

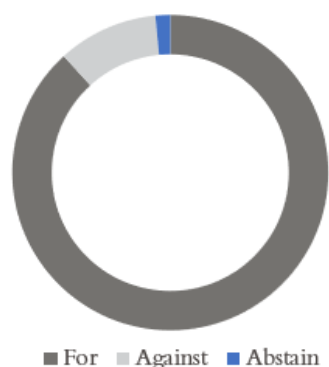
CCLA Vote Report

October to December 2021



Section 1: Overview

Vote Instruction All Resolutions

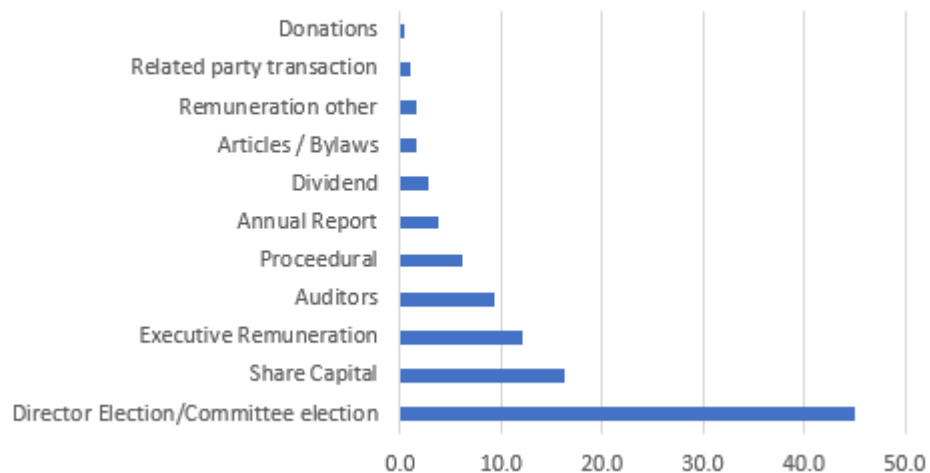


Headlines: CCLA aims to vote at all UK and overseas company meetings where we have portfolio holdings, and it is practical to do so. During the quarter we voted on 332 resolutions across 27 company meetings. We did not support management on 39 occasions, 11.78% of all resolutions.

While we continued our strong stance against executive remuneration inconsistent with our five principles (remuneration schemes should not breach good local practice; bonuses should be proportionate; the structure should incentivise good conduct; the inclusion of non-financial metrics; and policy should not exacerbate inequality within the company), our opposition to remuneration reports fell during the quarter. This is explained by the increased number of companies that held meetings during the period with boards comprised wholly of non-executive directors. Remuneration practices at NIKE Inc have long been a concern. While the remuneration committee made several positive changes during the year in response to last year's shareholder opposition, concerns remain. Specifically, most of the long-term incentives lack performance metrics and the Executive Chairman's total compensation approaches the CEO's total pay, without a compelling explanation. This leads to questions over who is, in reality, running the company.

Chart 1. CCLA Vote by theme

Type of management proposal (% all resolutions)



Shareholder proposals

We have for many years emphasised the importance of a diverse workforce, fair pay and transparent reporting at investee companies. During the quarter, there was a notable emphasis in shareholder resolutions on topics related to diversity and inclusion in the workplace. These were across a broad range of subjects, including 'Report on Effectiveness of Workplace Sexual Harassment Policies', and 'Report on Gender/Racial Pay Gap' at Microsoft. Also, 'Report on Diversity and Inclusion Efforts', and 'Report on Median Gender/Racial Pay Gap' at NIKE. We are supportive of resolutions that demand greater transparency on gender/racial pay disparity, and of those requesting a racial equity audit. Accordingly, we voted in favour.

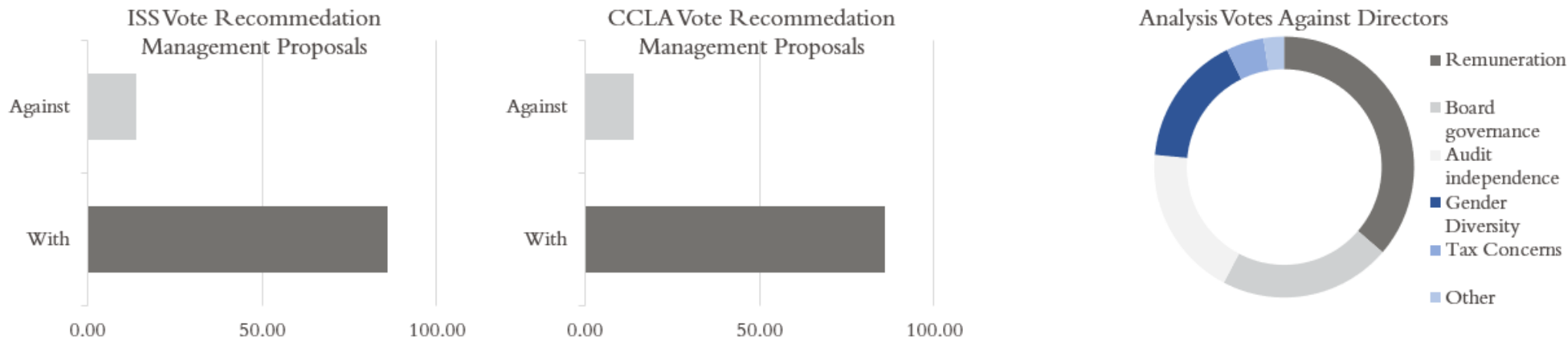
Table1: Meeting Overview

Meeting Overview					
Region	Asia	Europe	North America	Oceania	United Kingdom
Number of Meetings	1	5	6	3	12
Number of Resolutions	11	69	78	14	160
Vote Instruction (percentage all votes in region)					
For	11	60	59	10	152
Against/Withhold	0	8	18	4	8
Abstain	0	0	1	0	0
Other	0	1	0	0	0

Section 2: Impact of CCLA Vote Template

When we vote, we seek to promote exemplary corporate governance and to reflect the underlying values of our client base. The principles and application outlined in our vote guidelines have been developed following extensive consultation with our clients and are informed by relevant guidelines and codes for the markets in which we invest. Our Guidelines are reviewed annually and administered by proxy voting provider, ISS, who works to a bespoke template. Our template is not based solely on governance matters but incorporates both our position on environmental, social and governance (ESG) issues, and our main engagement themes. This ensures consistency across all our stewardship activity. A 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 14% of management proposals. During the same period, the ISS Standard Vote Report recommended voting against management on just 4% of the same proposals.

Chart 2: Impact of CCLA Vote Template



Section 3a: CCLA Vote History Summary

	Q1 2021	Q2 2021	Q3 2021	Q4 2021	Last 12 months
Total meeting	35	127	38	27	227
Total proposals	442	2069	439	332	3282

Section 3b: CCLA Vote History key resolutions

	Q1 2021		Q2 2021		Q3 2021		Q4 2021		Last 12 months	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
All Resolutions										
For	403	91.18	1755	84.82	388	88.38	292	88.22	2839	86.50
Against	38	8.6	301	14.55	40	9.11	34	10.27	413	12.58
Abstain	1	0.23	13	0.63	11	2.51	5	1.51	30	0.91
Total	442	100	2069	100	439	100	331	100	3282	100.00
Executive Remuneration Reports and Policy										
For	7	36.84	26	19.55	2	11.11	10	41.67	45	23.20
Against	12	63.16	104	78.20	12	66.67	13	54.17	141	76.68
Abstain	0	0	3	2.26	4	22.23	1	4.17	8	4.12
Total	19	100	133	100	18	100	24	100	194	100.00
Director Election										
For	153	90.53	852	85.20	153	85.0	124	86.11	1282	85.80
Against	15	8.88	142	14.20	25	13.89	19	13.99	201	13.46
Abstain	1	0.59	6	0.60	2	1.11	1	0.69	10	0.67
Total	169	100	1000	100	180	100	144	100	1493	100.00
Shareholder resolutions										
For	7	87.5	64	95.52	0	0	11	91.67	82	93.18
Against	1	12.5	1	1.49	0	0	0	0.00	2	2.27
Abstain	0	0	2	2.99	1	100	1	8.33	4	4.55
Total	8	100	67	100	1	0	12	100	88	100.00

Key: AGAINST Votes include withhold votes.

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. There were no rejected ballots during the period.

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 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 5a: Votes Outside Policy: During the quarter CCLA voted outside its standard policy on four occasions during the period. The table below sets out a brief overview of the rationale for the vote. 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
Candriam Sustainable - Bond Emerging Markets	Extraordinary Shareholders	12-Oct-21	1	Amend Article 23 Following the Update the Internal Credit Quality Assessment Policy Implemented by the Management Company	Against	For	Following engagement company provided full text and change control version of document and placed it on web page for all shareholders. Changes formalise internal changes that have already been agreed.
Candriam Sustainable - Bond Emerging Markets	Extraordinary Shareholders	12-Oct-21	2	Approve Entry into Force of the Amendments to the Articles of Association on 15 October 2021	Against	For	Following engagement company provided full text and change control version of document and placed it on web page for all shareholders. Changes formalise internal changes that have already been agreed.
Carsales.Com Limited	Annual	29-Oct-21	2	Approve Remuneration Report	Against	Abstain	While LTI awards are less than STI awards the difference is marginal and both are approximately 100% of fixed remuneration. We are engaging with the company regarding disclosure and non-financial metrics.
Carsales.Com Limited	Annual	29-Oct-21	4a	Approve Grant of Rights to Cameron McIntyre	Against	Abstain	While LTI awards are less than STI awards the difference is marginal and both are approximately 100% of fixed remuneration. We are engaging with the company regarding disclosure and non-financial metrics.
Carsales.Com Limited	Annual	29-Oct-21	4b	Approve Grant of Performance Rights to Cameron McIntyre	Against	Abstain	While LTI awards are less than STI awards the difference is marginal and both are approximately 100% of fixed remuneration. We are engaging with the company regarding disclosure and non-financial metrics.

Section 5b: All votes against management: CCLA did not support management on 51 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	Proponent	Prop No.	Proposal Text	Instruction	Rationale
NIKE, Inc.	Annual	6-Oct-21	Management	1a	Elect Director Alan B. Graf, Jr.	Withhold	Concerns - audit independence
NIKE, Inc.	Annual	6-Oct-21	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Breaches local good practice, Annual bonus scheme does not comply with CCLA's Global approach, 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
NIKE, Inc.	Annual	6-Oct-21	Share Holder	4	Report on Political Contributions Disclosure	For	The provision of a report on these matters is seen as an enhancement to shareholders understanding of the company's role in these matters.
NIKE, Inc.	Annual	6-Oct-21	Share Holder	5	Report on Human Rights Impact Assessment	For	The provision of a report on these matters is seen as an enhancement to shareholders understanding of the company's role in these matters.
NIKE, Inc.	Annual	6-Oct-21	Share Holder	6	Report on Median Gender/Racial Pay Gap	For	The provision of a report on these matters is seen as an enhancement to shareholders understanding of the company's role in these matters.
NIKE, Inc.	Annual	6-Oct-21	Share Holder	7	Report on Diversity and Inclusion Efforts	For	The provision of a report on these matters is seen as an enhancement to shareholders understanding of the company's role in these matters.
The Procter & Gamble Company	Annual	12-Oct-21	Management	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	12-Oct-21	Management	1j	Elect Director David S. Taylor	Against	Chair/CEO: no intention to separate.
The Procter & Gamble Company	Annual	12-Oct-21	Management	1l	Elect Director Patricia A. Woertz	Against	Concerns - audit independence
The Procter & Gamble Company	Annual	12-Oct-21	Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Annual bonus scheme does not comply with CCLA's Global approach, 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
The Procter & Gamble Company	Annual	12-Oct-21	Share Holder	4	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	For	Including non-management employees on the list will increase the diversity of the candidate pool.

Company	Type	Date	Proponent	Prop No.	Proposal Text	Instruction	Rationale
Carsales.Com Limited	Annual	29-Oct-21	Management	2	Approve Remuneration Report	Abstain	Balance of short-/long-term remuneration does not comply with CCLA's Global approach
Carsales.Com Limited	Annual	29-Oct-21	Management	4a	Approve Grant of Rights to Cameron McIntyre	Abstain	While LTI awards are less than STI awards the difference is marginal and both are approximately 100% of fixed remuneration. We are engaging with the company regarding disclosure and non-financial metrics.
Carsales.Com Limited	Annual	29-Oct-21	Management	4b	Approve Grant of Performance Rights to Cameron McIntyre	Abstain	While LTI awards are less than STI awards the difference is marginal and both are approximately 100% of fixed remuneration. We are engaging with the company regarding disclosure and non-financial metrics.
Spark New Zealand Ltd.	Annual	5-Nov-21	Management	2	Elect Alison Barrass as Director	Abstain	Responsible for oversight of remuneration which does not comply with CCLA's Global approach
Automatic Data Processing, Inc.	Annual	10-Nov-21	Management	1b	Elect Director Richard T. Clark	Against	Responsible for oversight of remuneration which does not comply with CCLA's Global approach
Automatic Data Processing, Inc.	Annual	10-Nov-21	Management	1k	Elect Director Sandra S. Wijnberg	Against	Concerns - audit independence
Automatic Data Processing, Inc.	Annual	10-Nov-21	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Annual bonus scheme does not comply with CCLA's Global approach, 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
Automatic Data Processing, Inc.	Annual	10-Nov-21	Share Holder	4	Report on Workforce Engagement in Governance	For	While the company has a number of policies in place which cover employee engagement when compared to peers there are a number of areas where improvements can be made.
Pernod Ricard SA	Annual/ Special	10-Nov-21	Management	8	Approve Compensation of Alexandre Ricard, Chairman and CEO	Against	Balance of short-/long-term remuneration does not comply with CCLA's Global approach, Variable remuneration schemes should prioritise long-term over short-term performance
Pernod Ricard SA	Annual/ Special	10-Nov-21	Management	10	Approve Remuneration Policy of Alexandre Ricard, Chairman and CEO	Against	Breaches local good practice, Annual bonus scheme does not comply with CCLA's Global approach, Variable remuneration schemes should prioritise long-term over short-term performance
Pernod Ricard SA	Annual/ Special	10-Nov-21	Management	22	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Executive Corporate Officers	Against	Proposal is seen as an enabling resolution, vote consistent with wider remuneration voting.

Company	Type	Date	Proponent	Prop No.	Proposal Text	Instruction	Rationale
Pernod Ricard SA	Annual/ Special	10-Nov-21	Management	23	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans	Against	Proposal is seen as an enabling resolution, vote consistent with wider remuneration voting.
The Estee Lauder Companies Inc.	Annual	12-Nov-21	Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Breaches local good practice, Annual bonus scheme does not comply with CCLA's Global approach, 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
Picton Property Income Ltd.	Annual	17-Nov-21	Management	5	Re-elect Maria Bentley as Director	Against	Responsible for oversight of remuneration which does not comply with CCLA's Global approach
Picton Property Income Ltd.	Annual	17-Nov-21	Management	10	Approve Remuneration Report	Against	Breaches local good practice, Balance of short-/long-term remuneration does not comply with CCLA's Global approach
Picton Property Income Ltd.	Annual	17-Nov-21	Management	11	Approve Remuneration Policy	Against	Balance of short-/long-term remuneration does not comply with CCLA's Global approach
CVS Group Plc	Annual	24-Nov-21	Management	2	Approve Remuneration Report	Against	Failure to disclose use of non-financials as a determinant of remuneration does not comply with CCLA's Global approach
Genus Plc	Annual	24-Nov-21	Management	7	Re-elect Iain Ferguson as Director	Against	Concerns over sub-board level gender diversity
Microsoft Corporation	Annual	30-Nov-21	Management	1.2	Elect Director Hugh F. Johnston	Against	Concerns - audit independence
Microsoft Corporation	Annual	30-Nov-21	Management	1.4	Elect Director Satya Nadella	Against	CEO being elevated to Chair/CEO: no intention to separate.
Microsoft Corporation	Annual	30-Nov-21	Management	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	30-Nov-21	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Annual bonus scheme does not comply with CCLA's Global approach, Concerns over multiples of salary
Microsoft Corporation	Annual	30-Nov-21	Share Holder	5	Report on Gender/Racial Pay Gap	For	The provision of a report on these matters is seen as an enhancement to shareholders understanding of the company's role in these matters.
Microsoft Corporation	Annual	30-Nov-21	Share Holder	6	Report on Effectiveness of Workplace Sexual Harassment Policies	For	This is consistent with our approach to human capital management and reducing the risk associated with sexual harassment in the workplace which is increasingly systemic in the sector.
Microsoft Corporation	Annual	30-Nov-21	Share Holder	7	Prohibit Sales of Facial Recognition Technology to All Government Entities	Abstain	While the company has number of policies in place it could improve its reporting on implementation.

Company	Type	Date	Proponent	Prop No.	Proposal Text	Instruction	Rationale
Microsoft Corporation	Annual	30-Nov-21	Share Holder	8	Report on Implementation of the Fair Chance Business Pledge	For	The provision of a report on these matters is seen as an enhancement to shareholders understanding of the company's role in these matters.
Microsoft Corporation	Annual	30-Nov-21	Share Holder	9	Report on Lobbying Activities Alignment with Company Policies	For	The provision of a report on these matters is seen as an enhancement to shareholders understanding of the company's role in these matters.
Ferguson Plc	Annual	2-Dec-21	Management	2	Approve Remuneration Report	Against	Annual bonus scheme does not comply with CCLA's Global approach, 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
Ferguson Plc	Annual	2-Dec-21	Management	8	Re-elect Geoff Drabble as Director	Against	Concerns over sub-board level gender diversity
Ferguson Plc	Annual	2-Dec-21	Management	14	Re-elect Jacqueline Simmonds as Director	Against	Concerns over sub-board level gender diversity. Responsible for oversight of remuneration which does not comply with CCLA's Global approach
Medtronic plc	Annual	9-Dec-21	Management	1b	Elect Director Craig Arnold	Against	Responsible for oversight of remuneration which does not comply with CCLA's Global approach
Medtronic plc	Annual	9-Dec-21	Management	1e	Elect Director Randall J. Hogan, III	Against	Concerns - audit independence
Medtronic plc	Annual	9-Dec-21	Management	1g	Elect Director Geoffrey S. Martha	Against	Chair/CEO: no intention to separate.
Medtronic plc	Annual	9-Dec-21	Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Annual bonus scheme does not comply with CCLA's Global approach, 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
Cisco Systems, Inc.	Annual	13-Dec-21	Management	1d	Elect Director Mark Garrett	Against	Concerns - audit independence
Cisco Systems, Inc.	Annual	13-Dec-21	Management	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	13-Dec-21	Management	1h	Elect Director Charles H. Robbins	Against	Chair/CEO: no intention to separate.
Cisco Systems, Inc.	Annual	13-Dec-21	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Annual bonus scheme does not comply with CCLA's Global approach, 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

Company	Type	Date	Proponent	Prop No.	Proposal Text	Instruction	Rationale
Cisco Systems, Inc.	Annual	13-Dec-21	Share Holder	4	Amend Proxy Access Right	For	The provision of a report on these matters is seen as an enhancement to shareholders understanding of the company's role in these matters.

Section 5c: Shareholder Resolutions: Shareholder resolutions are considered a legitimate way for shareholders to raise concerns with investee companies, especially if the company has failed to respond to engagement. Rather than adopting a set of guidelines for approaching such resolutions CCLA reviews each on a case-by-case basis.

Company	Type	Date	Proponent	Prop No.	Proposal Text	Instruction	Rationale
NIKE, Inc.	Annual	6-Oct-21	Share Holder	4	Report on Political Contributions Disclosure	For	The provision of a report on these matters is seen as an enhancement to shareholders understanding of the company's role in these matters.
NIKE, Inc.	Annual	6-Oct-21	Share Holder	5	Report on Human Rights Impact Assessment	For	The provision of a report on these matters is seen as an enhancement to shareholders understanding of the company's role in these matters.
NIKE, Inc.	Annual	6-Oct-21	Share Holder	6	Report on Median Gender/Racial Pay Gap	For	The provision of a report on these matters is seen as an enhancement to shareholders understanding of the company's role in these matters.
NIKE, Inc.	Annual	6-Oct-21	Share Holder	7	Report on Diversity and Inclusion Efforts	For	The provision of a report on these matters is seen as an enhancement to shareholders understanding of the company's role in these matters.
The Procter & Gamble Company	Annual	12-Oct-21	Share Holder	4	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	For	Including non-management employees on the list will increase the diversity of the candidate pool.
Automatic Data Processing, Inc.	Annual	10-Nov-21	Share Holder	4	Report on Workforce Engagement in Governance	For	While the company has a number of policies in place which cover employee engagement when compared to peers there are a number of areas where improvements can be made.
Microsoft Corporation	Annual	30-Nov-21	Share Holder	5	Report on Gender/Racial Pay Gap	For	The provision of a report on these matters is seen as an enhancement to shareholders understanding of the company's role in these matters.
Microsoft Corporation	Annual	30-Nov-21	Share Holder	6	Report on Effectiveness of Workplace Sexual Harassment Policies	For	This is consistent with our approach to human capital management and reducing the risk associated with sexual harassment in the workplace which is increasingly systemic in the sector.
Microsoft Corporation	Annual	30-Nov-21	Share Holder	7	Prohibit Sales of Facial Recognition Technology to All Government Entities	Abstain	While the company has number of policies in place it could improve its reporting on implementation.
Microsoft Corporation	Annual	30-Nov-21	Share Holder	8	Report on Implementation of the Fair Chance Business Pledge	For	The provision of a report on these matters is seen as an enhancement to shareholders understanding of the company's role in these matters.
Microsoft Corporation	Annual	30-Nov-21	Share Holder	9	Report on Lobbying Activities Alignment with Company Policies	For	The provision of a report on these matters is seen as an enhancement to shareholders understanding of the company's role in these matters.
Cisco Systems, Inc.	Annual	13-Dec-21	Share Holder	4	Amend Proxy Access Right	For	The provision of a report on these matters is seen as an

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	Type	Date	Proponent	Prop No.	Proposal Text	Instruction	Rationale
							enhancement to shareholders understanding of the company's role in these matters.

Section 5d: All vote instructions

Company	Type	Date	Proponent	Prop No.	Proposal Text	Instruction
DiaSorin SpA	Extraordinary Shareholders	4-Oct-21	Management	1	Authorize the Conversion of Bonds "EUR 500,000,000 Zero Coupon Equity Linked Bonds due 2028" and Approve Capital Increase without Preemptive Rights to Service the Conversion of Bonds	For
NIKE, Inc.	Annual	6-Oct-21	Management	1a	Elect Director Alan B. Graf, Jr.	Withhold
NIKE, Inc.	Annual	6-Oct-21	Management	1b	Elect Director Peter B. Henry	For
NIKE, Inc.	Annual	6-Oct-21	Management	1c	Elect Director Michelle A. Peluso	For
NIKE, Inc.	Annual	6-Oct-21	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
NIKE, Inc.	Annual	6-Oct-21	Management	3	Ratify PricewaterhouseCoopers LLP as Auditors	For
NIKE, Inc.	Annual	6-Oct-21	Share Holder	4	Report on Political Contributions Disclosure	For
NIKE, Inc.	Annual	6-Oct-21	Share Holder	5	Report on Human Rights Impact Assessment	For
NIKE, Inc.	Annual	6-Oct-21	Share Holder	6	Report on Median Gender/Racial Pay Gap	For
NIKE, Inc.	Annual	6-Oct-21	Share Holder	7	Report on Diversity and Inclusion Efforts	For
Singapore Exchange Limited	Annual	7-Oct-21	Management	1	Adopt Financial Statements and Directors' and Auditors' Reports	For
Singapore Exchange Limited	Annual	7-Oct-21	Management	2	Approve Final Dividend	For
Singapore Exchange Limited	Annual	7-Oct-21	Management	3a	Elect Loh Boon Chye as Director	For
Singapore Exchange Limited	Annual	7-Oct-21	Management	3b	Elect Subra Suresh as Director	For
Singapore Exchange Limited	Annual	7-Oct-21	Management	4	Elect Yeoh Oon Jin as Director	For
Singapore Exchange Limited	Annual	7-Oct-21	Management	5	Approve Directors' Fees to be Paid to the Chairman	For
Singapore Exchange Limited	Annual	7-Oct-21	Management	6	Approve Directors' Fees to be Paid to All Directors (Other than the Chief Executive Officer)	For
Singapore Exchange Limited	Annual	7-Oct-21	Management	7	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For
Singapore Exchange Limited	Annual	7-Oct-21	Management	8	Approve Issuance of Shares Pursuant to the Singapore Exchange Limited Scrip Dividend Scheme	For
Singapore Exchange Limited	Annual	7-Oct-21	Management	9	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	For
Singapore Exchange Limited	Annual	7-Oct-21	Management	10	Authorize Share Repurchase Program	For
Candriam Sustainable -	Extraordinary	12-Oct-21	Management	1	Amend Article 23 Following the Update the Internal Credit Quality Assessment Policy	For

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Company	Type	Date	Proponent	Prop No.	Proposal Text	Instruction
Bond Emerging Markets	Shareholders				Implemented by the Management Company	
Candriam Sustainable - Bond Emerging Markets	Extraordinary Shareholders	12-Oct-21	Management	2	Approve Entry into Force of the Amendments to the Articles of Association on 15 October 2021	For
The Procter & Gamble Company	Annual	12-Oct-21	Management	1a	Elect Director B. Marc Allen	For
The Procter & Gamble Company	Annual	12-Oct-21	Management	1b	Elect Director Angela F. Braly	For
The Procter & Gamble Company	Annual	12-Oct-21	Management	1c	Elect Director Amy L. Chang	For
The Procter & Gamble Company	Annual	12-Oct-21	Management	1d	Elect Director Joseph Jimenez	For
The Procter & Gamble Company	Annual	12-Oct-21	Management	1e	Elect Director Christopher Kempczinski	For
The Procter & Gamble Company	Annual	12-Oct-21	Management	1f	Elect Director Debra L. Lee	For
The Procter & Gamble Company	Annual	12-Oct-21	Management	1g	Elect Director Terry J. Lundgren	Against
The Procter & Gamble Company	Annual	12-Oct-21	Management	1h	Elect Director Christine M. McCarthy	For
The Procter & Gamble Company	Annual	12-Oct-21	Management	1i	Elect Director Jon R. Moeller	For
The Procter & Gamble Company	Annual	12-Oct-21	Management	1j	Elect Director David S. Taylor	Against
The Procter & Gamble Company	Annual	12-Oct-21	Management	1k	Elect Director Margaret C. Whitman	For
The Procter & Gamble Company	Annual	12-Oct-21	Management	1l	Elect Director Patricia A. Woertz	Against
The Procter & Gamble Company	Annual	12-Oct-21	Management	2	Ratify Deloitte & Touche LLP as Auditors	For
The Procter & Gamble Company	Annual	12-Oct-21	Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Procter & Gamble Company	Annual	12-Oct-21	Share Holder	4	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	For
Dechra Pharmaceuticals PLC	Annual	21-Oct-21	Management	1	Accept Financial Statements and Statutory Reports	For
Dechra Pharmaceuticals PLC	Annual	21-Oct-21	Management	2	Approve Remuneration Report	For
Dechra Pharmaceuticals PLC	Annual	21-Oct-21	Management	3	Approve Final Dividend	For
Dechra Pharmaceuticals PLC	Annual	21-Oct-21	Management	4	Elect Denise Goode as Director	For
Dechra Pharmaceuticals PLC	Annual	21-Oct-21	Management	5	Re-elect William Rice as Director	For
Dechra Pharmaceuticals PLC	Annual	21-Oct-21	Management	6	Re-elect Ian Page as Director	For

Company	Type	Date	Proponent	Prop No.	Proposal Text	Instruction
Dechra Pharmaceuticals PLC	Annual	21-Oct-21	Management	7	Re-elect Anthony Griffin as Director	For
Dechra Pharmaceuticals PLC	Annual	21-Oct-21	Management	8	Re-elect Paul Sandland as Director	For
Dechra Pharmaceuticals PLC	Annual	21-Oct-21	Management	9	Re-elect Lisa Bright as Director	For
Dechra Pharmaceuticals PLC	Annual	21-Oct-21	Management	10	Re-elect Julian Heslop as Director	For
Dechra Pharmaceuticals PLC	Annual	21-Oct-21	Management	11	Re-elect Ishbel Macpherson as Director	For
Dechra Pharmaceuticals PLC	Annual	21-Oct-21	Management	12	Re-elect Lawson Macartney as Director	For
Dechra Pharmaceuticals PLC	Annual	21-Oct-21	Management	13	Re-elect Alison Platt as Director	For
Dechra Pharmaceuticals PLC	Annual	21-Oct-21	Management	14	Reappoint PricewaterhouseCoopers LLP as Auditors	For
Dechra Pharmaceuticals PLC	Annual	21-Oct-21	Management	15	Authorise the Audit Committee to Fix Remuneration of Auditors	For
Dechra Pharmaceuticals PLC	Annual	21-Oct-21	Management	16	Authorise Issue of Equity	For
Dechra Pharmaceuticals PLC	Annual	21-Oct-21	Management	17	Authorise Issue of Equity without Pre-emptive Rights	For
Dechra Pharmaceuticals PLC	Annual	21-Oct-21	Management	18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
Dechra Pharmaceuticals PLC	Annual	21-Oct-21	Management	19	Authorise Market Purchase of Ordinary Shares	For
Dechra Pharmaceuticals PLC	Annual	21-Oct-21	Management	20	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Dechra Pharmaceuticals PLC	Annual	21-Oct-21	Management	21	Approve Deferred Bonus Plan	For
Carsales.Com Limited	Annual	29-Oct-21	Management	2	Approve Remuneration Report	Abstain
Carsales.Com Limited	Annual	29-Oct-21	Management	3a	Elect Kee Wong as Director	For
Carsales.Com Limited	Annual	29-Oct-21	Management	3b	Elect Edwina Gilbert as Director	For
Carsales.Com Limited	Annual	29-Oct-21	Management	4a	Approve Grant of Rights to Cameron McIntyre	Abstain
Carsales.Com Limited	Annual	29-Oct-21	Management	4b	Approve Grant of Performance Rights to Cameron McIntyre	Abstain
Carsales.Com Limited	Annual	29-Oct-21	Management	5	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	For
Spark New Zealand Ltd.	Annual	5-Nov-21	Management	1	Authorize Board to Fix Remuneration of the Auditors	For
Spark New Zealand Ltd.	Annual	5-Nov-21	Management	2	Elect Alison Barrass as Director	Abstain
Spark New Zealand Ltd.	Annual	5-Nov-21	Management	3	Elect David Havercroft as Director	For
Automatic Data Processing, Inc.	Annual	10-Nov-21	Management	1a	Elect Director Peter Bisson	For
Automatic Data Processing, Inc.	Annual	10-Nov-21	Management	1b	Elect Director Richard T. Clark	Against

Company	Type	Date	Proponent	Prop No.	Proposal Text	Instruction
Automatic Data Processing, Inc.	Annual	10-Nov-21	Management	1c	Elect Director Linnie M. Haynesworth	For
Automatic Data Processing, Inc.	Annual	10-Nov-21	Management	1d	Elect Director John P. Jones	For
Automatic Data Processing, Inc.	Annual	10-Nov-21	Management	1e	Elect Director Francine S. Katsoudas	For
Automatic Data Processing, Inc.	Annual	10-Nov-21	Management	1f	Elect Director Nazzic S. Keene	For
Automatic Data Processing, Inc.	Annual	10-Nov-21	Management	1g	Elect Director Thomas J. Lynch	For
Automatic Data Processing, Inc.	Annual	10-Nov-21	Management	1h	Elect Director Scott F. Powers	For
Automatic Data Processing, Inc.	Annual	10-Nov-21	Management	1i	Elect Director William J. Ready	For
Automatic Data Processing, Inc.	Annual	10-Nov-21	Management	1j	Elect Director Carlos A. Rodriguez	For
Automatic Data Processing, Inc.	Annual	10-Nov-21	Management	1k	Elect Director Sandra S. Wijnberg	Against
Automatic Data Processing, Inc.	Annual	10-Nov-21	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Automatic Data Processing, Inc.	Annual	10-Nov-21	Management	3	Ratify Deloitte & Touche LLP as Auditors	For
Automatic Data Processing, Inc.	Annual	10-Nov-21	Share Holder	4	Report on Workforce Engagement in Governance	For
Pernod Ricard SA	Annual/Special	10-Nov-21	Management	1	Approve Financial Statements and Statutory Reports	For
Pernod Ricard SA	Annual/Special	10-Nov-21	Management	2	Approve Consolidated Financial Statements and Statutory Reports	For
Pernod Ricard SA	Annual/Special	10-Nov-21	Management	3	Approve Allocation of Income and Dividends of EUR 3.12 per Share	For
Pernod Ricard SA	Annual/Special	10-Nov-21	Management	4	Reelect Anne Lange as Director	For
Pernod Ricard SA	Annual/Special	10-Nov-21	Management	5	Reelect Societe Paul Ricard as Director	For
Pernod Ricard SA	Annual/Special	10-Nov-21	Management	6	Reelect Veronica Vargas as Director	For
Pernod Ricard SA	Annual/Special	10-Nov-21	Management	7	Elect Namita Shah as Director	For
Pernod Ricard SA	Annual/Special	10-Nov-21	Management	8	Approve Compensation of Alexandre Ricard, Chairman and CEO	Against
Pernod Ricard SA	Annual/Special	10-Nov-21	Management	9	Approve Compensation Report of Corporate Officers	For
Pernod Ricard SA	Annual/Special	10-Nov-21	Management	10	Approve Remuneration Policy of Alexandre Ricard, Chairman and CEO	Against
Pernod Ricard SA	Annual/Special	10-Nov-21	Management	11	Approve Remuneration Policy of Directors	For

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Company	Type	Date	Proponent	Prop No.	Proposal Text	Instruction
	1					
Pernod Ricard SA	Annual/Special	10-Nov-21	Management	12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For
Pernod Ricard SA	Annual/Special	10-Nov-21	Management	13	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For
Pernod Ricard SA	Annual/Special	10-Nov-21	Management	14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For
Pernod Ricard SA	Annual/Special	10-Nov-21	Management	15	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 134 Million	For
Pernod Ricard SA	Annual/Special	10-Nov-21	Management	16	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 41 Million	For
Pernod Ricard SA	Annual/Special	10-Nov-21	Management	17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 15, 16 and 18	For
Pernod Ricard SA	Annual/Special	10-Nov-21	Management	18	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 41 Million	For
Pernod Ricard SA	Annual/Special	10-Nov-21	Management	19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For
Pernod Ricard SA	Annual/Special	10-Nov-21	Management	20	Authorize Capital Increase of Up to 10 Percent of Issued Capital for Future Exchange Offers	For
Pernod Ricard SA	Annual/Special	10-Nov-21	Management	21	Authorize Capitalization of Reserves of Up to EUR 134 Million for Bonus Issue or Increase in Par Value	For
Pernod Ricard SA	Annual/Special	10-Nov-21	Management	22	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Executive Corporate Officers	Against
Pernod Ricard SA	Annual/Special	10-Nov-21	Management	23	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Pernod Ricard SA	Annual/Special	10-Nov-21	Management	24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For
Pernod Ricard SA	Annual/Special	10-Nov-21	Management	25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries	For
Pernod Ricard SA	Annual/Special	10-Nov-21	Management	26	Amend Article 7 and 33 of Bylaws to Comply with Legal Changes	For
Pernod Ricard SA	Annual/Special	10-Nov-21	Management	27	Authorize Filing of Required Documents/Other Formalities	For
The Estee Lauder Companies Inc.	Annual	12-Nov-21	Management	1a	Elect Director Rose Marie Bravo	For
The Estee Lauder Companies Inc.	Annual	12-Nov-21	Management	1b	Elect Director Paul J. Fribourg	For
The Estee Lauder Companies Inc.	Annual	12-Nov-21	Management	1c	Elect Director Jennifer Hyman	For
The Estee Lauder Companies Inc.	Annual	12-Nov-21	Management	1d	Elect Director Barry S. Sternlicht	For
The Estee Lauder Companies Inc.	Annual	12-Nov-21	Management	2	Ratify PricewaterhouseCoopers LLP as Auditors	For
The Estee Lauder Companies Inc.	Annual	12-Nov-21	Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against

Company	Type	Date	Proponent	Prop No.	Proposal Text	Instruction
BMO Real Estate Investments Limited	Annual	17-Nov-21	Management	1	Accept Financial Statements and Statutory Reports	For
BMO Real Estate Investments Limited	Annual	17-Nov-21	Management	2	Approve Remuneration Report	For
BMO Real Estate Investments Limited	Annual	17-Nov-21	Management	3	Approve Dividend Policy	For
BMO Real Estate Investments Limited	Annual	17-Nov-21	Management	4	Re-elect Vikram Lall as Director	For
BMO Real Estate Investments Limited	Annual	17-Nov-21	Management	5	Elect Rebecca Gates as Director	For
BMO Real Estate Investments Limited	Annual	17-Nov-21	Management	6	Re-elect David Ross as Director	For
BMO Real Estate Investments Limited	Annual	17-Nov-21	Management	7	Re-elect Mark Carpenter as Director	For
BMO Real Estate Investments Limited	Annual	17-Nov-21	Management	8	Re-elect Alexa Henderson as Director	For
BMO Real Estate Investments Limited	Annual	17-Nov-21	Management	9	Ratify PricewaterhouseCoopers CI LLP as Auditors	For
BMO Real Estate Investments Limited	Annual	17-Nov-21	Management	10	Authorise Board to Fix Remuneration of Auditors	For
BMO Real Estate Investments Limited	Annual	17-Nov-21	Management	11	Authorise Issue of Equity without Pre-emptive Rights	For
BMO Real Estate Investments Limited	Annual	17-Nov-21	Management	12	Authorise Market Purchase of Ordinary Shares	For
Hexagon AB	Extraordinary Shareholders	17-Nov-21	Management	1	Elect Chairman of Meeting	For
Hexagon AB	Extraordinary Shareholders	17-Nov-21	Management	2	Prepare and Approve List of Shareholders	For
Hexagon AB	Extraordinary Shareholders	17-Nov-21	Management	3	Approve Agenda of Meeting	For
Hexagon AB	Extraordinary Shareholders	17-Nov-21	Management	4.1	Designate Johannes Wingborg as Inspector of Minutes of Meeting	For
Hexagon AB	Extraordinary Shareholders	17-Nov-21	Management	4.2	Designate Fredrik Skoglund as Inspector of Minutes of Meeting	For
Hexagon AB	Extraordinary Shareholders	17-Nov-21	Management	5	Acknowledge Proper Convening of Meeting	For
Hexagon AB	Extraordinary Shareholders	17-Nov-21	Management	6	Amend Articles Re: Number of Board Members	For
Hexagon AB	Extraordinary Shareholders	17-Nov-21	Management	7	Determine Number of Members (10) and Deputy Members (0) of Board	For
Hexagon AB	Extraordinary Shareholders	17-Nov-21	Management	8.1	Elect Brett Watson as New Director	For
Hexagon AB	Extraordinary Shareholders	17-Nov-21	Management	8.2	Elect Erik Huggers as New Director	For
Hexagon AB	Extraordinary	17-Nov-21	Management	9	Approve Remuneration of New Elected Directors	For

Company	Type	Date	Proponent	Prop No.	Proposal Text	Instruction
	Shareholders					
Hexagon AB	Extraordinary Shareholders	17-Nov-21	Management	1	Elect Chairman of Meeting	For
Hexagon AB	Extraordinary Shareholders	17-Nov-21	Management	2	Prepare and Approve List of Shareholders	For
Hexagon AB	Extraordinary Shareholders	17-Nov-21	Management	3	Approve Agenda of Meeting	For
Hexagon AB	Extraordinary Shareholders	17-Nov-21	Management	4.1	Designate Johannes Wingborg as Inspector of Minutes of Meeting	For
Hexagon AB	Extraordinary Shareholders	17-Nov-21	Management	4.2	Designate Fredrik Skoglund as Inspector of Minutes of Meeting	For
Hexagon AB	Extraordinary Shareholders	17-Nov-21	Management	5	Acknowledge Proper Convening of Meeting	For
Hexagon AB	Extraordinary Shareholders	17-Nov-21	Management	6	Amend Articles Re: Number of Board Members	For
Hexagon AB	Extraordinary Shareholders	17-Nov-21	Management	7	Determine Number of Members (10) and Deputy Members (0) of Board	For
Hexagon AB	Extraordinary Shareholders	17-Nov-21	Management	8.1	Elect Brett Watson as New Director	For
Hexagon AB	Extraordinary Shareholders	17-Nov-21	Management	8.2	Elect Erik Huggers as New Director	For
Hexagon AB	Extraordinary Shareholders	17-Nov-21	Management	9	Approve Remuneration of New Elected Directors	For
Picton Property Income Ltd.	Annual	17-Nov-21	Management	1	Accept Financial Statements and Statutory Reports	For
Picton Property Income Ltd.	Annual	17-Nov-21	Management	2	Ratify KPMG Channel Islands Limited as Auditors	For
Picton Property Income Ltd.	Annual	17-Nov-21	Management	3	Authorise Board to Fix Remuneration of Auditors	For
Picton Property Income Ltd.	Annual	17-Nov-21	Management	4	Re-elect Mark Batten as Director	For
Picton Property Income Ltd.	Annual	17-Nov-21	Management	5	Re-elect Maria Bentley as Director	Against
Picton Property Income Ltd.	Annual	17-Nov-21	Management	6	Re-elect Andrew Dewhirst as Director	For
Picton Property Income Ltd.	Annual	17-Nov-21	Management	7	Re-elect Richard Jones as Director	For
Picton Property Income Ltd.	Annual	17-Nov-21	Management	8	Re-elect Michael Morris as Director	For
Picton Property Income Ltd.	Annual	17-Nov-21	Management	9	Elect Lena Wilson as a Director	For
Picton Property Income Ltd.	Annual	17-Nov-21	Management	10	Approve Remuneration Report	Against
Picton Property Income Ltd.	Annual	17-Nov-21	Management	11	Approve Remuneration Policy	Against

Company	Type	Date	Proponent	Prop No.	Proposal Text	Instruction
Picton Property Income Ltd.	Annual	17-Nov-21	Management	12	Authorise Market Purchase of Ordinary Shares	For
Picton Property Income Ltd.	Annual	17-Nov-21	Management	13	Authorise Issue of Equity without Pre-emptive Rights	For
Picton Property Income Ltd.	Annual	17-Nov-21	Management	14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
Sonic Healthcare Limited	Annual	18-Nov-21	Management	1	Elect Kate Spargo as Director	For
Sonic Healthcare Limited	Annual	18-Nov-21	Management	2	Elect Lou Panaccio as Director	For
Sonic Healthcare Limited	Annual	18-Nov-21	Management	3	Approve Remuneration Report	For
Sonic Healthcare Limited	Annual	18-Nov-21	Management	4	Approve Grant of Options and Performance Rights to Colin Goldschmidt	For
Sonic Healthcare Limited	Annual	18-Nov-21	Management	5	Approve Grant of Options and Performance Rights to Chris Wilks	For
CVS Group Plc	Annual	24-Nov-21	Management	1	Accept Financial Statements and Statutory Reports	For
CVS Group Plc	Annual	24-Nov-21	Management	2	Approve Remuneration Report	Against
CVS Group Plc	Annual	24-Nov-21	Management	3	Approve Final Dividend	For
CVS Group Plc	Annual	24-Nov-21	Management	4	Re-elect Richard Connell as Director	For
CVS Group Plc	Annual	24-Nov-21	Management	5	Re-elect Deborah Kemp as Director	For
CVS Group Plc	Annual	24-Nov-21	Management	6	Re-elect Richard Gray as Director	For
CVS Group Plc	Annual	24-Nov-21	Management	7	Elect David Wilton as Director	For
CVS Group Plc	Annual	24-Nov-21	Management	8	Re-elect Richard Fairman as Director	For
CVS Group Plc	Annual	24-Nov-21	Management	9	Re-elect Ben Jacklin as Director	For
CVS Group Plc	Annual	24-Nov-21	Management	10	Re-elect Robin Alfonso as Director	For
CVS Group Plc	Annual	24-Nov-21	Management	11	Reappoint Deloitte LLP as Auditors	For
CVS Group Plc	Annual	24-Nov-21	Management	12	Authorise the Audit Committee to Fix Remuneration of Auditors	For
CVS Group Plc	Annual	24-Nov-21	Management	13	Authorise Issue of Equity	For
CVS Group Plc	Annual	24-Nov-21	Management	14	Authorise Issue of Equity without Pre-emptive Rights	For
CVS Group Plc	Annual	24-Nov-21	Management	15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
CVS Group Plc	Annual	24-Nov-21	Management	16	Authorise Market Purchase of Ordinary Shares	For
CVS Group Plc	Annual	24-Nov-21	Management	17	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Genus Plc	Annual	24-Nov-21	Management	1	Accept Financial Statements and Statutory Reports	For
Genus Plc	Annual	24-Nov-21	Management	2	Approve Remuneration Report	For
Genus Plc	Annual	24-Nov-21	Management	3	Approve Share Incentive Plan	For
Genus Plc	Annual	24-Nov-21	Management	4	Approve International Share Incentive Plan	For
Genus Plc	Annual	24-Nov-21	Management	5	Approve Final Dividend	For
Genus Plc	Annual	24-Nov-21	Management	6	Elect Jason Chin as Director	For
Genus Plc	Annual	24-Nov-21	Management	7	Re-elect Iain Ferguson as Director	Against
Genus Plc	Annual	24-Nov-21	Management	8	Re-elect Stephen Wilson as Director	For
Genus Plc	Annual	24-Nov-21	Management	9	Re-elect Alison Henriksen as Director	For
Genus Plc	Annual	24-Nov-21	Management	10	Re-elect Lysanne Gray as Director	For

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Company	Type	Date	Proponent	Prop No.	Proposal Text	Instruction
Genus Plc	Annual	24-Nov-21	Management	11	Re-elect Lykele van der Broek as Director	For
Genus Plc	Annual	24-Nov-21	Management	12	Re-elect Lesley Knox as Director	For
Genus Plc	Annual	24-Nov-21	Management	13	Reappoint Deloitte LLP as Auditors	For
Genus Plc	Annual	24-Nov-21	Management	14	Authorise Audit and Risk Committee to Fix Remuneration of Auditors	For
Genus Plc	Annual	24-Nov-21	Management	15	Authorise Issue of Equity	For
Genus Plc	Annual	24-Nov-21	Management	16	Authorise Issue of Equity without Pre-emptive Rights	For
Genus Plc	Annual	24-Nov-21	Management	17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
Genus Plc	Annual	24-Nov-21	Management	18	Authorise Market Purchase of Ordinary Shares	For
Genus Plc	Annual	24-Nov-21	Management	19	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
Genus Plc	Annual	24-Nov-21	Management	20	Adopt New Articles of Association	For
Greencoat UK Wind Plc	Special	26-Nov-21	Management	1	Authorise Issue of Equity Pursuant to the Issue	For
Greencoat UK Wind Plc	Special	26-Nov-21	Management	2	Authorise Issue of Equity without Pre-emptive Rights Pursuant to the Issue	For
Greencoat UK Wind Plc	Special	26-Nov-21	Management	3	Authorise Market Purchase of Ordinary Shares	For
Microsoft Corporation	Annual	30-Nov-21	Management	1.1	Elect Director Reid G. Hoffman	For
Microsoft Corporation	Annual	30-Nov-21	Management	1.2	Elect Director Hugh F. Johnston	Against
Microsoft Corporation	Annual	30-Nov-21	Management	1.3	Elect Director Teri L. List	For
Microsoft Corporation	Annual	30-Nov-21	Management	1.4	Elect Director Satya Nadella	Against
Microsoft Corporation	Annual	30-Nov-21	Management	1.5	Elect Director Sandra E. Peterson	Against
Microsoft Corporation	Annual	30-Nov-21	Management	1.6	Elect Director Penny S. Pritzker	For
Microsoft Corporation	Annual	30-Nov-21	Management	1.7	Elect Director Carlos A. Rodriguez	For
Microsoft Corporation	Annual	30-Nov-21	Management	1.8	Elect Director Charles W. Scharf	For
Microsoft Corporation	Annual	30-Nov-21	Management	1.9	Elect Director John W. Stanton	For
Microsoft Corporation	Annual	30-Nov-21	Management	1.10	Elect Director John W. Thompson	For
Microsoft Corporation	Annual	30-Nov-21	Management	1.11	Elect Director Emma N. Walmsley	For
Microsoft Corporation	Annual	30-Nov-21	Management	1.12	Elect Director Padmasree Warrior	For
Microsoft Corporation	Annual	30-Nov-21	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Microsoft Corporation	Annual	30-Nov-21	Management	3	Approve Qualified Employee Stock Purchase Plan	For
Microsoft Corporation	Annual	30-Nov-21	Management	4	Ratify Deloitte & Touche LLP as Auditors	For
Microsoft Corporation	Annual	30-Nov-21	Share Holder	5	Report on Gender/Racial Pay Gap	For
Microsoft Corporation	Annual	30-Nov-21	Share Holder	6	Report on Effectiveness of Workplace Sexual Harassment Policies	For
Microsoft Corporation	Annual	30-Nov-21	Share Holder	7	Prohibit Sales of Facial Recognition Technology to All Government Entities	Abstain
Microsoft Corporation	Annual	30-Nov-21	Share Holder	8	Report on Implementation of the Fair Chance Business Pledge	For
Microsoft Corporation	Annual	30-Nov-21	Share Holder	9	Report on Lobbying Activities Alignment with Company Policies	For
Ferguson Plc	Annual	2-Dec-21	Management	1	Accept Financial Statements and Statutory Reports	For
Ferguson Plc	Annual	2-Dec-21	Management	2	Approve Remuneration Report	Against
Ferguson Plc	Annual	2-Dec-21	Management	3	Approve Final Dividend	For
Ferguson Plc	Annual	2-Dec-21	Management	4	Elect Kelly Baker as Director	For

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Company	Type	Date	Proponent	Prop No.	Proposal Text	Instruction
Ferguson Plc	Annual	2-Dec-21	Management	5	Elect Brian May as Director	For
Ferguson Plc	Annual	2-Dec-21	Management	6	Elect Suzanne Wood as Director	For
Ferguson Plc	Annual	2-Dec-21	Management	7	Re-elect Bill Brundage as Director	For
Ferguson Plc	Annual	2-Dec-21	Management	8	Re-elect Geoff Drabble as Director	Against
Ferguson Plc	Annual	2-Dec-21	Management	9	Re-elect Catherine Halligan as Director	For
Ferguson Plc	Annual	2-Dec-21	Management	10	Re-elect Kevin Murphy as Director	For
Ferguson Plc	Annual	2-Dec-21	Management	11	Re-elect Alan Murray as Director	For
Ferguson Plc	Annual	2-Dec-21	Management	12	Re-elect Tom Schmitt as Director	For
Ferguson Plc	Annual	2-Dec-21	Management	13	Re-elect Dr Nadia Shouraboura as Director	For
Ferguson Plc	Annual	2-Dec-21	Management	14	Re-elect Jacqueline Simmonds as Director	Against
Ferguson Plc	Annual	2-Dec-21	Management	15	Reappoint Deloitte LLP as Auditors	For
Ferguson Plc	Annual	2-Dec-21	Management	16	Authorise the Audit Committee to Fix Remuneration of Auditors	For
Ferguson Plc	Annual	2-Dec-21	Management	17	Authorise UK Political Donations and Expenditure	For
Ferguson Plc	Annual	2-Dec-21	Management	18	Authorise Issue of Equity	For
Ferguson Plc	Annual	2-Dec-21	Management	19	Approve Employee Share Purchase Plan	For
Ferguson Plc	Annual	2-Dec-21	Management	20	Authorise Issue of Equity without Pre-emptive Rights	For
Ferguson Plc	Annual	2-Dec-21	Management	21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For
Ferguson Plc	Annual	2-Dec-21	Management	22	Authorise Market Purchase of Ordinary Shares	For
Bluefield Solar Income Fund Ltd.	Annual	3-Dec-21	Management	1	Accept Financial Statements and Statutory Reports	For
Bluefield Solar Income Fund Ltd.	Annual	3-Dec-21	Management	2	Approve Remuneration Report	For
Bluefield Solar Income Fund Ltd.	Annual	3-Dec-21	Management	3	Re-elect Paul Le Page as Director	For
Bluefield Solar Income Fund Ltd.	Annual	3-Dec-21	Management	4	Re-elect John Rennocks as Director	For
Bluefield Solar Income Fund Ltd.	Annual	3-Dec-21	Management	5	Re-elect John Scott as Director	For
Bluefield Solar Income Fund Ltd.	Annual	3-Dec-21	Management	6	Re-elect Laurence McNairn as Director	For
Bluefield Solar Income Fund Ltd.	Annual	3-Dec-21	Management	7	Re-elect Meriel Lenfestey as Director	For
Bluefield Solar Income Fund Ltd.	Annual	3-Dec-21	Management	8	Elect Elizabeth Burne as Director	For
Bluefield Solar Income Fund Ltd.	Annual	3-Dec-21	Management	9	Ratify KPMG Channel Islands Limited as Auditors	For
Bluefield Solar Income Fund Ltd.	Annual	3-Dec-21	Management	10	Authorise Board to Fix Remuneration of Auditors	For
Bluefield Solar Income Fund Ltd.	Annual	3-Dec-21	Management	11	Approve Stock Dividend Program	For

Company	Type	Date	Proponent	Prop No.	Proposal Text	Instruction
Bluefield Solar Income Fund Ltd.	Annual	3-Dec-21	Management	12	Approve Interim Dividends	For
Bluefield Solar Income Fund Ltd.	Annual	3-Dec-21	Management	13	Authorise Market Purchase of Ordinary Shares	For
Bluefield Solar Income Fund Ltd.	Annual	3-Dec-21	Management	14	Authorise Issue of Equity without Pre-emptive Rights	For
Bluefield Solar Income Fund Ltd.	Annual	3-Dec-21	Management	15	Authorise Issue of Equity without Pre-emptive Rights (Additional Authority)	For
Medtronic plc	Annual	9-Dec-21	Management	1a	Elect Director Richard H. Anderson	For
Medtronic plc	Annual	9-Dec-21	Management	1b	Elect Director Craig Arnold	Against
Medtronic plc	Annual	9-Dec-21	Management	1c	Elect Director Scott C. Donnelly	For
Medtronic plc	Annual	9-Dec-21	Management	1d	Elect Director Andrea J. Goldsmith	For
Medtronic plc	Annual	9-Dec-21	Management	1e	Elect Director Randall J. Hogan, III	Against
Medtronic plc	Annual	9-Dec-21	Management	1f	Elect Director Kevin E. Lofton	For
Medtronic plc	Annual	9-Dec-21	Management	1g	Elect Director Geoffrey S. Martha	Against
Medtronic plc	Annual	9-Dec-21	Management	1h	Elect Director Elizabeth G. Nabel	For
Medtronic plc	Annual	9-Dec-21	Management	1i	Elect Director Denise M. O'Leary	For
Medtronic plc	Annual	9-Dec-21	Management	1j	Elect Director Kendall J. Powell	For
Medtronic plc	Annual	9-Dec-21	Management	2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For
Medtronic plc	Annual	9-Dec-21	Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Medtronic plc	Annual	9-Dec-21	Management	4	Advisory Vote on Say on Pay Frequency	One Year
Medtronic plc	Annual	9-Dec-21	Management	5	Approve Omnibus Stock Plan	For
Medtronic plc	Annual	9-Dec-21	Management	6	Renew the Board's Authority to Issue Shares Under Irish Law	For
Medtronic plc	Annual	9-Dec-21	Management	7	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	For
Medtronic plc	Annual	9-Dec-21	Management	8	Authorize Overseas Market Purchases of Ordinary Shares	For
Round Hill Music Royalty Fund Ltd.	Annual	9-Dec-21	Management	1	Ratify KPMG Channel Islands Limited as Auditors	For
Round Hill Music Royalty Fund Ltd.	Annual	9-Dec-21	Management	2	Authorise Board to Fix Remuneration of Auditors	For
Round Hill Music Royalty Fund Ltd.	Annual	9-Dec-21	Management	3	Elect Trevor Bowen as Director	For
Round Hill Music Royalty Fund Ltd.	Annual	9-Dec-21	Management	4	Elect Caroline Chan as Director	For
Round Hill Music Royalty Fund Ltd.	Annual	9-Dec-21	Management	5	Elect Francis Keeling as Director	For
Round Hill Music Royalty Fund Ltd.	Annual	9-Dec-21	Management	6	Authorise Market Purchase of Ordinary Shares	For
Tritax EuroBox Plc	Special	10-Dec-21	Management	1	Approve the Related Party Transaction Relating to the Gelsenkirchen Proposal	For
Tritax EuroBox Plc	Special	10-Dec-21	Management	2	Approve the Related Party Transaction Relating to the Bonen Proposal	For

Company	Type	Date	Proponent	Prop No.	Proposal Text	Instruction
Tritax EuroBox Plc	Special	10-Dec-21	Management	3	Approve the Related Party Transaction Relating to the German Propco Guarantor Amendment Proposal	For
Cisco Systems, Inc.	Annual	13-Dec-21	Management	1a	Elect Director M. Michele Burns	For
Cisco Systems, Inc.	Annual	13-Dec-21	Management	1b	Elect Director Wesley G. Bush	For
Cisco Systems, Inc.	Annual	13-Dec-21	Management	1c	Elect Director Michael D. Capellas	For
Cisco Systems, Inc.	Annual	13-Dec-21	Management	1d	Elect Director Mark Garrett	Against
Cisco Systems, Inc.	Annual	13-Dec-21	Management	1e	Elect Director John D. Harris, II	For
Cisco Systems, Inc.	Annual	13-Dec-21	Management	1f	Elect Director Kristina M. Johnson	For
Cisco Systems, Inc.	Annual	13-Dec-21	Management	1g	Elect Director Roderick C. McGeary	Against
Cisco Systems, Inc.	Annual	13-Dec-21	Management	1h	Elect Director Charles H. Robbins	Against
Cisco Systems, Inc.	Annual	13-Dec-21	Management	1i	Elect Director Brenton L. Saunders	For
Cisco Systems, Inc.	Annual	13-Dec-21	Management	1j	Elect Director Lisa T. Su	For
Cisco Systems, Inc.	Annual	13-Dec-21	Management	1k	Elect Director Marianna Tessel	For
Cisco Systems, Inc.	Annual	13-Dec-21	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Cisco Systems, Inc.	Annual	13-Dec-21	Management	3	Ratify PricewaterhouseCoopers LLP as Auditors	For
Cisco Systems, Inc.	Annual	13-Dec-21	Share Holder	4	Amend Proxy Access Right	For
Target Healthcare REIT Plc	Annual	14-Dec-21	Management	1	Accept Financial Statements and Statutory Reports	For
Target Healthcare REIT Plc	Annual	14-Dec-21	Management	2	Approve Remuneration Report	For
Target Healthcare REIT Plc	Annual	14-Dec-21	Management	3	Approve Company's Dividend Policy	For
Target Healthcare REIT Plc	Annual	14-Dec-21	Management	4	Reappoint Ernst & Young LLP as Auditors	For
Target Healthcare REIT Plc	Annual	14-Dec-21	Management	5	Authorise Board to Fix Remuneration of Auditors	For
Target Healthcare REIT Plc	Annual	14-Dec-21	Management	6	Elect Vince Niblett as Director	For
Target Healthcare REIT Plc	Annual	14-Dec-21	Management	7	Re-elect Malcolm Naish as Director	For
Target Healthcare REIT Plc	Annual	14-Dec-21	Management	8	Re-elect Gordon Coull as Director	For
Target Healthcare REIT Plc	Annual	14-Dec-21	Management	9	Re-elect Alison Fyfe as Director	For
Target Healthcare REIT Plc	Annual	14-Dec-21	Management	10	Authorise Issue of Equity	For
Target Healthcare REIT Plc	Annual	14-Dec-21	Management	11	Authorise Issue of Equity without Pre-emptive Rights	For
Target Healthcare REIT Plc	Annual	14-Dec-21	Management	12	Authorise Market Purchase of Ordinary Shares	For
Target Healthcare REIT Plc	Annual	14-Dec-21	Management	13	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
The PRS REIT Plc	Annual	15-Dec-21	Management	1	Accept Financial Statements and Statutory Reports	For
The PRS REIT Plc	Annual	15-Dec-21	Management	2	Approve Remuneration Report	For
The PRS REIT Plc	Annual	15-Dec-21	Management	3	Approve Remuneration Policy	For
The PRS REIT Plc	Annual	15-Dec-21	Management	4	Elect Geeta Nanda as Director	For
The PRS REIT Plc	Annual	15-Dec-21	Management	5	Re-elect Stephen Smith as Director	For
The PRS REIT Plc	Annual	15-Dec-21	Management	6	Re-elect Steffan Francis as Director	For
The PRS REIT Plc	Annual	15-Dec-21	Management	7	Re-elect Roderick MacRae as Director	For
The PRS REIT Plc	Annual	15-Dec-21	Management	8	Re-elect Jim Prower as Director	For
The PRS REIT Plc	Annual	15-Dec-21	Management	9	Reappoint RSM UK Audit LLP as Auditors	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	Type	Date	Proponent	Prop No.	Proposal Text	Instruction
The PRS REIT Plc	Annual	15-Dec-21	Management	10	Authorise the Audit Committee to Fix Remuneration of Auditors	For
The PRS REIT Plc	Annual	15-Dec-21	Management	11	Authorise Issue of Equity	For
The PRS REIT Plc	Annual	15-Dec-21	Management	12	Authorise Issue of Equity without Pre-emptive Rights	For
The PRS REIT Plc	Annual	15-Dec-21	Management	13	Authorise Issue of Equity without Pre-emptive Rights (Additional Authority)	For
The PRS REIT Plc	Annual	15-Dec-21	Management	14	Authorise Market Purchase of Ordinary Shares	For