

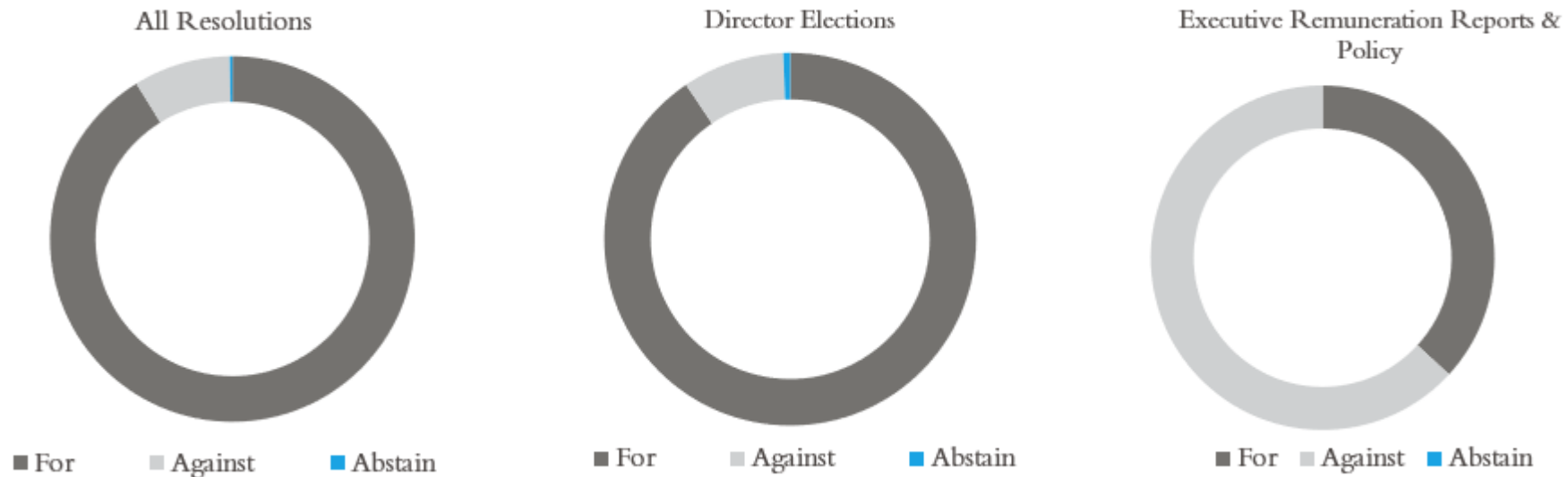
Q1 2021 VOTE REPORT

UK Votes	Total Votes	Percentage
For	188	96.41
Against	7	3.59
Abstain	0	0
Total	195	100
Global Votes (ex-UK)	Total Votes	Percentage
For	215	87.04
Against	31	12.55
Abstain	1	0.40
One year	0	0
Total	247	100

Headlines: CCLA aim 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 442 resolutions across 35 company meetings. We did not support management on 44 occasions, 10% of all resolution. In total 363 separate ballots were instructed across all accounts.

Disney has a recent history of poor shareholder support for its executive remuneration proposals. In 2021, 37% of shareholders voted against the named executive officers' compensation proposal. This compares to 46% in 2020, 41% in 2019 and a failed vote in 2018. Despite clear shareholder concern, there have been only limited changes to executive remuneration proposals at Disney in either structure or size.

This year, we were particularly concerned about Robert Iger's remuneration. In February 2020, he transitioned from CEO to executive chair, thereby taking a lesser role at the company. Despite the change of role, no adjustments were made to the structure or magnitude of his incentives. Given our ongoing remuneration concerns and the poor response to our own, and wider shareholder engagement, we voted against the remuneration report and against every member seeking re-election to the board's remuneration committee.



Section 2: Confirmed instructions: CCLA believe that it is in our clients' best interests for it to seek 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. During the period we were unable to vote at Seimens AG as the holding was in an omnibus account.

Section 3: CCLA Vote History Summary

Vote reports are produced by ISS against a bespoke template. For the year-to-date by following the CCLA vote policy we did not support 15% of management proposal. During the same period, the ISS Standard Vote Report recommended against management on just 4.5% of the same proposals.

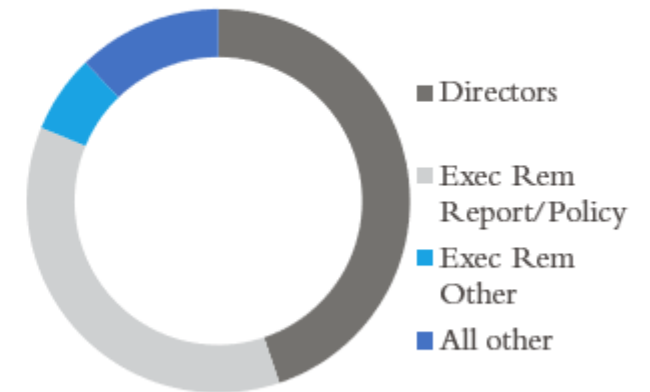
CCLA Votes on management proposals



ISS Votes on management proposals



CCLA votes against management by theme



	Q2 2020	Q3 2020	Q4 2020	Q1 2021	Last 12 months
Total meeting	107	29	30	35	201
Total proposals	1623	400	271	442	2736

	Q2 2020		Q3 2020		Q4 2020		Q1 2021		Last 12 months	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
All Resolutions										
For	1360	83.8	341	85.25	241	88.93	403	91.18	2345	85.71
Against	201	12.38	52	13	24	8.86	38	8.60	315	11.51
Abstain	62	3.82	7	1.75	6	2.21	1	0.23	76	2.78
Total	1623	100	400	100	271	100	442	100.00	2736	100.00
Executive Remuneration Reports and Policy										
For	19	16.52	6	23.08	6	37.5	7	36.84	38	21.59
Against	87	75.65	18	69.23	10	62.5	12	63.16	127	72.16
Abstain	9	7.83	2	7.69	0	0	0	0.00	11	6.25
Total	115	100	26	100	16	100	19	100.00	176	100.00
Director Election										
For	681	84.91	127	86.39	97	88.18	153	90.53	1058	86.16
Against	81	10.1	15	10.2	10	9.09	15	8.88	121	9.85
Abstain	40	4.99	5	3.4	3	2.73	1	0.59	49	3.99
Total	802	100	147	100	110	100	169	100.00	1228	100.00
Shareholder resolutions										
For	56	88.89	2	100	2	50	7	87.50	67	87.01
Against	1	1.59	0	0	0	0	1	12.50	2	2.60
Abstain	6	9.52	0	0	2	50	0	0.00	8	10.39
Total	63	100	2	100	4	100	8	100.00	77	100.00

Key: AGAINST Votes include withhold votes.

Other include frequency of say when on pay votes.

Section 4: Key Votes: The following three subsections set out a brief rationale for key votes. These are: votes outside our standard inhouse policy, votes against management recommendations and shareholder resolutions. The Ethical & Responsible Investment 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 4a: Votes Outside Policy: During the quarter CCLA voted outside its standard policy only once. This details of this along with a brief overview of the rationale for the vote is set out below. The Standard Operating Procedures require all votes outside our standard policy to be approved by the head of Ethical & responsible Investment.

Company Name	Meeting Type	Meeting Date	No	Proposal Text	Policy	Instruction	Rationale
RWS Holdings Plc	Annual	10-Feb-21	4	Re-elect Andrew Brode as Director	Abstain	For	The company has responded positively to previous engagement on governance issues including the re-formation of the audit committee. Given the recent changes and our ongoing engagement with the company it was considered appropriate to mitigate the vote this year.

Section 4b: All votes against management: CCLA did not support management on 44 occasions during the period (both management and shareholder proposals). We consider votes against the managements recommended position to be significant. The table below set out an overview of our rationale for not supporting the management position in each case.

Company	Type	Date	Proponent	Prop No.	Proposal Text	Instruction	Rationale
Diploma Plc	Annual	20-Jan-21	Management	6	Re-elect Andy Smith as Director	Against	[D13] Responsible for oversight of remuneration which does not comply with CIG Global approach
Diploma Plc	Annual	20-Jan-21	Management	11	Approve Remuneration Report	Against	[R01] [R04] Remuneration schemes should not breach local good practice Breaches local good practice. Non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes. Failure to disclose use of non-financials as a determinant of remuneration does not comply with CCLA's global approach
Visa Inc.	Annual	26-Jan-21	Management	1d	Elect Director Alfred F. Kelly, Jr.	Against	[D09] Chair/CEO: no intention to separate.
Visa Inc.	Annual	26-Jan-21	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	[R02] [R04] [R05] 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 CCLA's Global approach. Concerns over multiples of salary
Visa Inc.	Annual	26-Jan-21	Shareholder	6	Provide Right to Act by Written Consent	For	Enhancement to shareholder rights and no one shareholder can abuse the process for their own gain.

Company	Type	Date	Proponent	Prop No.	Proposal Text	Instruction	Rationale
Visa Inc.	Annual	26-Jan-21	Shareholder	7	Amend Principles of Executive Compensation Program	For	Proposal raises important questions on executive pay. The use of a remuneration ratio can address both remuneration and inequality issues.
Rockwell Automation, Inc.	Annual	2-Feb-21	Management	A5	Elect Director Lisa A. Payne	Withhold	[D13] Responsible for oversight of remuneration which does not comply with CIG Global approach
Rockwell Automation, Inc.	Annual	2-Feb-21	Management	B	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	[R02] [R04] [R05] 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 CCLA's Global approach. Concerns over multiples of salary.
Accenture plc	Annual	3-Feb-21	Management	1c	Elect Director Nancy McKinstry	Against	[D13] Responsible for oversight of remuneration which does not comply with CIG Global approach
Accenture plc	Annual	3-Feb-21	Management	1h	Elect Director David Rowland	Against	[D10] Executive chairman and no indication of temporary position
Accenture plc	Annual	3-Feb-21	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	[R02] [R04] [R05] 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 CCLA's Global approach. Concerns over multiples of salary.
Siemens AG	Annual	3-Feb-21	Shareholder	10	Amend Articles Re: Allow Shareholder Questions during the Virtual Meeting	For	[RF007] A vote FOR this proposal is warranted because the proposed article amendment would have a positive impact on shareholder rights.
RWS Holdings Plc	Annual	10-Feb-21	Management	2	Approve Remuneration Report	Against	[R01] [R04] Remuneration schemes should not breach local good practice. Non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes. Failure to disclose use of non-financials as a determinant of remuneration does not comply with CCLA's Global approach
Novartis AG	Annual	2-Mar-21	Management	6.3	Approve Remuneration Report	Against	[R02] [R05] Annual bonus scheme does not comply with CCLA's Global approach. Concerns over multiples of salary
Novartis AG	Annual	2-Mar-21	Management	7.5	Reelect Elizabeth Doherty as Director	Against	[D19] Concerns - audit independence
Novartis AG	Annual	2-Mar-21	Management	12	Transact Other Business (Voting)	Against	[G00] The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.

Company	Type	Date	Proponent	Prop No.	Proposal Text	Instruction	Rationale
JLEN Environmental Assets Group Ltd.	Special	8-Mar-21	Management	1	Approve Changes to the Company's Investment Policy	Against	Investment team decision. The company management was not deemed qualified to manage the fund in accordance with the requirements of the proposed policy.
The Walt Disney Company	Annual	9-Mar-21	Management	1b	Elect Director Mary T. Barra	Against	[D13] Responsible for oversight of remuneration which does not comply with CCLA's Global approach
The Walt Disney Company	Annual	9-Mar-21	Management	1c	Elect Director Safra A. Catz	Against	[D20] Concerns - audit independence
The Walt Disney Company	Annual	9-Mar-21	Management	1g	Elect Director Robert A. Iger	Abstain	[D10] Executive chairman and no indication of temporary position
The Walt Disney Company	Annual	9-Mar-21	Management	1h	Elect Director Maria Elena Lagomasino	Against	[D13] Responsible for oversight of remuneration which does not comply with CCLA's Global approach
The Walt Disney Company	Annual	9-Mar-21	Management	1i	Elect Director Mark G. Parker	Against	[D13] Responsible for oversight of remuneration which does not comply with CCLA's Global approach
The Walt Disney Company	Annual	9-Mar-21	Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	[R01] [R02] [R05] Remuneration schemes should not breach local good practice, breaches local good practice. Annual bonus scheme does not comply with CCLA's Global approach. Concerns over multiples of salary
The Walt Disney Company	Annual	9-Mar-21	Shareholder	4	Report on Lobbying Payments and Policy	For	[SH00] The provision of a report on these matters is seen as an enhancement to shareholders understanding of the company's role in these matters.
The Walt Disney Company	Annual	9-Mar-21	Shareholder	5	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	For	The inclusion of such a candidate on the list will serve to increase diversity and inclusion.
Agilent Technologies, Inc.	Annual	17-Mar-21	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	[R02] [R04] [R05] CCLA's members should challenge the bonus culture 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 CCLA's Global approach. Concerns over multiples of salary
Safestore Holdings Plc	Annual	17-Mar-21	Management	7	Re-elect David Hearn as Director	Against	[D15] Board does not contain 40% gender diversity[W09] Concerns over sub-board level gender diversity
Safestore Holdings Plc	Annual	17-Mar-21	Management	14	Authorise EU Political Donations and Expenditure	Against	[G01] Concerns over level of political donations.
Starbucks Corporation	Annual	17-Mar-21	Management	1d	Elect Director Mary N. Dillon	Against	[D13] Responsible for oversight of remuneration which does not

Company	Type	Date	Proponent	Prop No.	Proposal Text	Instruction	Rationale
							comply with CIG Global approach
Starbucks Corporation	Annual	17-Mar-21	Management	1f	Elect Director Mellody Hobson	Against	[D20] Concerns - audit independence
Starbucks Corporation	Annual	17-Mar-21	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	[R02] [R04] [R05] 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 CCLA's Global approach. Concerns over multiples of salary
Starbucks Corporation	Annual	17-Mar-21	Shareholder	4	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	For	The inclusion of such a candidate on the list will serve to increase diversity and inclusion.
SGS SA	Annual	23-Mar-21	Management	1.2	Approve Remuneration Report (Non-Binding)	Against	[R05] Concerns over multiples of salary
SGS SA	Annual	23-Mar-21	Management	4.1e	Reelect Shelby du Pasquier as Director	Against	[D13] Responsible for oversight of remuneration which does not comply with CCLA's Global approach
SGS SA	Annual	23-Mar-21	Management	4.3.1	Reappoint Ian Gallienne as Member of the Compensation Committee	Against	[D02] Concerns over director independence
SGS SA	Annual	23-Mar-21	Management	4.3.2	Reappoint Shelby du Pasquier as Member of the Compensation Committee	Against	[D13] Responsible for oversight of remuneration which does not comply with CCLA's Global approach [D02] Concerns over director independence
SGS SA	Annual	23-Mar-21	Management	5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 3.1 Million	Against	[R05] Concerns over multiples of salary
SGS SA	Annual	23-Mar-21	Management	5.4	Approve Long Term Incentive Plan for Executive Committee in the Amount of CHF 26 Million	Against	[R05] Concerns over multiples of salary
SGS SA	Annual	23-Mar-21	Management	8	Transact Other Business (Voting)	Against	[G00] A vote AGAINST is warranted because:- This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and- The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.

Company	Type	Date	Proponent	Prop No.	Proposal Text	Instruction	Rationale
Givaudan SA	Annual	25-Mar-21	Management	2	Approve Remuneration Report	Against	[R04] [R05] Non-financial as well as financial performance metrics should be incorporated into variable remuneration schemes. Failure to disclose use of non-financials as a determinant of remuneration does not comply with CCLA's Global approach. Concerns over multiples of salary
Givaudan SA	Annual	25-Mar-21	Management	5.1.2	Reelect Werner Bauer as Director	Against	[D13] Responsible for oversight of remuneration which does not comply with CIG Global approach
Givaudan SA	Annual	25-Mar-21	Management	5.2.1	Reappoint Werner Bauer as Member of the Compensation Committee	Against	[D13] Responsible for oversight of remuneration which does not comply with CCLA's Global approach
Givaudan SA	Annual	25-Mar-21	Management	7	Transact Other Business (Voting)	Against	[G00] A vote AGAINST is warranted because:- This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and- The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.
Beazley Plc	Annual	26-Mar-21	Management	2	Approve Remuneration Report	Against	[R02] [R03] Annual bonus scheme does not comply with CCLA's Global approach. Variable remuneration schemes should prioritise long-term over short-term performance. Balance of short-/long-term remuneration does not comply with CCLA's Global approach

Section 4c: Shareholder Resolutions: Shareholder resolution are considered a legitimate way of shareholder raising concerns with companies, especially if the company has not responded to engagement. Rather than adopting a set of guidelines for approaching such resolutions CCLA reviews each on a case-by-case basis.

Company	Type	Date	Proponent	Prop No.	Proposal Text	Instruction	Rationale
Visa Inc.	Annual	26-Jan-21	Shareholder	6	Provide Right to Act by Written Consent	For	Enhancement to shareholder rights and no one shareholder can abuse the process for their own gain.
Visa Inc.	Annual	26-Jan-21	Shareholder	7	Amend Principles of Executive Compensation Program	For	Proposal raises important questions on executive pay. The use of a remuneration ratio can address both remuneration and inequality issues.
Siemens AG	Annual	3-Feb-21	Shareholder	10	Amend Articles Re: Allow Shareholder Questions during the Virtual Meeting	For	[RF007] A vote FOR this proposal is warranted because the proposed article amendment would have a positive impact on shareholder rights.

Company	Type	Date	Proponent	Prop No.	Proposal Text	Instruction	Rationale
The Walt Disney Company	Annual	9-Mar-21	Shareholder	4	Report on Lobbying Payments and Policy	For	[SH00] The provision of a report on these matters is seen as an enhancement to shareholders understanding of the company's role in these matters.
The Walt Disney Company	Annual	9-Mar-21	Shareholder	5	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	For	The inclusion of such a candidate on the list will serve to increase diversity and inclusion.
Starbucks Corporation	Annual	17-Mar-21	Shareholder	4	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	For	The inclusion of such a candidate on the list will serve to increase diversity and inclusion.
Novo Nordisk A/S	Annual	25-Mar-21	Shareholder	8.7	Initiate Plan for Changed Ownership	Against	The proposal will impact on the company's ability to raise new capital for research and vaccines additionally if approved institutional shareholders' ability to influence the company with respect to fair price of medicines will be reduced.

Section 5: Full Vote Record

Company Name	Meeting Type	Meeting Date	No.	Proposal Text	Instruction
Primary Health Properties Plc	Special	4-Jan-21	1	Approve Matters Relating to the Acquisition by the Company of the Entire Issued Share	For
Primary Health Properties Plc	Special	4-Jan-21	2	Adopt New Articles of Association	For
Diploma Plc	Annual	20-Jan-21	1	Accept Financial Statements and Statutory Reports	For
Diploma Plc	Annual	20-Jan-21	2	Approve Final Dividend	For
Diploma Plc	Annual	20-Jan-21	3	Re-elect John Nicholas as Director	For
Diploma Plc	Annual	20-Jan-21	4	Re-elect Johnny Thomson as Director	For
Diploma Plc	Annual	20-Jan-21	5	Elect Barbara Gibbes as Director	For
Diploma Plc	Annual	20-Jan-21	6	Re-elect Andy Smith as Director	Against
Diploma Plc	Annual	20-Jan-21	7	Re-elect Anne Thorburn as Director	For
Diploma Plc	Annual	20-Jan-21	8	Elect Geraldine Huse as Director	For
Diploma Plc	Annual	20-Jan-21	9	Reappoint PricewaterhouseCoopers LLP as Auditors	For
Diploma Plc	Annual	20-Jan-21	10	Authorise Board to Fix Remuneration of Auditors	For
Diploma Plc	Annual	20-Jan-21	11	Approve Remuneration Report	Against
Diploma Plc	Annual	20-Jan-21	12	Authorise Issue of Equity	For
Diploma Plc	Annual	20-Jan-21	13	Authorise Issue of Equity without Pre-emptive Rights	For
Diploma Plc	Annual	20-Jan-21	14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or	For
Diploma Plc	Annual	20-Jan-21	15	Authorise Market Purchase of Ordinary Shares	For
Diploma Plc	Annual	20-Jan-21	16	Adopt New Articles of Association	For
Diploma Plc	Annual	20-Jan-21	17	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Visa Inc.	Annual	26-Jan-21	1a	Elect Director Lloyd A. Carney	For
Visa Inc.	Annual	26-Jan-21	1b	Elect Director Mary B. Cranston	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: Senator House, 85 Queen Victoria Street, London, EC4V 4ET.

Company Name	Meeting Type	Meeting Date	No.	Proposal Text	Instruction
Visa Inc.	Annual	26-Jan-21	1c	Elect Director Francisco Javier Fernandez-Carbajal	For
Visa Inc.	Annual	26-Jan-21	1d	Elect Director Alfred F. Kelly, Jr.	Against
Visa Inc.	Annual	26-Jan-21	1e	Elect Director Ramon Laguarta	For
Visa Inc.	Annual	26-Jan-21	1f	Elect Director John F. Lundgren	For
Visa Inc.	Annual	26-Jan-21	1g	Elect Director Robert W. Matschullat	For
Visa Inc.	Annual	26-Jan-21	1h	Elect Director Denise M. Morrison	For
Visa Inc.	Annual	26-Jan-21	1i	Elect Director Suzanne Nora Johnson	For
Visa Inc.	Annual	26-Jan-21	1j	Elect Director Linda J. Rendle	For
Visa Inc.	Annual	26-Jan-21	1k	Elect Director John A. C. Swainson	For
Visa Inc.	Annual	26-Jan-21	1l	Elect Director Maynard G. Webb, Jr.	For
Visa Inc.	Annual	26-Jan-21	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Visa Inc.	Annual	26-Jan-21	3	Ratify KPMG LLP as Auditors	For
Visa Inc.	Annual	26-Jan-21	4	Amend Omnibus Stock Plan	For
Visa Inc.	Annual	26-Jan-21	5	Provide Holders of At Least 15% Class A Common Stock Right to Call Special Meeting	For
Visa Inc.	Annual	26-Jan-21	6	Provide Right to Act by Written Consent	For
Visa Inc.	Annual	26-Jan-21	7	Amend Principles of Executive Compensation Program	For
Greencoat Renewables Plc	Special	28-Jan-21	1	Approve Migration of the Migrating Shares to Euroclear Bank's Central Securities Depository	For
Greencoat Renewables Plc	Special	28-Jan-21	2	Adopt New Articles of Association	For
Greencoat Renewables Plc	Special	28-Jan-21	3	Authorise Company to Take All Actions to Implement the Migration	For
Kerry Group Plc	Special	28-Jan-21	1	Approve Migration of the Participating Securities to Euroclear Bank's Central Securities	For
Kerry Group Plc	Special	28-Jan-21	2	Amend Articles of Association	For
Kerry Group Plc	Special	28-Jan-21	3	Authorise Company to Take All Actions to Implement the Migration	For
Autohome Inc.	Special	2-Feb-21	1	Approve Recapitalization Plan	For
Autohome Inc.	Special	2-Feb-21	2	Adopt New Memorandum of Association and Articles of Association	For
Rockwell Automation, Inc.	Annual	2-Feb-21	A1	Elect Director William P. Gipson	For
Rockwell Automation, Inc.	Annual	2-Feb-21	A2	Elect Director J. Phillip Holloman	For
Rockwell Automation, Inc.	Annual	2-Feb-21	A3	Elect Director Steven R. Kalmanson	For
Rockwell Automation, Inc.	Annual	2-Feb-21	A4	Elect Director Lawrence D. Kingsley	For
Rockwell Automation, Inc.	Annual	2-Feb-21	A5	Elect Director Lisa A. Payne	Withhold
Rockwell Automation, Inc.	Annual	2-Feb-21	B	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Rockwell Automation, Inc.	Annual	2-Feb-21	C	Ratify Deloitte & Touche LLP as Auditors	For
Accenture plc	Annual	3-Feb-21	1a	Elect Director Jaime Ardila	For
Accenture plc	Annual	3-Feb-21	1b	Elect Director Herbert Hainer	For
Accenture plc	Annual	3-Feb-21	1c	Elect Director Nancy McKinstry	Against
Accenture plc	Annual	3-Feb-21	1d	Elect Director Beth E. Mooney	For
Accenture plc	Annual	3-Feb-21	1e	Elect Director Gilles C. Pelisson	For
Accenture plc	Annual	3-Feb-21	1f	Elect Director Paula A. Price	For
Accenture plc	Annual	3-Feb-21	1g	Elect Director Venkata (Murthy) Renduchintala	For
Accenture plc	Annual	3-Feb-21	1h	Elect Director David Rowland	Against
Accenture plc	Annual	3-Feb-21	1i	Elect Director Arun Sarin	For
Accenture plc	Annual	3-Feb-21	1j	Elect Director Julie Sweet	For
Accenture plc	Annual	3-Feb-21	1k	Elect Director Frank K. Tang	For

Company Name	Meeting Type	Meeting Date	No.	Proposal Text	Instruction
Accenture plc	Annual	3-Feb-21	11	Elect Director Tracey T. Travis	For
Accenture plc	Annual	3-Feb-21	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Accenture plc	Annual	3-Feb-21	3	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For
Accenture plc	Annual	3-Feb-21	4	Renew the Board's Authority to Issue Shares Under Irish Law	For
Accenture plc	Annual	3-Feb-21	5	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	For
Accenture plc	Annual	3-Feb-21	6	Determine Price Range for Reissuance of Treasury Shares	For
Siemens AG	Annual	3-Feb-21	2	Approve Allocation of Income and Dividends of EUR 3.50 per Share	For
Siemens AG	Annual	3-Feb-21	3.1	Approve Discharge of Management Board Member Joe Kaeser for Fiscal 2019/20	For
Siemens AG	Annual	3-Feb-21	3.2	Approve Discharge of Management Board Member Roland Busch for Fiscal 2019/20	For
Siemens AG	Annual	3-Feb-21	3.3	Approve Discharge of Management Board Member Lisa Davis (until Feb. 29, 2020) for Fiscal	For
Siemens AG	Annual	3-Feb-21	3.4	Approve Discharge of Management Board Member Klaus Helmrich for Fiscal 2019/20	For
Siemens AG	Annual	3-Feb-21	3.5	Approve Discharge of Management Board Member Janina Kugel (until Jan. 31, 2020) for	For
Siemens AG	Annual	3-Feb-21	3.6	Approve Discharge of Management Board Member Cedrik Neike for Fiscal 2019/20	For
Siemens AG	Annual	3-Feb-21	3.7	Approve Discharge of Management Board Member Michael Sen (until March 31, 2020) for	For
Siemens AG	Annual	3-Feb-21	3.8	Approve Discharge of Management Board Member Ralf Thomas for Fiscal 2019/20	For
Siemens AG	Annual	3-Feb-21	4.1	Approve Discharge of Supervisory Board Member Jim Snabe for Fiscal 2019/20	For
Siemens AG	Annual	3-Feb-21	4.2	Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal 2019/20	For
Siemens AG	Annual	3-Feb-21	4.3	Approve Discharge of Supervisory Board Member Werner Wenning for Fiscal 2019/20	For
Siemens AG	Annual	3-Feb-21	4.4	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal 2019/20	For
Siemens AG	Annual	3-Feb-21	4.5	Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal 2019/20	For
Siemens AG	Annual	3-Feb-21	4.6	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal 2019/20	For
Siemens AG	Annual	3-Feb-21	4.7	Approve Discharge of Supervisory Board Member Bettina Haller for Fiscal 2019/20	For
Siemens AG	Annual	3-Feb-21	4.8	Approve Discharge of Supervisory Board Member Robert Kensbock (until Sep. 25, 2020) for	For
Siemens AG	Annual	3-Feb-21	4.9	Approve Discharge of Supervisory Board Member Harald Kern for Fiscal 2019/20	For
Siemens AG	Annual	3-Feb-21	4.10	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal 2019/20	For
Siemens AG	Annual	3-Feb-21	4.11	Approve Discharge of Supervisory Board Member Nicola Leibinger-Kammueler for Fiscal	For
Siemens AG	Annual	3-Feb-21	4.12	Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal 2019/20	For
Siemens AG	Annual	3-Feb-21	4.13	Approve Discharge of Supervisory Board Member Hagen Reimer for Fiscal 2019/20	For
Siemens AG	Annual	3-Feb-21	4.14	Approve Discharge of Supervisory Board Member Norbert Reithofer for Fiscal 2019/20	For
Siemens AG	Annual	3-Feb-21	4.15	Approve Discharge of Supervisory Board Member Nemat Shafik for Fiscal 2019/20	For
Siemens AG	Annual	3-Feb-21	4.16	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal 2019/20	For
Siemens AG	Annual	3-Feb-21	4.17	Approve Discharge of Supervisory Board Member Michael Sigmund for Fiscal 2019/20	For
Siemens AG	Annual	3-Feb-21	4.18	Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal 2019/20	For
Siemens AG	Annual	3-Feb-21	4.19	Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal 2019/20	For
Siemens AG	Annual	3-Feb-21	4.20	Approve Discharge of Supervisory Board Member Gunnar Zukunft for Fiscal 2019/20	For
Siemens AG	Annual	3-Feb-21	5	Ratify Ernst & Young GmbH as Auditors for Fiscal 2020/21	For
Siemens AG	Annual	3-Feb-21	6.1	Elect Grazia Vittadini to the Supervisory Board	For
Siemens AG	Annual	3-Feb-21	6.2	Elect Kasper Rorsted to the Supervisory Board	For
Siemens AG	Annual	3-Feb-21	6.3	Reelect Jim Snabe to the Supervisory Board	For
Siemens AG	Annual	3-Feb-21	7	Approve Remuneration of Supervisory Board	For
Siemens AG	Annual	3-Feb-21	8	Approve Creation of EUR 90 Million Pool of Capital for Employee Stock Purchase Plan	For
Siemens AG	Annual	3-Feb-21	9	Amend Affiliation Agreement with Siemens Bank GmbH	For

Company Name	Meeting Type	Meeting Date	No.	Proposal Text	Instruction
Siemens AG	Annual	3-Feb-21	10	Amend Articles Re: Allow Shareholder Questions during the Virtual Meeting	For
Compass Group Plc	Annual	4-Feb-21	1	Accept Financial Statements and Statutory Reports	For
Compass Group Plc	Annual	4-Feb-21	2	Approve Remuneration Policy	For
Compass Group Plc	Annual	4-Feb-21	3	Approve Remuneration Report	For
Compass Group Plc	Annual	4-Feb-21	4	Elect Ian Meakins as Director	For
Compass Group Plc	Annual	4-Feb-21	5	Re-elect Dominic Blakemore as Director	For
Compass Group Plc	Annual	4-Feb-21	6	Re-elect Gary Green as Director	For
Compass Group Plc	Annual	4-Feb-21	7	Re-elect Karen Witts as Director	For
Compass Group Plc	Annual	4-Feb-21	8	Re-elect Carol Arrowsmith as Director	For
Compass Group Plc	Annual	4-Feb-21	9	Re-elect John Bason as Director	For
Compass Group Plc	Annual	4-Feb-21	10	Re-elect Stefan Bomhard as Director	For
Compass Group Plc	Annual	4-Feb-21	11	Re-elect John Bryant as Director	For
Compass Group Plc	Annual	4-Feb-21	12	Re-elect Anne-Francoise Nesmes as Director	For
Compass Group Plc	Annual	4-Feb-21	13	Re-elect Nelson Silva as Director	For
Compass Group Plc	Annual	4-Feb-21	14	Re-elect Ireena Vittal as Director	For
Compass Group Plc	Annual	4-Feb-21	15	Reappoint KPMG LLP as Auditors	For
Compass Group Plc	Annual	4-Feb-21	16	Authorise the Audit Committee to Fix Remuneration of Auditors	For
Compass Group Plc	Annual	4-Feb-21	17	Authorise EU Political Donations and Expenditure	For
Compass Group Plc	Annual	4-Feb-21	18	Authorise Issue of Equity	For
Compass Group Plc	Annual	4-Feb-21	19	Authorise Issue of Equity without Pre-emptive Rights	For
Compass Group Plc	Annual	4-Feb-21	20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or	For
Compass Group Plc	Annual	4-Feb-21	21	Authorise Market Purchase of Ordinary Shares	For
Compass Group Plc	Annual	4-Feb-21	22	Adopt New Articles of Association	For
Compass Group Plc	Annual	4-Feb-21	23	Authorise the Company to Call General Meeting with 14 Working Days' Notice	For
Octopus Renewables Infrastructure Trust Plc	Special	4-Feb-21	1	Approve Changes to the Company's Investment Policy	For
The Sage Group Plc	Annual	4-Feb-21	1	Accept Financial Statements and Statutory Reports	For
The Sage Group Plc	Annual	4-Feb-21	2	Approve Remuneration Report	For
The Sage Group Plc	Annual	4-Feb-21	3	Approve Final Dividend	For
The Sage Group Plc	Annual	4-Feb-21	4	Elect Sangeeta Anand as Director	For
The Sage Group Plc	Annual	4-Feb-21	5	Elect Irana Wasti as Director	For
The Sage Group Plc	Annual	4-Feb-21	6	Re-elect Sir Donald Brydon as Director	For
The Sage Group Plc	Annual	4-Feb-21	7	Re-elect Dr John Bates as Director	For
The Sage Group Plc	Annual	4-Feb-21	8	Re-elect Jonathan Bewes as Director	For
The Sage Group Plc	Annual	4-Feb-21	9	Re-elect Annette Court as Director	For
The Sage Group Plc	Annual	4-Feb-21	10	Re-elect Drummond Hall as Director	For
The Sage Group Plc	Annual	4-Feb-21	11	Re-elect Steve Hare as Director	For
The Sage Group Plc	Annual	4-Feb-21	12	Re-elect Jonathan Howell as Director	For
The Sage Group Plc	Annual	4-Feb-21	13	Reappoint Ernst & Young LLP as Auditors	For
The Sage Group Plc	Annual	4-Feb-21	14	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For
The Sage Group Plc	Annual	4-Feb-21	15	Authorise Political Donations and Expenditure	For
The Sage Group Plc	Annual	4-Feb-21	16	Amend Discretionary Share Plan	For
The Sage Group Plc	Annual	4-Feb-21	17	Authorise Issue of Equity	For

Company Name	Meeting Type	Meeting Date	No.	Proposal Text	Instruction
The Sage Group Plc	Annual	4-Feb-21	18	Authorise Issue of Equity without Pre-emptive Rights	For
The Sage Group Plc	Annual	4-Feb-21	19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or	For
The Sage Group Plc	Annual	4-Feb-21	20	Authorise Market Purchase of Ordinary Shares	For
The Sage Group Plc	Annual	4-Feb-21	21	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
The Sage Group Plc	Annual	4-Feb-21	22	Adopt New Articles of Association	For
Hipgnosis Songs Fund Ltd.	Special	5-Feb-21	1	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Initial Issue	For
Tritax EuroBox Plc	Annual	9-Feb-21	1	Accept Financial Statements and Statutory Reports	For
Tritax EuroBox Plc	Annual	9-Feb-21	2	Approve Remuneration Report	For
Tritax EuroBox Plc	Annual	9-Feb-21	3	Re-elect Robert Orr as Director	For
Tritax EuroBox Plc	Annual	9-Feb-21	4	Re-elect Taco De Groot as Director	For
Tritax EuroBox Plc	Annual	9-Feb-21	5	Re-elect Keith Mansfield as Director	For
Tritax EuroBox Plc	Annual	9-Feb-21	6	Re-elect Eva-Lotta Sjostedt as Director	For
Tritax EuroBox Plc	Annual	9-Feb-21	7	Reappoint KPMG LLP as Auditors	For
Tritax EuroBox Plc	Annual	9-Feb-21	8	Authorise Board to Fix Remuneration of Auditors	For
Tritax EuroBox Plc	Annual	9-Feb-21	9	Authorise Directors to Declare and Pay All Dividends of the Company as Interim Dividends	For
Tritax EuroBox Plc	Annual	9-Feb-21	10	Authorise Issue of Equity	For
Tritax EuroBox Plc	Annual	9-Feb-21	11	Authorise Issue of Equity without Pre-emptive Rights	For
Tritax EuroBox Plc	Annual	9-Feb-21	12	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or	For
Tritax EuroBox Plc	Annual	9-Feb-21	13	Authorise Market Purchase of Ordinary Shares	For
Tritax EuroBox Plc	Annual	9-Feb-21	14	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Tritax EuroBox Plc	Annual	9-Feb-21	15	Adopt New Articles of Association	For
Tritax EuroBox Plc	Annual	9-Feb-21	1	Accept Financial Statements and Statutory Reports	For
Tritax EuroBox Plc	Annual	9-Feb-21	2	Approve Remuneration Report	For
Tritax EuroBox Plc	Annual	9-Feb-21	3	Re-elect Robert Orr as Director	For
Tritax EuroBox Plc	Annual	9-Feb-21	4	Re-elect Taco De Groot as Director	For
Tritax EuroBox Plc	Annual	9-Feb-21	5	Re-elect Keith Mansfield as Director	For
Tritax EuroBox Plc	Annual	9-Feb-21	6	Re-elect Eva-Lotta Sjostedt as Director	For
Tritax EuroBox Plc	Annual	9-Feb-21	7	Reappoint KPMG LLP as Auditors	For
Tritax EuroBox Plc	Annual	9-Feb-21	8	Authorise Board to Fix Remuneration of Auditors	For
Tritax EuroBox Plc	Annual	9-Feb-21	9	Authorise Directors to Declare and Pay All Dividends of the Company as Interim Dividends	For
Tritax EuroBox Plc	Annual	9-Feb-21	10	Authorise Issue of Equity	For
Tritax EuroBox Plc	Annual	9-Feb-21	11	Authorise Issue of Equity without Pre-emptive Rights	For
Tritax EuroBox Plc	Annual	9-Feb-21	12	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or	For
Tritax EuroBox Plc	Annual	9-Feb-21	13	Authorise Market Purchase of Ordinary Shares	For
Tritax EuroBox Plc	Annual	9-Feb-21	14	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Tritax EuroBox Plc	Annual	9-Feb-21	15	Adopt New Articles of Association	For
GCP Infrastructure Investments Ltd.	Annual	10-Feb-21	1	Accept Financial Statements and Statutory Reports	For
GCP Infrastructure Investments Ltd.	Annual	10-Feb-21	2	Approve Remuneration Report	For
GCP Infrastructure Investments Ltd.	Annual	10-Feb-21	3	Approve Remuneration Policy	For
GCP Infrastructure Investments Ltd.	Annual	10-Feb-21	4	Re-elect Ian Reeves as Director	For
GCP Infrastructure Investments Ltd.	Annual	10-Feb-21	5	Re-elect Paul de Gruchy as Director	For
GCP Infrastructure Investments Ltd.	Annual	10-Feb-21	6	Re-elect Michael Gray as Director	For

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Company Name	Meeting Type	Meeting Date	No.	Proposal Text	Instruction
GCP Infrastructure Investments Ltd.	Annual	10-Feb-21	7	Re-elect Julia Chapman as Director	For
GCP Infrastructure Investments Ltd.	Annual	10-Feb-21	8	Re-elect Dawn Crichard as Director	For
GCP Infrastructure Investments Ltd.	Annual	10-Feb-21	9	Approve the Company's Dividend Policy	For
GCP Infrastructure Investments Ltd.	Annual	10-Feb-21	10	Ratify KPMG Channel Islands Jersey Limited as Auditors	For
GCP Infrastructure Investments Ltd.	Annual	10-Feb-21	11	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For
GCP Infrastructure Investments Ltd.	Annual	10-Feb-21	12	Authorise the Company to Hold Treasury Shares	For
GCP Infrastructure Investments Ltd.	Annual	10-Feb-21	13	Authorise Market Purchase of Ordinary Shares	For
GCP Infrastructure Investments Ltd.	Annual	10-Feb-21	14	Authorise Issue of Equity without Pre-emptive Rights	For
RWS Holdings Plc	Annual	10-Feb-21	1	Accept Financial Statements and Statutory Reports	For
RWS Holdings Plc	Annual	10-Feb-21	2	Approve Remuneration Report	Against
RWS Holdings Plc	Annual	10-Feb-21	3	Approve Final Dividend	For
RWS Holdings Plc	Annual	10-Feb-21	4	Re-elect Andrew Brode as Director	For
RWS Holdings Plc	Annual	10-Feb-21	5	Re-elect Richard Thompson as Director	For
RWS Holdings Plc	Annual	10-Feb-21	6	Re-elect Desmond Glass as Director	For
RWS Holdings Plc	Annual	10-Feb-21	7	Re-elect Lara Boro as Director	For
RWS Holdings Plc	Annual	10-Feb-21	8	Elect Frances Earl as Director	For
RWS Holdings Plc	Annual	10-Feb-21	9	Elect David Clayton as Director	For
RWS Holdings Plc	Annual	10-Feb-21	10	Elect Gordon Stuart as Director	For
RWS Holdings Plc	Annual	10-Feb-21	11	Reappoint PricewaterhouseCoopers LLP as Auditors	For
RWS Holdings Plc	Annual	10-Feb-21	12	Authorise Board to Fix Remuneration of Auditors	For
RWS Holdings Plc	Annual	10-Feb-21	13	Authorise Issue of Equity	For
RWS Holdings Plc	Annual	10-Feb-21	14	Authorise Issue of Equity without Pre-emptive Rights	For
RWS Holdings Plc	Annual	10-Feb-21	15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or	For
RWS Holdings Plc	Annual	10-Feb-21	16	Authorise Market Purchase of Ordinary Shares	For
RWS Holdings Plc	Annual	10-Feb-21	17	Adopt New Articles of Association	For
Victrex Plc	Annual	12-Feb-21	1	Accept Financial Statements and Statutory Reports	For
Victrex Plc	Annual	12-Feb-21	2	Approve Remuneration Report	For
Victrex Plc	Annual	12-Feb-21	3	Approve Final Dividend	For
Victrex Plc	Annual	12-Feb-21	4	Re-elect Larry Pentz as Director	For
Victrex Plc	Annual	12-Feb-21	5	Re-elect Jane Toogood as Director	For
Victrex Plc	Annual	12-Feb-21	6	Re-elect Janet Ashdown as Director	For
Victrex Plc	Annual	12-Feb-21	7	Re-elect Brendan Connolly as Director	For
Victrex Plc	Annual	12-Feb-21	8	Re-elect David Thomas as Director	For
Victrex Plc	Annual	12-Feb-21	9	Re-elect Jakob Sigurdsson as Director	For
Victrex Plc	Annual	12-Feb-21	10	Re-elect Dr Martin Court as Director	For
Victrex Plc	Annual	12-Feb-21	11	Re-elect Richard Armitage as Director	For
Victrex Plc	Annual	12-Feb-21	12	Elect Ros Rivaz as Director	For
Victrex Plc	Annual	12-Feb-21	13	Reappoint PricewaterhouseCoopers LLP as Auditors	For
Victrex Plc	Annual	12-Feb-21	14	Authorise the Audit Committee to Fix Remuneration of Auditors	For
Victrex Plc	Annual	12-Feb-21	15	Authorise EU Political Donations and Expenditure	For
Victrex Plc	Annual	12-Feb-21	16	Authorise Issue of Equity	For
Victrex Plc	Annual	12-Feb-21	17	Authorise Issue of Equity without Pre-emptive Rights	For

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Company Name	Meeting Type	Meeting Date	No.	Proposal Text	Instruction
Victrex Plc	Annual	12-Feb-21	18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or	For
Victrex Plc	Annual	12-Feb-21	19	Authorise Market Purchase of Ordinary Shares	For
Victrex Plc	Annual	12-Feb-21	20	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Victrex Plc	Annual	12-Feb-21	21	Adopt New Articles of Association	For
Foresight Solar Fund Ltd.	Special	15-Feb-21	1	Approve the Amendments to the Company's Investment Objective and Policy	For
Target Healthcare REIT Plc	Special	1-Mar-21	1	Authorise Issue of Equity in Connection with the Initial Issues and Subsequent Placing	For
Target Healthcare REIT Plc	Special	1-Mar-21	2	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Initial Issues	For
Novartis AG	Annual	2-Mar-21	1	Accept Financial Statements and Statutory Reports	For
Novartis AG	Annual	2-Mar-21	2	Approve Discharge of Board and Senior Management	For
Novartis AG	Annual	2-Mar-21	3	Approve Allocation of Income and Dividends of CHF 3.00 per Share	For
Novartis AG	Annual	2-Mar-21	4	Approve CHF 16.3 Million Reduction in Share Capital via Cancellation of Repurchased	For
Novartis AG	Annual	2-Mar-21	5	Authorize Repurchase of up to CHF 10 Billion in Issued Share Capital	For
Novartis AG	Annual	2-Mar-21	6.1	Approve Remuneration of Directors in the Amount of CHF 8.6 Million	For
Novartis AG	Annual	2-Mar-21	6.2	Approve Maximum Remuneration of Executive Committee in the Amount of CHF 91	For
Novartis AG	Annual	2-Mar-21	6.3	Approve Remuneration Report	Against
Novartis AG	Annual	2-Mar-21	7.1	Reelect Joerg Reinhardt as Director and Board Chairman	For
Novartis AG	Annual	2-Mar-21	7.2	Reelect Nancy Andrews as Director	For
Novartis AG	Annual	2-Mar-21	7.3	Reelect Ton Buechner as Director	For
Novartis AG	Annual	2-Mar-21	7.4	Reelect Patrice Bula as Director	For
Novartis AG	Annual	2-Mar-21	7.5	Reelect Elizabeth Doherty as Director	Against
Novartis AG	Annual	2-Mar-21	7.6	Reelect Ann Fudge as Director	For
Novartis AG	Annual	2-Mar-21	7.7	Reelect Bridgette Heller as Director	For
Novartis AG	Annual	2-Mar-21	7.8	Reelect Frans van Houten as Director	For
Novartis AG	Annual	2-Mar-21	7.9	Reelect Simon Moroney as Director	For
Novartis AG	Annual	2-Mar-21	7.10	Reelect Andreas von Planta as Director	For
Novartis AG	Annual	2-Mar-21	7.11	Reelect Charles Sawyers as Director	For
Novartis AG	Annual	2-Mar-21	7.12	Elect Enrico Vanni as Director	For
Novartis AG	Annual	2-Mar-21	7.13	Reelect William Winters as Director	For
Novartis AG	Annual	2-Mar-21	8.1	Reappoint Patrice Bula as Member of the Compensation Committee	For
Novartis AG	Annual	2-Mar-21	8.2	Reappoint Bridgette Heller as Member of the Compensation Committee	For
Novartis AG	Annual	2-Mar-21	8.3	Reappoint Enrico Vanni as Member of the Compensation Committee	For
Novartis AG	Annual	2-Mar-21	8.4	Reappoint William Winters as Member of the Compensation Committee	For
Novartis AG	Annual	2-Mar-21	8.5	Appoint Simon Moroney as Member of the Compensation Committee	For
Novartis AG	Annual	2-Mar-21	9	Ratify PricewaterhouseCoopers AG as Auditors	For
Novartis AG	Annual	2-Mar-21	10	Designate Peter Zahn as Independent Proxy	For
Novartis AG	Annual	2-Mar-21	11	Amend Articles Re: Board of Directors Tenure	For
Novartis AG	Annual	2-Mar-21	12	Transact Other Business (Voting)	Against
JLEN Environmental Assets Group Ltd.	Special	8-Mar-21	1	Approve Changes to the Company's Investment Policy	Against
JLEN Environmental Assets Group Ltd.	Special	8-Mar-21	2	Adopt the Articles of Incorporation	For
Tritax EuroBox Plc	Special	8-Mar-21	1	Authorise Issue of Equity in Connection with the Placing, Open Offer, Offer for Subscription	For
Tritax EuroBox Plc	Special	8-Mar-21	2	Authorise Issue of Equity Pursuant to the Placing Programme	For
Tritax EuroBox Plc	Special	8-Mar-21	3	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Placing, Open	For

Company Name	Meeting Type	Meeting Date	No.	Proposal Text	Instruction
Tritax EuroBox Plc	Special	8-Mar-21	4	Authorise Issue of Equity without Pre-emptive Rights Pursuant to the Placing Programme	For
The Walt Disney Company	Annual	9-Mar-21	1a	Elect Director Susan E. Arnold	For
The Walt Disney Company	Annual	9-Mar-21	1b	Elect Director Mary T. Barra	Against
The Walt Disney Company	Annual	9-Mar-21	1c	Elect Director Safra A. Catz	Against
The Walt Disney Company	Annual	9-Mar-21	1d	Elect Director Robert A. Chapek	For
The Walt Disney Company	Annual	9-Mar-21	1e	Elect Director Francis A. deSouza	For
The Walt Disney Company	Annual	9-Mar-21	1f	Elect Director Michael B.G. Froman	For
The Walt Disney Company	Annual	9-Mar-21	1g	Elect Director Robert A. Iger	Abstain
The Walt Disney Company	Annual	9-Mar-21	1h	Elect Director Maria Elena Lagomasino	Against
The Walt Disney Company	Annual	9-Mar-21	1i	Elect Director Mark G. Parker	Against
The Walt Disney Company	Annual	9-Mar-21	1j	Elect Director Derica W. Rice	For
The Walt Disney Company	Annual	9-Mar-21	2	Ratify PricewaterhouseCoopers LLP as Auditors	For
The Walt Disney Company	Annual	9-Mar-21	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Walt Disney Company	Annual	9-Mar-21	4	Report on Lobbying Payments and Policy	For
The Walt Disney Company	Annual	9-Mar-21	5	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	For
S&P Global Inc.	Special	11-Mar-21	1	Issue Shares in Connection with Merger	For
Agilent Technologies, Inc.	Annual	17-Mar-21	1.1	Elect Director Mala Anand	For
Agilent Technologies, Inc.	Annual	17-Mar-21	1.2	Elect Director Koh Boon Hwee	For
Agilent Technologies, Inc.	Annual	17-Mar-21	1.3	Elect Director Michael R. McMullen	For
Agilent Technologies, Inc.	Annual	17-Mar-21	1.4	Elect Director Daniel K. Podolsky	For
Agilent Technologies, Inc.	Annual	17-Mar-21	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Agilent Technologies, Inc.	Annual	17-Mar-21	3	Ratify PricewaterhouseCoopers LLP as Auditors	For
Safestore Holdings Plc	Annual	17-Mar-21	1	Accept Financial Statements and Statutory Reports	For
Safestore Holdings Plc	Annual	17-Mar-21	2	Approve Remuneration Report	For
Safestore Holdings Plc	Annual	17-Mar-21	3	Reappoint Deloitte LLP as Auditors	For
Safestore Holdings Plc	Annual	17-Mar-21	4	Authorise Board to Fix Remuneration of Auditors	For
Safestore Holdings Plc	Annual	17-Mar-21	5	Approve Final Dividend	For
Safestore Holdings Plc	Annual	17-Mar-21	6	Elect Gert van de Weerdhof as Director	For
Safestore Holdings Plc	Annual	17-Mar-21	7	Re-elect David Hearn as Director	Against
Safestore Holdings Plc	Annual	17-Mar-21	8	Re-elect Frederic Vecchioli as Director	For
Safestore Holdings Plc	Annual	17-Mar-21	9	Re-elect Andy Jones as Director	For
Safestore Holdings Plc	Annual	17-Mar-21	10	Re-elect Ian Krieger as Director	For
Safestore Holdings Plc	Annual	17-Mar-21	11	Re-elect Joanne Kenrick as Director	For
Safestore Holdings Plc	Annual	17-Mar-21	12	Re-elect Claire Balmforth as Director	For
Safestore Holdings Plc	Annual	17-Mar-21	13	Re-elect Bill Oliver as Director	For
Safestore Holdings Plc	Annual	17-Mar-21	14	Authorise EU Political Donations and Expenditure	Against
Safestore Holdings Plc	Annual	17-Mar-21	15	Authorise Issue of Equity	For
Safestore Holdings Plc	Annual	17-Mar-21	16	Authorise Issue of Equity without Pre-emptive Rights	For
Safestore Holdings Plc	Annual	17-Mar-21	17	Authorise Market Purchase of Ordinary Shares	For
Safestore Holdings Plc	Annual	17-Mar-21	18	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Starbucks Corporation	Annual	17-Mar-21	1a	Elect Director Richard E. Allison, Jr.	For
Starbucks Corporation	Annual	17-Mar-21	1c	Elect Director Andrew Campion	For

Company Name	Meeting Type	Meeting Date	No.	Proposal Text	Instruction
Starbucks Corporation	Annual	17-Mar-21	1d	Elect Director Mary N. Dillon	Against
Starbucks Corporation	Annual	17-Mar-21	1e	Elect Director Isabel Ge Mahe	For
Starbucks Corporation	Annual	17-Mar-21	1f	Elect Director Mellody Hobson	Against
Starbucks Corporation	Annual	17-Mar-21	1g	Elect Director Kevin R. Johnson	For
Starbucks Corporation	Annual	17-Mar-21	1h	Elect Director Jorgen Vig Knudstorp	For
Starbucks Corporation	Annual	17-Mar-21	1i	Elect Director Satya Nadella	For
Starbucks Corporation	Annual	17-Mar-21	1j	Elect Director Joshua Cooper Ramo	For
Starbucks Corporation	Annual	17-Mar-21	1k	Elect Director Clara Shih	For
Starbucks Corporation	Annual	17-Mar-21	1l	Elect Director Javier G. Teruel	For
Starbucks Corporation	Annual	17-Mar-21	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Starbucks Corporation	Annual	17-Mar-21	3	Ratify Deloitte & Touche LLP as Auditors	For
Starbucks Corporation	Annual	17-Mar-21	4	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	For
LG Household & Health Care Ltd.	Annual	19-Mar-21	1	Approve Financial Statements and Allocation of Income	For
LG Household & Health Care Ltd.	Annual	19-Mar-21	2	Amend Articles of Incorporation	For
LG Household & Health Care Ltd.	Annual	19-Mar-21	3.1	Elect Kim Hong-gi as Inside Director	For
LG Household & Health Care Ltd.	Annual	19-Mar-21	3.2	Elect Ha Beom-jong as Non-Independent Non-Executive Director	For
LG Household & Health Care Ltd.	Annual	19-Mar-21	4	Approve Total Remuneration of Inside Directors and Outside Directors	For
SGS SA	Annual	23-Mar-21	1.1	Accept Financial Statements and Statutory Reports	For
SGS SA	Annual	23-Mar-21	1.2	Approve Remuneration Report (Non-Binding)	Against
SGS SA	Annual	23-Mar-21	2	Approve Discharge of Board and Senior Management	For
SGS SA	Annual	23-Mar-21	3	Approve Allocation of Income and Dividends of CHF 80.00 per Share	For
SGS SA	Annual	23-Mar-21	4.1a	Reelect Calvin Grieder as Director	For
SGS SA	Annual	23-Mar-21	4.1b	Reelect Sami Atiya as Director	For
SGS SA	Annual	23-Mar-21	4.1c	Reelect Paul Desmarais as Director	For
SGS SA	Annual	23-Mar-21	4.1d	Reelect Ian Gallienne as Director	For
SGS SA	Annual	23-Mar-21	4.1e	Reelect Shelby du Pasquier as Director	Against
SGS SA	Annual	23-Mar-21	4.1f	Reelect Kory Sorenson as Director	For
SGS SA	Annual	23-Mar-21	4.1g	Reelect Tobias Hartmann as Director	For
SGS SA	Annual	23-Mar-21	4.1h	Elect Janet Vergis as Director	For
SGS SA	Annual	23-Mar-21	4.2	Reelect Calvin Grieder as Board Chairman	For
SGS SA	Annual	23-Mar-21	4.3.1	Reappoint Ian Gallienne as Member of the Compensation Committee	Against
SGS SA	Annual	23-Mar-21	4.3.2	Reappoint Shelby du Pasquier as Member of the Compensation Committee	Against
SGS SA	Annual	23-Mar-21	4.3.3	Reappoint Kory Sorenson as Member of the Compensation Committee	For
SGS SA	Annual	23-Mar-21	4.4	Ratify PricewaterhouseCoopers SA as Auditors	For
SGS SA	Annual	23-Mar-21	4.5	Designate Jeandin & Defacqz as Independent Proxy	For
SGS SA	Annual	23-Mar-21	5.1	Approve Remuneration of Directors in the Amount of CHF 2.3 Million	For
SGS SA	Annual	23-Mar-21	5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 14 Million	For
SGS SA	Annual	23-Mar-21	5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 3.1	Against
SGS SA	Annual	23-Mar-21	5.4	Approve Long Term Incentive Plan for Executive Committee in the Amount of CHF 26	Against
SGS SA	Annual	23-Mar-21	6	Approve CHF 70,700 Reduction in Share Capital via Cancellation of Repurchased Shares	For
SGS SA	Annual	23-Mar-21	7	Approve Creation of CHF 500,000 Pool of Capital without Preemptive Rights	For
SGS SA	Annual	23-Mar-21	8	Transact Other Business (Voting)	Against

Company Name	Meeting Type	Meeting Date	No.	Proposal Text	Instruction
Givaudan SA	Annual	25-Mar-21	1	Accept Financial Statements and Statutory Reports	For
Givaudan SA	Annual	25-Mar-21	2	Approve Remuneration Report	Against
Givaudan SA	Annual	25-Mar-21	3	Approve Allocation of Income and Dividends of CHF 64 per Share	For
Givaudan SA	Annual	25-Mar-21	4	Approve Discharge of Board of Directors	For
Givaudan SA	Annual	25-Mar-21	5.1.1	Reelect Victor Balli as Director	For
Givaudan SA	Annual	25-Mar-21	5.1.2	Reelect Werner Bauer as Director	Against
Givaudan SA	Annual	25-Mar-21	5.1.3	Reelect Lilian Biner as Director	For
Givaudan SA	Annual	25-Mar-21	5.1.4	Reelect Michael Carlos as Director	For
Givaudan SA	Annual	25-Mar-21	5.1.5	Reelect Ingrid Deltenre as Director	For
Givaudan SA	Annual	25-Mar-21	5.1.6	Reelect Olivier Filliol as Director	For
Givaudan SA	Annual	25-Mar-21	5.1.7	Reelect Sophie Gasperment as Director	For
Givaudan SA	Annual	25-Mar-21	5.1.8	Reelect Calvin Grieder as Director and Board Chairman	For
Givaudan SA	Annual	25-Mar-21	5.2.1	Reappoint Werner Bauer as Member of the Compensation Committee	Against
Givaudan SA	Annual	25-Mar-21	5.2.2	Reappoint Ingrid Deltenre as Member of the Compensation Committee	For
Givaudan SA	Annual	25-Mar-21	5.2.3	Reappoint Victor Balli as Member of the Compensation Committee	For
Givaudan SA	Annual	25-Mar-21	5.3	Designate Manuel Isler as Independent Proxy	For
Givaudan SA	Annual	25-Mar-21	5.4	Ratify Deloitte AG as Auditors	For
Givaudan SA	Annual	25-Mar-21	6.1	Approve Remuneration of Directors in the Amount of CHF 3.3 Million	For
Givaudan SA	Annual	25-Mar-21	6.2.1	Approve Short Term Variable Remuneration of Executive Committee in the Amount of	For
Givaudan SA	Annual	25-Mar-21	6.2.2	Approve Fixed and Long Term Variable Remuneration of Executive Committee in the	For
Givaudan SA	Annual	25-Mar-21	7	Transact Other Business (Voting)	Against
Novo Nordisk A/S	Annual	25-Mar-21	2	Accept Financial Statements and Statutory Reports	For
Novo Nordisk A/S	Annual	25-Mar-21	3	Approve Allocation of Income and Dividends of DKK 5.85 Per Share	For
Novo Nordisk A/S	Annual	25-Mar-21	4	Approve Remuneration Report (Advisory Vote)	For
Novo Nordisk A/S	Annual	25-Mar-21	5.1	Approve Remuneration of Directors for 2020 in the Aggregate Amount of DKK 17 Million	For
Novo Nordisk A/S	Annual	25-Mar-21	5.2	Approve Remuneration of Directors for 2021 in the Amount of DKK 2.2 Million for the	For
Novo Nordisk A/S	Annual	25-Mar-21	6.1	Reelect Helge Lund as Director and Board Chairman	For
Novo Nordisk A/S	Annual	25-Mar-21	6.2	Reelect Jeppe Christiansen as Director and Vice Chairman	For
Novo Nordisk A/S	Annual	25-Mar-21	6.3a	Reelect Laurence Debroux as Director	For
Novo Nordisk A/S	Annual	25-Mar-21	6.3b	Reelect Andreas Fibig as Director	For
Novo Nordisk A/S	Annual	25-Mar-21	6.3c	Reelect Sylvie Gregoire as Director	For
Novo Nordisk A/S	Annual	25-Mar-21	6.3d	Reelect Kasim Kutay as Director	For
Novo Nordisk A/S	Annual	25-Mar-21	6.3e	Reelect Martin Mackay as Director	For
Novo Nordisk A/S	Annual	25-Mar-21	6.3f	Elect Henrik Poulsen as New Director	For
Novo Nordisk A/S	Annual	25-Mar-21	7	Ratify Deloitte as Auditors	For
Novo Nordisk A/S	Annual	25-Mar-21	8.1	Approve DKK 8 Million Reduction in Share Capital via B Share Cancellation	For
Novo Nordisk A/S	Annual	25-Mar-21	8.2	Authorize Share Repurchase Program	For
Novo Nordisk A/S	Annual	25-Mar-21	8.3a	Amend Articles Re: Delete Authorization to Increase Share Capital	For
Novo Nordisk A/S	Annual	25-Mar-21	8.3b	Approve Creation of DKK 46.2 Million Pool of Capital with Preemptive Rights; Approve	For
Novo Nordisk A/S	Annual	25-Mar-21	8.4a	Approve Indemnification of Members of the Board of Directors	For
Novo Nordisk A/S	Annual	25-Mar-21	8.4b	Approve Indemnification of Members of Executive Management	For
Novo Nordisk A/S	Annual	25-Mar-21	8.5	Amend Guidelines for Incentive-Based Compensation for Executive Management and Board	For

Company Name	Meeting Type	Meeting Date	No.	Proposal Text	Instruction
Novo Nordisk A/S	Annual	25-Mar-21	8.6a	Allow Shareholder Meetings to be Held Partially or Fully by Electronic Means	For
Novo Nordisk A/S	Annual	25-Mar-21	8.6b	Allow Electronic Distribution of Company Communication	For
Novo Nordisk A/S	Annual	25-Mar-21	8.6c	Amend Articles Re: Differentiation of Votes	For
Novo Nordisk A/S	Annual	25-Mar-21	8.7	Initiate Plan for Changed Ownership	Against
The Renewables Infrastructure Group Ltd.	Special	25-Mar-21	1	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Share Issuance	For
Beazley Plc	Annual	26-Mar-21	1	Accept Financial Statements and Statutory Reports	For
Beazley Plc	Annual	26-Mar-21	2	Approve Remuneration Report	Against
Beazley Plc	Annual	26-Mar-21	3	Re-elect Adrian Cox as Director	For
Beazley Plc	Annual	26-Mar-21	4	Re-elect Nicola Hodson as Director	For
Beazley Plc	Annual	26-Mar-21	5	Re-elect Andrew Horton as Director	For
Beazley Plc	Annual	26-Mar-21	6	Re-elect Sally Lake as Director	For
Beazley Plc	Annual	26-Mar-21	7	Re-elect Christine LaSala as Director	For
Beazley Plc	Annual	26-Mar-21	8	Re-elect John Reizenstein as Director	For
Beazley Plc	Annual	26-Mar-21	9	Re-elect David Roberts as Director	For
Beazley Plc	Annual	26-Mar-21	10	Re-elect Robert Stuchbery as Director	For
Beazley Plc	Annual	26-Mar-21	11	Re-elect Catherine Woods as Director	For
Beazley Plc	Annual	26-Mar-21	12	Elect Pierre-Olivier Desaulle as Director	For
Beazley Plc	Annual	26-Mar-21	13	Reappoint EY as Auditors	For
Beazley Plc	Annual	26-Mar-21	14	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For
Beazley Plc	Annual	26-Mar-21	15	Authorise Issue of Equity	For
Beazley Plc	Annual	26-Mar-21	16	Authorise Issue of Equity without Pre-emptive Rights	For
Beazley Plc	Annual	26-Mar-21	17	Authorise Market Purchase of Ordinary Shares	For
Beazley Plc	Annual	26-Mar-21	18	Adopt New Articles of Association	For
Beazley Plc	Annual	26-Mar-21	19	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
PT Bank Central Asia Tbk	Annual	29-Mar-21	1	Approve Financial Statements, Statutory Reports, and Discharge of Directors and	For
PT Bank Central Asia Tbk	Annual	29-Mar-21	2	Approve Allocation of Income and Dividends	For
PT Bank Central Asia Tbk	Annual	29-Mar-21	3	Approve Changes in the Board of Directors	For
PT Bank Central Asia Tbk	Annual	29-Mar-21	4	Approve Remuneration and Tantiem of Directors and Commissioners	For
PT Bank Central Asia Tbk	Annual	29-Mar-21	5	Approve Tanudiredja, Wibisana, Rintis & Rekan as Auditors	For
PT Bank Central Asia Tbk	Annual	29-Mar-21	6	Approve Payment of Interim Dividend	For
PT Bank Central Asia Tbk	Annual	29-Mar-21	7	Approve Revised Recovery Plan	For
DBS Group Holdings Ltd.	Annual	30-Mar-21	1	Adopt Financial Statements and Directors' and Auditors' Reports	For
DBS Group Holdings Ltd.	Annual	30-Mar-21	2	Approve Final Dividend	For
DBS Group Holdings Ltd.	Annual	30-Mar-21	3	Approve Directors' Remuneration	For
DBS Group Holdings Ltd.	Annual	30-Mar-21	4	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their	For
DBS Group Holdings Ltd.	Annual	30-Mar-21	5	Elect Piyush Gupta as Director	For
DBS Group Holdings Ltd.	Annual	30-Mar-21	6	Elect Punita Lal as Director	For
DBS Group Holdings Ltd.	Annual	30-Mar-21	7	Elect Anthony Lim Weng Kin as Director	For
DBS Group Holdings Ltd.	Annual	30-Mar-21	8	Approve Grant of Awards and Issuance of Shares Under the DBSH Share Plan	For
DBS Group Holdings Ltd.	Annual	30-Mar-21	9	Approve Grant of Awards and Issuance of Shares Under the California Sub-Plan to the DBSH	For
DBS Group Holdings Ltd.	Annual	30-Mar-21	10	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	For
DBS Group Holdings Ltd.	Annual	30-Mar-21	11	Approve Issuance of Shares Pursuant to the DBSH Scrip Dividend Scheme	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: Senator House, 85 Queen Victoria Street, London, EC4V 4ET.

Company Name	Meeting Type	Meeting Date	No.	Proposal Text	Instruction
DBS Group Holdings Ltd.	Annual	30-Mar-21	12	Authorize Share Repurchase Program	For