of Equity	For
Dechra Pharmaceuticals Plc	Annual	20 Oct 2022	Management	15	Authorise Issue of Equity without Pre-emptive Rights	For
Dechra Pharmaceuticals Plc	Annual	20 Oct 2022	Management	16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
Dechra Pharmaceuticals Plc	Annual	20 Oct 2022	Management	17	Authorise Market Purchase of Ordinary Shares	For
Dechra Pharmaceuticals Plc	Annual	20 Oct 2022	Management	18	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Rio Tinto Plc	Special	25 Oct 2022	Management	1	Approve Proposed Joint Venture with China Baowu Steel Group Co., Ltd	For
Rio Tinto Plc	Special	25 Oct 2022	Management	2	Approve Any Acquisition or Disposal of a Substantial Asset from or to China Baowu Steel Group Co., Ltd or its Associates Pursuant to a Future Transaction	For
Tritax Eurobox Plc	Special	25 Oct 2022	Management	1	Approve Amendments to the Investment Management Agreement	Abstain
UK Commercial Property REIT Ltd.	Special	25 Oct 2022	Management	1	Approve the Continuation of the Company	For
Carsales.Com Limited	Annual	28 Oct 2022	Management	2	Approve Remuneration Report	Against
Carsales.Com Limited	Annual	28 Oct 2022	Management	3a	Elect Kim Anderson as Director	Against
Carsales.Com Limited	Annual	28 Oct 2022	Management	3b	Elect David Wiadrowski as Director	For
Carsales.Com Limited	Annual	28 Oct 2022	Management	4a	Approve Grant of Rights to Cameron McIntyre	Against
Carsales.Com Limited	Annual	28 Oct 2022	Management	4b	Approve Grant of Performance Rights to Cameron McIntyre	Against
Spark New Zealand Ltd.	Annual	04 Nov 2022	Management	1	Authorize Board to Fix Remuneration of the Auditors	For
Spark New Zealand Ltd.	Annual	04 Nov 2022	Management	2	Elect Gordon MacLeod as Director	For
Spark New Zealand Ltd.	Annual	04 Nov 2022	Management	3	Elect Sheridan Broadbent as Director	For
Spark New Zealand Ltd.	Annual	04 Nov 2022	Management	4	Elect Warwick Bray as Director	For
Spark New Zealand Ltd.	Annual	04 Nov 2022	Management	5	Elect Justine Smyth as Director	For
Spark New Zealand Ltd.	Annual	04 Nov 2022	Management	6	Elect Jolie Hodson as Director	For
Automatic Data Processing, Inc.	Annual	09 Nov 2022	Management	1a	Elect Director Peter Bisson	For
Automatic Data Processing, Inc.	Annual	09 Nov 2022	Management	1b	Elect Director David V. Goeckeler	For
Automatic Data Processing, Inc.	Annual	09 Nov 2022	Management	1c	Elect Director Linnie M. Haynesworth	For
Automatic Data Processing, Inc.	Annual	09 Nov 2022	Management	1d	Elect Director John P. Jones	For
Automatic Data Processing, Inc.	Annual	09 Nov 2022	Management	1e	Elect Director Francine S. Katsoudas	For



Company	Type	Date	Proponent	Prop No.	Proposal Text	Instruction
Automatic Data Processing, Inc.	Annual	09 Nov 2022	Management	1f	Elect Director Nazzic S. Keene	For
Automatic Data Processing, Inc.	Annual	09 Nov 2022	Management	1g	Elect Director Thomas J. Lynch	For
Automatic Data Processing, Inc.	Annual	09 Nov 2022	Management	1h	Elect Director Scott F. Powers	For
Automatic Data Processing, Inc.	Annual	09 Nov 2022	Management	1i	Elect Director William J. Ready	For
Automatic Data Processing, Inc.	Annual	09 Nov 2022	Management	1j	Elect Director Carlos A. Rodriguez	For
Automatic Data Processing, Inc.	Annual	09 Nov 2022	Management	1k	Elect Director Sandra S. Wijnberg	Against
Automatic Data Processing, Inc.	Annual	09 Nov 2022	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Automatic Data Processing, Inc.	Annual	09 Nov 2022	Management	3	Ratify Deloitte & Touche LLP as Auditors	For
Automatic Data Processing, Inc.	Annual	09 Nov 2022	Management	4	Amend Qualified Employee Stock Purchase Plan	For
Pernod Ricard SA	Annual	10 Nov 2022	Management	1	Approve Financial Statements and Statutory Reports	For
Pernod Ricard SA	Annual	10 Nov 2022	Management	2	Approve Consolidated Financial Statements and Statutory Reports	For
Pernod Ricard SA	Annual	10 Nov 2022	Management	3	Approve Allocation of Income and Dividends of EUR 4.12 per Share	For
Pernod Ricard SA	Annual	10 Nov 2022	Management	4	Reelect Patricia Barbizet as Director	For
Pernod Ricard SA	Annual	10 Nov 2022	Management	5	Reelect Ian Gallienne as Director	For
Pernod Ricard SA	Annual	10 Nov 2022	Management	6	Renew Appointment of KPMG SA as Auditor	For
Pernod Ricard SA	Annual	10 Nov 2022	Management	7	Acknowledge End of Mandate of Salustro Reydel as Alternate Auditor and Decision Not to Replace and Renew	For
Pernod Ricard SA	Annual	10 Nov 2022	Management	8	Approve Compensation of Alexandre Ricard, Chairman and CEO	Against
Pernod Ricard SA	Annual	10 Nov 2022	Management	9	Approve Remuneration Policy of Alexandre Ricard, Chairman and CEO	Against
Pernod Ricard SA	Annual	10 Nov 2022	Management	10	Approve Compensation Report of Corporate Officers	For
Pernod Ricard SA	Annual	10 Nov 2022	Management	11	Approve Remuneration Policy of Corporate Officers	For
Pernod Ricard SA	Annual	10 Nov 2022	Management	12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For
Pernod Ricard SA	Annual	10 Nov 2022	Management	13	Approve Auditors' Special Report on Related-Party Transactions	For
Pernod Ricard SA	Annual	10 Nov 2022	Management	14	Authorize Filing of Required Documents/Other Formalities	For
ResMed Inc.	Annual	16 Nov 2022	Management	1a	Elect Director Carol Burt	Against
ResMed Inc.	Annual	16 Nov 2022	Management	1b	Elect Director Jan De Witte	For
ResMed Inc.	Annual	16 Nov 2022	Management	1c	Elect Director Karen Drexler	For
ResMed Inc.	Annual	16 Nov 2022	Management	1d	Elect Director Michael 'Mick' Farrell	For
ResMed Inc.	Annual	16 Nov 2022	Management	1e	Elect Director Peter Farrell	For
ResMed Inc.	Annual	16 Nov 2022	Management	1f	Elect Director Harjit Gill	For
ResMed Inc.	Annual	16 Nov 2022	Management	1g	Elect Director John Hernandez	For
ResMed Inc.	Annual	16 Nov 2022	Management	1h	Elect Director Richard Sulpizio	Against

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

Company	Type	Date	Proponent	Prop No.	Proposal Text	Instruction
ResMed Inc.	Annual	16 Nov 2022	Management	1i	Elect Director Desney Tan	For
ResMed Inc.	Annual	16 Nov 2022	Management	1j	Elect Director Ronald Taylor	For
ResMed Inc.	Annual	16 Nov 2022	Management	2	Ratify KPMG LLP as Auditors	For
ResMed Inc.	Annual	16 Nov 2022	Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Sonic Healthcare Limited	Annual	17 Nov 2022	Management	1	Elect Christine Bennett as Director	For
Sonic Healthcare Limited	Annual	17 Nov 2022	Management	2	Elect Katharine Giles as Director	For
Sonic Healthcare Limited	Annual	17 Nov 2022	Management	3	Approve Remuneration Report	Against
Sonic Healthcare Limited	Annual	17 Nov 2022	Management	4	Approve Grant of Options and Performance Rights to Colin Goldschmidt	Against
Sonic Healthcare Limited	Annual	17 Nov 2022	Management	5	Approve Grant of Options and Performance Rights to Chris Wilks	Against
The Estee Lauder Companies Inc.	Annual	18 Nov 2022	Management	1a	Elect Director Ronald S. Lauder	For
The Estee Lauder Companies Inc.	Annual	18 Nov 2022	Management	1b	Elect Director William P. Lauder	Withhold
The Estee Lauder Companies Inc.	Annual	18 Nov 2022	Management	1c	Elect Director Richard D. Parsons	For
The Estee Lauder Companies Inc.	Annual	18 Nov 2022	Management	1d	Elect Director Lynn Forester de Rothschild	For
The Estee Lauder Companies Inc.	Annual	18 Nov 2022	Management	1e	Elect Director Jennifer Tejada	For
The Estee Lauder Companies Inc.	Annual	18 Nov 2022	Management	1f	Elect Director Richard F. Zannino	For
The Estee Lauder Companies Inc.	Annual	18 Nov 2022	Management	2	Ratify PricewaterhouseCoopers LLP as Auditors	For
The Estee Lauder Companies Inc.	Annual	18 Nov 2022	Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
CVS Group Plc	Annual	23 Nov 2022	Management	1	Accept Financial Statements and Statutory Reports	For
CVS Group Plc	Annual	23 Nov 2022	Management	2	Approve Remuneration Report	For
CVS Group Plc	Annual	23 Nov 2022	Management	3	Approve Final Dividend	For
CVS Group Plc	Annual	23 Nov 2022	Management	4	Re-elect Richard Connell as Director	For
CVS Group Plc	Annual	23 Nov 2022	Management	5	Re-elect David Wilton as Director	For
CVS Group Plc	Annual	23 Nov 2022	Management	6	Re-elect Deborah Kemp as Director	For
CVS Group Plc	Annual	23 Nov 2022	Management	7	Re-elect Richard Gray as Director	For
CVS Group Plc	Annual	23 Nov 2022	Management	8	Re-elect Richard Fairman as Director	For
CVS Group Plc	Annual	23 Nov 2022	Management	9	Re-elect Ben Jacklin as Director	For
CVS Group Plc	Annual	23 Nov 2022	Management	10	Re-elect Robin Alfonso as Director	For
CVS Group Plc	Annual	23 Nov 2022	Management	11	Reappoint Deloitte LLP as Auditors	For
CVS Group Plc	Annual	23 Nov 2022	Management	12	Authorise the Audit Committee to Fix Remuneration of Auditors	For
CVS Group Plc	Annual	23 Nov 2022	Management	13	Authorise Issue of Equity	For
CVS Group Plc	Annual	23 Nov 2022	Management	14	Approve Acquisition of The Harrogate Vet Limited	For
CVS Group Plc	Annual	23 Nov 2022	Management	15	Authorise Issue of Equity without Pre-emptive Rights	For

Company	Type	Date	Proponent	Prop No.	Proposal Text	Instruction
CVS Group Plc	Annual	23 Nov 2022	Management	16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
CVS Group Plc	Annual	23 Nov 2022	Management	17	Authorise Market Purchase of Ordinary Shares	For
CVS Group Plc	Annual	23 Nov 2022	Management	18	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Genus Plc	Annual	23 Nov 2022	Management	1	Accept Financial Statements and Statutory Reports	For
Genus Plc	Annual	23 Nov 2022	Management	2	Approve Remuneration Report	For
Genus Plc	Annual	23 Nov 2022	Management	3	Approve Remuneration Policy	For
Genus Plc	Annual	23 Nov 2022	Management	4	Approve Final Dividend	For
Genus Plc	Annual	23 Nov 2022	Management	5	Re-elect Iain Ferguson as Director	For
Genus Plc	Annual	23 Nov 2022	Management	6	Re-elect Stephen Wilson as Director	For
Genus Plc	Annual	23 Nov 2022	Management	7	Re-elect Alison Henriksen as Director	For
Genus Plc	Annual	23 Nov 2022	Management	8	Re-elect Lysanne Gray as Director	For
Genus Plc	Annual	23 Nov 2022	Management	9	Re-elect Lykele van der Broek as Director	For
Genus Plc	Annual	23 Nov 2022	Management	10	Re-elect Lesley Knox as Director	For
Genus Plc	Annual	23 Nov 2022	Management	11	Re-elect Jason Chin as Director	For
Genus Plc	Annual	23 Nov 2022	Management	12	Reappoint Deloitte LLP as Auditors	For
Genus Plc	Annual	23 Nov 2022	Management	13	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For
Genus Plc	Annual	23 Nov 2022	Management	14	Authorise Issue of Equity	For
Genus Plc	Annual	23 Nov 2022	Management	15	Authorise Issue of Equity without Pre-emptive Rights	For
Genus Plc	Annual	23 Nov 2022	Management	16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
Genus Plc	Annual	23 Nov 2022	Management	17	Authorise Market Purchase of Ordinary Shares	For
Genus Plc	Annual	23 Nov 2022	Management	18	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
AVEVA Group Plc	Special	25 Nov 2022	Management	1	Approve Matters Relating to the Recommended Cash Acquisition of AVEVA Group plc by Ascot Acquisition Holdings Limited	For
AVEVA Group Plc	Court	25 Nov 2022	Management	1	Approve Scheme of Arrangement	For
The PRS REIT Plc	Annual	28 Nov 2022	Management	1	Accept Financial Statements and Statutory Reports	For
The PRS REIT Plc	Annual	28 Nov 2022	Management	2	Approve Remuneration Report	For
The PRS REIT Plc	Annual	28 Nov 2022	Management	3	Re-elect Stephen Smith as Director	For
The PRS REIT Plc	Annual	28 Nov 2022	Management	4	Re-elect Steffan Francis as Director	For
The PRS REIT Plc	Annual	28 Nov 2022	Management	5	Re-elect Roderick MacRae as Director	For
The PRS REIT Plc	Annual	28 Nov 2022	Management	6	Re-elect Geeta Nanda as Director	For
The PRS REIT Plc	Annual	28 Nov 2022	Management	7	Re-elect Jim Prower as Director	For
The PRS REIT Plc	Annual	28 Nov 2022	Management	8	Reappoint RSM UK Audit LLP as Auditors	For
The PRS REIT Plc	Annual	28 Nov 2022	Management	9	Authorise the Audit Committee to Fix Remuneration of Auditors	For
The PRS REIT Plc	Annual	28 Nov 2022	Management	10	Approve Dividend Policy	For
The PRS REIT Plc	Annual	28 Nov 2022	Management	11	Authorise Issue of Equity	For
The PRS REIT Plc	Annual	28 Nov 2022	Management	12	Authorise Issue of Equity without Pre-emptive Rights	For

Company	Type	Date	Proponent	Prop No.	Proposal Text	Instruction
The PRS REIT Plc	Annual	28 Nov 2022	Management	13	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
The PRS REIT Plc	Annual	28 Nov 2022	Management	14	Authorise Market Purchase of Ordinary Shares	For
The PRS REIT Plc	Annual	28 Nov 2022	Management	15	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Bluefield Solar Income Fund Limited	Annual	29 Nov 2022	Management	1	Accept Financial Statements and Statutory Reports	For
Bluefield Solar Income Fund Limited	Annual	29 Nov 2022	Management	2	Approve Remuneration Report	For
Bluefield Solar Income Fund Limited	Annual	29 Nov 2022	Management	3	Approve Increase in the Aggregate Remuneration of Directors	For
Bluefield Solar Income Fund Limited	Annual	29 Nov 2022	Management	4	Re-elect Elizabeth Burne as Director	For
Bluefield Solar Income Fund Limited	Annual	29 Nov 2022	Management	5	Re-elect Meriel Lenfestey as Director	For
Bluefield Solar Income Fund Limited	Annual	29 Nov 2022	Management	6	Re-elect Paul Le Page as Director	For
Bluefield Solar Income Fund Limited	Annual	29 Nov 2022	Management	7	Re-elect John Rennocks as Director	Against
Bluefield Solar Income Fund Limited	Annual	29 Nov 2022	Management	8	Re-elect John Scott as Director	For
Bluefield Solar Income Fund Limited	Annual	29 Nov 2022	Management	9	Elect Michael Gibbons as Director	For
Bluefield Solar Income Fund Limited	Annual	29 Nov 2022	Management	10	Ratify KPMG Channel Islands Limited as Auditors	For
Bluefield Solar Income Fund Limited	Annual	29 Nov 2022	Management	11	Authorise Board to Fix Remuneration of Auditors	For
Bluefield Solar Income Fund Limited	Annual	29 Nov 2022	Management	12	Approve Stock Dividend Program	For
Bluefield Solar Income Fund Limited	Annual	29 Nov 2022	Management	13	Approve Interim Dividends	For
Bluefield Solar Income Fund Limited	Annual	29 Nov 2022	Management	14	Authorise Market Purchase of Ordinary Shares	For
Bluefield Solar Income Fund Limited	Annual	29 Nov 2022	Management	15	Authorise Issue of Equity without Pre-emptive Rights	For
Bluefield Solar Income Fund Limited	Annual	29 Nov 2022	Management	16	Authorise Issue of Equity without Pre-emptive Rights (Additional Authority)	For
Bluefield Solar Income Fund Limited	Annual	29 Nov 2022	Management	17	Adopt New Articles of Incorporation	For
CT Property Trust Limited	Annual	29 Nov 2022	Management	1	Accept Financial Statements and Statutory Reports	For
CT Property Trust Limited	Annual	29 Nov 2022	Management	2	Approve Remuneration Report	For
CT Property Trust Limited	Annual	29 Nov 2022	Management	3	Approve Dividend Policy	For
CT Property Trust Limited	Annual	29 Nov 2022	Management	4	Re-elect David Ross as Director	For
CT Property Trust Limited	Annual	29 Nov 2022	Management	5	Re-elect Mark Carpenter as Director	For

Company	Type	Date	Proponent	Prop No.	Proposal Text	Instruction
CT Property Trust Limited	Annual	29 Nov 2022	Management	6	Re-elect Alexa Henderson as Director	For
CT Property Trust Limited	Annual	29 Nov 2022	Management	7	Ratify PricewaterhouseCoopers CI LLP as Auditors	For
CT Property Trust Limited	Annual	29 Nov 2022	Management	8	Authorise Board to Fix Remuneration of Auditors	For
CT Property Trust Limited	Annual	29 Nov 2022	Management	9	Authorise Issue of Equity without Pre-emptive Rights	For
CT Property Trust Limited	Annual	29 Nov 2022	Management	10	Authorise Market Purchase of Ordinary Shares	For
Ferguson Plc	Annual	30 Nov 2022	Management	1	Accept Financial Statements and Statutory Reports	For
Ferguson Plc	Annual	30 Nov 2022	Management	2	Approve Final Dividend	For
Ferguson Plc	Annual	30 Nov 2022	Management	3.1	Re-elect Kelly Baker as Director	Against
Ferguson Plc	Annual	30 Nov 2022	Management	3.2	Re-elect Bill Brundage as Director	For
Ferguson Plc	Annual	30 Nov 2022	Management	3.3	Re-elect Geoff Drabble as Director	Against
Ferguson Plc	Annual	30 Nov 2022	Management	3.4	Re-elect Catherine Halligan as Director	For
Ferguson Plc	Annual	30 Nov 2022	Management	3.5	Re-elect Brian May as Director	For
Ferguson Plc	Annual	30 Nov 2022	Management	3.6	Re-elect Kevin Murphy as Director	For
Ferguson Plc	Annual	30 Nov 2022	Management	3.7	Re-elect Alan Murray as Director	For
Ferguson Plc	Annual	30 Nov 2022	Management	3.8	Re-elect Tom Schmitt as Director	For
Ferguson Plc	Annual	30 Nov 2022	Management	3.9	Re-elect Nadia Shouraboura as Director	For
Ferguson Plc	Annual	30 Nov 2022	Management	3.10	Re-elect Suzanne Wood as Director	For
Ferguson Plc	Annual	30 Nov 2022	Management	4	Reappoint Deloitte LLP as Auditors	For
Ferguson Plc	Annual	30 Nov 2022	Management	5	Authorise the Audit Committee to Fix Remuneration of Auditors	For
Ferguson Plc	Annual	30 Nov 2022	Management	6	Authorise UK Political Donations and Expenditure	For
Ferguson Plc	Annual	30 Nov 2022	Management	7	Authorise Issue of Equity	For
Ferguson Plc	Annual	30 Nov 2022	Management	8	Approve Non-Employee Director Incentive Plan	For
Ferguson Plc	Annual	30 Nov 2022	Management	9	Authorise Issue of Equity without Pre-emptive Rights	For
Ferguson Plc	Annual	30 Nov 2022	Management	10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
Ferguson Plc	Annual	30 Nov 2022	Management	11	Authorise Market Purchase of Ordinary Shares	For
Ferguson Plc	Annual	30 Nov 2022	Management	12	Adopt New Articles of Association	For
Target Healthcare REIT Plc	Annual	06 Dec 2022	Management	1	Accept Financial Statements and Statutory Reports	For
Target Healthcare REIT Plc	Annual	06 Dec 2022	Management	2	Approve Remuneration Policy	For
Target Healthcare REIT Plc	Annual	06 Dec 2022	Management	3	Approve Remuneration Report	For
Target Healthcare REIT Plc	Annual	06 Dec 2022	Management	4	Approve Company's Dividend Policy	For
Target Healthcare REIT Plc	Annual	06 Dec 2022	Management	5	Reappoint Ernst & Young LLP as Auditors	For
Target Healthcare REIT Plc	Annual	06 Dec 2022	Management	6	Authorise Board to Fix Remuneration of Auditors	For
Target Healthcare REIT Plc	Annual	06 Dec 2022	Management	7	Elect Amanda Thompsell as Director	For
Target Healthcare REIT Plc	Annual	06 Dec 2022	Management	8	Elect Richard Cotton as Director	For
Target Healthcare REIT Plc	Annual	06 Dec 2022	Management	9	Re-elect Alison Fyfe as Director	For
Target Healthcare REIT Plc	Annual	06 Dec 2022	Management	10	Re-elect Vince Niblett as Director	For
Target Healthcare REIT Plc	Annual	06 Dec 2022	Management	11	Approve Continuation of Company as Investment Trust	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

Company	Type	Date	Proponent	Prop No.	Proposal Text	Instruction
Target Healthcare REIT Plc	Annual	06 Dec 2022	Management	12	Authorise Issue of Equity	For
Target Healthcare REIT Plc	Annual	06 Dec 2022	Management	13	Authorise Issue of Equity without Pre-emptive Rights	For
Target Healthcare REIT Plc	Annual	06 Dec 2022	Management	14	Authorise Market Purchase of Ordinary Shares	For
Target Healthcare REIT Plc	Annual	06 Dec 2022	Management	15	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Cisco Systems, Inc.	Annual	08 Dec 2022	Management	1a	Elect Director M. Michele Burns	For
Cisco Systems, Inc.	Annual	08 Dec 2022	Management	1b	Elect Director Wesley G. Bush	For
Cisco Systems, Inc.	Annual	08 Dec 2022	Management	1c	Elect Director Michael D. Capellas	For
Cisco Systems, Inc.	Annual	08 Dec 2022	Management	1d	Elect Director Mark Garrett	Against
Cisco Systems, Inc.	Annual	08 Dec 2022	Management	1e	Elect Director John D. Harris, II	For
Cisco Systems, Inc.	Annual	08 Dec 2022	Management	1f	Elect Director Kristina M. Johnson	For
Cisco Systems, Inc.	Annual	08 Dec 2022	Management	1g	Elect Director Roderick C. McGeary	Against
Cisco Systems, Inc.	Annual	08 Dec 2022	Management	1h	Elect Director Sarah Rae Murphy	For
Cisco Systems, Inc.	Annual	08 Dec 2022	Management	1i	Elect Director Charles H. Robbins	Against
Cisco Systems, Inc.	Annual	08 Dec 2022	Management	1j	Elect Director Brenton L. Saunders	For
Cisco Systems, Inc.	Annual	08 Dec 2022	Management	1k	Elect Director Lisa T. Su	For
Cisco Systems, Inc.	Annual	08 Dec 2022	Management	1l	Elect Director Marianna Tessel	For
Cisco Systems, Inc.	Annual	08 Dec 2022	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Cisco Systems, Inc.	Annual	08 Dec 2022	Management	3	Ratify PricewaterhouseCoopers LLP as Auditors	For
Cisco Systems, Inc.	Annual	08 Dec 2022	Shareholder	4	Report on Tax Transparency Set Forth in the Global Reporting Initiative's Tax Standard	For
Medtronic Plc	Annual	08 Dec 2022	Management	1a	Elect Director Richard H. Anderson	For
Medtronic Plc	Annual	08 Dec 2022	Management	1b	Elect Director Craig Arnold	For
Medtronic Plc	Annual	08 Dec 2022	Management	1c	Elect Director Scott C. Donnelly	For
Medtronic Plc	Annual	08 Dec 2022	Management	1d	Elect Director Lidia L. Fonseca	For
Medtronic Plc	Annual	08 Dec 2022	Management	1e	Elect Director Andrea J. Goldsmith	For
Medtronic Plc	Annual	08 Dec 2022	Management	1f	Elect Director Randall J. Hogan, III	For
Medtronic Plc	Annual	08 Dec 2022	Management	1g	Elect Director Kevin E. Lofton	For
Medtronic Plc	Annual	08 Dec 2022	Management	1h	Elect Director Geoffrey S. Martha	Against
Medtronic Plc	Annual	08 Dec 2022	Management	1i	Elect Director Elizabeth G. Nabel	For
Medtronic Plc	Annual	08 Dec 2022	Management	1j	Elect Director Denise M. O'Leary	For
Medtronic Plc	Annual	08 Dec 2022	Management	1k	Elect Director Kendall J. Powell	For
Medtronic Plc	Annual	08 Dec 2022	Management	2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For
Medtronic Plc	Annual	08 Dec 2022	Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Medtronic Plc	Annual	08 Dec 2022	Management	4	Renew the Board's Authority to Issue Shares Under Irish Law	For
Medtronic Plc	Annual	08 Dec 2022	Management	5	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	For
Medtronic Plc	Annual	08 Dec 2022	Management	6	Authorize Overseas Market Purchases of Ordinary Shares	For
Microsoft Corporation	Annual	13 Dec 2022	Management	1.1	Elect Director Reid G. Hoffman	For

Company	Type	Date	Proponent	Prop No.	Proposal Text	Instruction
Microsoft Corporation	Annual	13 Dec 2022	Management	1.2	Elect Director Hugh F. Johnston	Against
Microsoft Corporation	Annual	13 Dec 2022	Management	1.3	Elect Director Teri L. List	For
Microsoft Corporation	Annual	13 Dec 2022	Management	1.4	Elect Director Satya Nadella	Against
Microsoft Corporation	Annual	13 Dec 2022	Management	1.5	Elect Director Sandra E. Peterson	Against
Microsoft Corporation	Annual	13 Dec 2022	Management	1.6	Elect Director Penny S. Pritzker	For
Microsoft Corporation	Annual	13 Dec 2022	Management	1.7	Elect Director Carlos A. Rodriguez	For
Microsoft Corporation	Annual	13 Dec 2022	Management	1.8	Elect Director Charles W. Scharf	For
Microsoft Corporation	Annual	13 Dec 2022	Management	1.9	Elect Director John W. Stanton	For
Microsoft Corporation	Annual	13 Dec 2022	Management	1.10	Elect Director John W. Thompson	For
Microsoft Corporation	Annual	13 Dec 2022	Management	1.11	Elect Director Emma N. Walmsley	For
Microsoft Corporation	Annual	13 Dec 2022	Management	1.12	Elect Director Padmasree Warrior	For
Microsoft Corporation	Annual	13 Dec 2022	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Microsoft Corporation	Annual	13 Dec 2022	Management	3	Ratify Deloitte & Touche LLP as Auditors	For
Microsoft Corporation	Annual	13 Dec 2022	Shareholder	4	Report on Cost/Benefit Analysis of Diversity and Inclusion	Against
Microsoft Corporation	Annual	13 Dec 2022	Shareholder	5	Report on Hiring of Persons with Arrest or Incarceration Records	For
Microsoft Corporation	Annual	13 Dec 2022	Shareholder	6	Assess and Report on the Company's Retirement Funds' Management of Systemic Climate Risk	For
Microsoft Corporation	Annual	13 Dec 2022	Shareholder	7	Report on Government Use of Microsoft Technology	For
Microsoft Corporation	Annual	13 Dec 2022	Shareholder	8	Report on Development of Products for Military	For
Microsoft Corporation	Annual	13 Dec 2022	Shareholder	9	Report on Tax Transparency	For
Triodos SICAV II Triodos Microfinance Fund	Specia	19 Dec 2022	Management	1	Amend Article 18 Re: Class P Shareholders	Against
Triodos SICAV II Triodos Microfinance Fund	Special	19 Dec 2022	Management	2	Amend Article 28 Re: General Meeting of Shareholders	For
Triodos SICAV II Triodos Microfinance Fund	Special	19 Dec 2022	Management	3	Transact Other Business (Voting)	Against