

IQAM INVEST
ALL VOTES

01/07/2024 to 30/09/2024

Date range covered : 07/01/2024 to 09/30/2024

Alibaba Group Holding Limited**Meeting Date:** 08/22/2024**Country:** Cayman Islands**Ticker:** 9988**Meeting Type:** Annual**Primary ISIN:** KYG017191142**Primary SEDOL:** BK6YZP5

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Amend Memorandum and Articles of Association	Mgmt	For	For
2	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For
3	Authorize Share Repurchase Program	Mgmt	For	For
4.1	Approve Omnibus Stock Plan	Mgmt	For	For
4.2	Approve Omnibus Stock Plan	Mgmt	For	For
5.1	Elect Director Joseph C. Tsai	Mgmt	For	For
5.2	Elect Director J. Michael Evans	Mgmt	For	For
5.3	Elect Director Weijian Shan	Mgmt	For	For
5.4	Elect Director Irene Yun-Lien Lee	Mgmt	For	Against
<i>Voter Rationale: Nominees who also serve as executive officers at publicly listed companies are expected to hold no more than two external directorships to ensure they have sufficient time and energy to discharge their roles properly, particularly during unexpected company situations requiring substantial amounts of time.</i>				
6	Ratify PricewaterhouseCoopers Zhong Tian LLP and PricewaterhouseCoopers as Auditors	Mgmt	For	For

Autodesk, Inc.**Meeting Date:** 07/16/2024**Country:** USA**Ticker:** ADSK**Meeting Type:** Annual**Primary ISIN:** US0527691069**Primary SEDOL:** 2065159

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Andrew Anagnost	Mgmt	For	For
1b	Elect Director Karen Blasing	Mgmt	For	For
1c	Elect Director Reid French	Mgmt	For	For

Autodesk, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1d	Elect Director Ayanna Howard	Mgmt	For	For
1e	Elect Director Blake Irving	Mgmt	For	For
1f	Elect Director Mary T. McDowell	Mgmt	For	For
1g	Elect Director Stephen Milligan	Mgmt	For	For
1h	Elect Director Lorrie M. Norrington	Mgmt	For	For
1i	Elect Director Betsy Rafael	Mgmt	For	For
1j	Elect Director Rami Rahim	Mgmt	For	For
1k	Elect Director Stacy J. Smith	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

Voter Rationale: Companies that have had the same auditor for a long period of time should consider a plan or tender process for bringing in a new auditing firm, ideally every 10 years.

3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
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Voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance. While overlapping metrics such as revenue growth for both short term and longer term metrics will in this specific case serve as a ballast to reduce the overall growth of compensation more inline with industry growth as opposed to expense optimization efficiency, variable remuneration should not contain a significant overlap of metrics. Long-term incentive awards should not be allowed to vest within 3 years since the date of grant. The company should put in place a procedure which would enable it, should it identify any facts of manipulation of reported indicators or other bad faith actions on the part of any of its executive directors and other key managers which were detrimental to the long-term interests of its shareholders, to ensure that any funds wrongfully obtained in such manner are repaid to it.

4	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Mgmt	For	For
5	Provide Right to Call a Special Meeting	SH	Against	For

Voter Rationale: Holders of significant share capital should be entitled to call a special meeting. A total holding requirement of 10% is a suitable threshold to prevent abuse.

Britannia Industries Limited

Meeting Date: 08/12/2024

Country: India

Ticker: 500825

Meeting Type: Annual

Primary ISIN: INE216A01030

Primary SEDOL: BGSQG47

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Final Dividend	Mgmt	For	For

Britannia Industries Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Reelect Ness N. Wadia as Director	Mgmt	For	Against
<p><i>Voter Rationale: The audit committee should be fully independent and this director's membership could hamper the committee's impartiality and effectiveness. The remuneration committee should be independent and this director's membership could hamper the committee's impartiality and effectiveness. The nomination committee should be independent and this directors membership could hamper the committees impartiality and effectiveness. Nominees who also serve as executive officers at publicly listed companies are expected to hold no more than two external directorships to ensure they have sufficient time and energy to discharge their roles properly, particularly during unexpected company situations requiring substantial amounts of time. The board should appoint a Lead Independent Director to establish appropriate checks and balances on the Board, support the Chairman, ensure orderly succession process for the Chairman, and act as a point of contact for shareholders, non-executive directors and senior executives where normal channels of communication through the board Chairman are considered inappropriate.</i></p>				
4	Elect Urjit Patel as Director	Mgmt	For	For
5	Elect Sunil Siddharth Lalbhai as Director	Mgmt	For	Against
<p><i>Voter Rationale: Nominees who also serve as executive officers at publicly listed companies are expected to hold no more than two external directorships to ensure they have sufficient time and energy to discharge their roles properly, particularly during unexpected company situations requiring substantial amounts of time.</i></p>				
6	Approve Remuneration of Cost Auditors	Mgmt	For	For

Companhia de Saneamento Basico do Estado de Sao Paulo SABESP

Meeting Date: 09/27/2024

Country: Brazil

Ticker: SBSP3

Meeting Type: Extraordinary Shareholders

Primary ISIN: BRSBSPACNOR5

Primary SEDOL: B1YCHL8

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Elect Directors	Mgmt	For	Against
<p><i>Voter Rationale: The board should submit directors for re-election individually, rather than as a single slate and ensure that there is sufficient level of independence on the board. The audit committee should be fully independent and this director's membership could hamper the committee's impartiality and effectiveness. The company should move towards a three-committee structure (audit, remuneration and nomination) in line with regional best practice, with independent board committees that report annually on their activities. We hold this nominee responsible for the lack of key committee(s).</i></p>				
2	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	Mgmt	None	Against
<p><i>Voter Rationale: Companies should provide sufficient information on directors standing for election well in advance of the meeting to enable shareholders to cast an informed vote.</i></p>				
<p>If Voting FOR on Item 3, Votes Are Distributed in Equal % Amongst Nominees voted FOR. If You Vote AGST, Contact Your Client Service Rep to Unequally Allocate % of Votes. If You Vote ABST, You Will Not Participate in Cumulative Voting.</p>		Mgmt		

Companhia de Saneamento Basico do Estado de Sao Paulo SABESP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	Mgmt	None	Abstain
	<i>Voter Rationale: Companies should provide sufficient information on directors standing for election well in advance of the meeting to enable shareholders to cast an informed vote.</i>			
4.1	Percentage of Votes to Be Assigned - Elect Anderson Marcio de Oliveira as Director	Mgmt	None	Abstain
	<i>Voter Rationale: Companies should provide sufficient information on directors standing for election well in advance of the meeting to enable shareholders to cast an informed vote.</i>			
4.2	Percentage of Votes to Be Assigned - Elect Augusto Miranda da Paz Junior as Director	Mgmt	None	Abstain
	<i>Voter Rationale: Companies should provide sufficient information on directors standing for election well in advance of the meeting to enable shareholders to cast an informed vote.</i>			
4.3	Percentage of Votes to Be Assigned - Elect Claudia Polto da Cunha as Director	Mgmt	None	Abstain
	<i>Voter Rationale: Companies should provide sufficient information on directors standing for election well in advance of the meeting to enable shareholders to cast an informed vote.</i>			
4.4	Percentage of Votes to Be Assigned - Elect Karla Bertocco Trindade as Director	Mgmt	None	Abstain
	<i>Voter Rationale: Companies should provide sufficient information on directors standing for election well in advance of the meeting to enable shareholders to cast an informed vote.</i>			
4.5	Percentage of Votes to Be Assigned - Elect Tiago de Almeida Noel as Director	Mgmt	None	Abstain
	<i>Voter Rationale: Companies should provide sufficient information on directors standing for election well in advance of the meeting to enable shareholders to cast an informed vote.</i>			
4.6	Percentage of Votes to Be Assigned - Elect Tinn Freire Amado as Director	Mgmt	None	Abstain
	<i>Voter Rationale: Companies should provide sufficient information on directors standing for election well in advance of the meeting to enable shareholders to cast an informed vote.</i>			
4.7	Percentage of Votes to Be Assigned - Elect Alexandre Goncalves Silva as Independent Director	Mgmt	None	Abstain
	<i>Voter Rationale: Companies should provide sufficient information on directors standing for election well in advance of the meeting to enable shareholders to cast an informed vote.</i>			
4.8	Percentage of Votes to Be Assigned - Elect Gustavo Rocha Gattass as Independent Director	Mgmt	None	Abstain
	<i>Voter Rationale: Companies should provide sufficient information on directors standing for election well in advance of the meeting to enable shareholders to cast an informed vote.</i>			

Companhia de Saneamento Basico do Estado de Sao Paulo SABESP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.9	Percentage of Votes to Be Assigned - Elect Mateus Affonso Bandeira as Independent Director	Mgmt	None	Abstain
<i>Voter Rationale: Companies should provide sufficient information on directors standing for election well in advance of the meeting to enable shareholders to cast an informed vote.</i>				
5	Approve Classification of Alexandre Goncalves Silva as Independent Director	Mgmt	For	For
6	Approve Classification of Gustavo Rocha Gattass as Independent Director	Mgmt	For	For
7	Approve Classification of Mateus Affonso Bandeira as Independent Director	Mgmt	For	For
8	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Mgmt	None	Abstain
<i>Voter Rationale: Companies should provide sufficient information on directors standing for election well in advance of the meeting to enable shareholders to cast an informed vote.</i>				
9	Elect Fiscal Council Members	Mgmt	For	For
10	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	Mgmt	None	Against
<i>Voter Rationale: A vote AGAINST this request is warranted because lack of timely disclosure prevents international institutional investors from making an informed voting decision.</i>				

Constellation Brands, Inc.

Meeting Date: 07/17/2024

Country: USA

Ticker: STZ

Meeting Type: Annual

Primary ISIN: US21036P1084

Primary SEDOL: 2170473

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Christopher J. Baldwin	Mgmt	For	For
1b	Elect Director Christy Clark	Mgmt	For	For
1c	Elect Director Jennifer M. Daniels	Mgmt	For	For
<i>Voter Rationale: The Company should put in place a policy to increase gender diversity on the board. In developed markets, our minimum expectation is that women should comprise at least 27% of the board.</i>				

Constellation Brands, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1d	Elect Director Nicholas I. Fink	Mgmt	For	For
1e	Elect Director William Giles	Mgmt	For	For
1f	Elect Director Ernesto M. Hernandez	Mgmt	For	For
1g	Elect Director Jose Manuel Madero Garza	Mgmt	For	For
1h	Elect Director Daniel J. McCarthy	Mgmt	For	For
1i	Elect Director William A. Newlands	Mgmt	For	For
1j	Elect Director Richard Sands	Mgmt	For	For
1k	Elect Director Robert Sands	Mgmt	For	For
1l	Elect Director Judy A. Schmeling	Mgmt	For	For
1m	Elect Director Luca Zaramella	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For
<i>Voter Rationale: Companies that have had the same auditor for a long period of time should consider a plan or tender process for bringing in a new auditing firm, ideally every 10 years.</i>				
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
<i>Voter Rationale: The remuneration committee should not allow vesting of incentive awards for substantially below median performance.</i>				
4	Report on Supply Chain Water Risk Exposure	SH	Against	Against
<i>Voter Rationale: We believe that the company is addressing water risks in a risk-based way and is progressing towards new targets.</i>				
5	Report on Efforts to Reduce GHG Emissions in Alignment with Paris Agreement Goals	SH	Against	Against
<i>Voter Rationale: While we encourage the company to provide more detailed disclosure on its reduction pathway for own operations and the assessment of climate exposure in its supply chain, we believe the proposal to be too prescriptive and not sufficiently material.</i>				
6	Report on Support for a Circular Economy for Packaging	SH	Against	Against
<i>Voter Rationale: While we encourage the company to keep improving its packaging circularity to reduce impacts along the value chain, we believe it is paying adequate attention to the points raised in the proposal.</i>				

FedEx Corporation

Meeting Date: 09/23/2024

Country: USA

Ticker: FDX

Meeting Type: Annual

Primary ISIN: US31428X1063

Primary SEDOL: 2142784

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Silvia Davila	Mgmt	For	For
1b	Elect Director Marvin R. Ellison	Mgmt	For	For
1c	Elect Director Stephen E. Gorman	Mgmt	For	For
1d	Elect Director Susan Patricia Griffith	Mgmt	For	For
1e	Elect Director Amy B. Lane	Mgmt	For	For
1f	Elect Director R. Brad Martin	Mgmt	For	For
1g	Elect Director Nancy A. Norton	Mgmt	For	For
1h	Elect Director Frederick P. Perpall	Mgmt	For	For
1i	Elect Director Joshua Cooper Ramo	Mgmt	For	For
1j	Elect Director Susan C. Schwab	Mgmt	For	For
1k	Elect Director Frederick W. Smith	Mgmt	For	For
1l	Elect Director David P. Steiner	Mgmt	For	For
1m	Elect Director Rajesh Subramaniam	Mgmt	For	For
1n	Elect Director Paul S. Walsh	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
<p><i>Voter Rationale: On early termination, all share-based awards should be time pro-rated and tested for performance, including in the event of a change of control. A larger percentage of the equity awards should be tied to performance conditions. At least 50% is a minimum good practice. The company should put in place a procedure which would enable it, should it identify any facts of manipulation of reported indicators or other bad faith actions on the part of any of its executive directors and other key managers which were detrimental to the long-term interests of its shareholders, to ensure that any funds wrongfully obtained in such manner are repaid to it.</i></p>				
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
<p><i>Voter Rationale: Companies that have had the same auditor for a long period of time should consider a plan or tender process for bringing in a new auditing firm, ideally every 10 years.</i></p>				
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For
5	Amend Certificate of Incorporation to Remove Pass-Through Voting Provision	Mgmt	For	For
6	Report on "Just Transition"	SH	Against	Against
<p><i>Voter Rationale: At this time, we believe the company is considering all attended material risks.</i></p>				
7	Require Shareholder Approval of Bylaw Amendments Adopted by the Board of Directors	SH	Against	Against

FedEx Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Report on Framework to Assess Company Lobbying Alignment with Climate Goals	SH	Against	Against

Voter Rationale: At this time, we believe the company is considering all attended material risks.

General Mills, Inc.

Meeting Date: 09/24/2024 **Country:** USA **Ticker:** GIS
Meeting Type: Annual **Primary ISIN:** US3703341046 **Primary SEDOL:** 2367026

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Benno O. Dorer	Mgmt	For	For
1b	Elect Director C. Kim Goodwin	Mgmt	For	For
1c	Elect Director Jeffrey L. Harmening	Mgmt	For	For
1d	Elect Director Maria G. Henry	Mgmt	For	For
1e	Elect Director Jo Ann Jenkins	Mgmt	For	For
1f	Elect Director Elizabeth C. Lempres	Mgmt	For	For
1g	Elect Director John G. Morikis	Mgmt	For	For
1h	Elect Director Diane L. Neal	Mgmt	For	For
1i	Elect Director Steve Odland	Mgmt	For	For
1j	Elect Director Maria A. Sastre	Mgmt	For	For
1k	Elect Director Eric D. Sprunk	Mgmt	For	For
1l	Elect Director Jorge A. Uribe	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

Voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance.

3	Ratify KPMG LLP as Auditors	Mgmt	For	For
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Voter Rationale: Companies that have had the same auditor for a long period of time should consider a plan or tender process for bringing in a new auditing firm, ideally every 10 years.

4	Disclose Regenerative Agriculture Practices Within Supply Chain	SH	Against	Against
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Voter Rationale: We engaged the company and encouraged more detailed disclosure on the outcomes of regenerative agriculture initiatives. However, we understand the balance to be struck at this point between expanding adoption among farmers and requesting more reporting from them. We are encouraged by the company's commitment to provide more detailed disclosure. As such, we believe the company is paying adequate attention to the matter at this time.

General Mills, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Report on Efforts to Reduce Plastic Use	SH	Against	Against

Voter Rationale: We engaged the company to express our view that reduction of total plastic volume is a key aspect of reducing pollution and that disclosure on total plastic volume and any reduction year on year would be helpful to understand its exposure to post-consumer leakage, and related legislation and public sentiment. We were encouraged by the commitment to reporting plastic volumes in next year's disclosure and the expectation of reducing volumes, as well as the attention to extended producer responsibility by the board. We therefore view the company as receptive to the purpose of the proposal.

HANWHA SOLUTIONS CORP.

Meeting Date: 09/12/2024	Country: South Korea	Ticker: 009830
	Meeting Type: Special	
	Primary ISIN: KR7009830001	Primary SEDOL: 6407768

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Nam Jeong-woon as Inside Director	Mgmt	For	For
1.2	Elect Hong Jeong-gwon as Inside Director	Mgmt	For	For

Hero Motocorp Limited

Meeting Date: 08/12/2024	Country: India	Ticker: 500182
	Meeting Type: Annual	
	Primary ISIN: INE158A01026	Primary SEDOL: 6327327

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Confirm Interim Dividend, Special Dividend and Declare Final Dividend	Mgmt	For	For
3	Reelect Pradeep Dinodia as Director	Mgmt	For	Against
<i>Voter Rationale: The audit committee should be fully independent and this director's membership could hamper the committee's impartiality and effectiveness. The board should appoint a Lead Independent Director to establish appropriate checks and balances on the Board, support the Chairman, ensure orderly succession process for the Chairman, and act as a point of contact for shareholders, non-executive directors and senior executives where normal channels of communication through the board Chairman are considered inappropriate.</i>				
4	Approve Remuneration of Cost Auditors	Mgmt	For	For

Hero Motocorp Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Approve Reappointment and Remuneration of Vikram Sitaram Kasbekar as Whole-time Director designated as Executive Director (Operations)	Mgmt	For	For
6	Reelect Tina Trikha as Director	Mgmt	For	For
7	Reelect Camille Miki Tang as Director	Mgmt	For	For
8	Reelect Rajnish Kumar as Director	Mgmt	For	For

ICICI Bank Limited

Meeting Date: 08/29/2024

Country: India

Ticker: 532174

Meeting Type: Annual

Primary ISIN: INE090A01021

Primary SEDOL: BSZ2BY7

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Dividend	Mgmt	For	For
3	Reelect Rakesh Jha as Director	Mgmt	For	For
4	Approve B S R & Co. LLP, Chartered Accountants as Joint Statutory Auditors	Mgmt	For	For
5	Approve C N K & Associates LLP, Chartered Accountants as Joint Statutory Auditors	Mgmt	For	For
6	Authorize Board to Fix Remuneration of M S K A & Associates, Chartered Accountants and KKC & Associates LLP, Chartered Accountants as Joint Statutory Auditors	Mgmt	For	For
7	Elect Rohit Bhasin as Director	Mgmt	For	For
8	Approve Revision in Remuneration of Sandeep Bakhshi as Managing Director and Chief Executive Officer	Mgmt	For	For
9	Approve Revision in Remuneration of Sandeep Batra as Executive Director	Mgmt	For	For
10	Approve Revision in Remuneration of Rakesh Jha as Executive Director	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11	Approve Revision in Remuneration of Ajay Kumar Gupta as Executive Director	Mgmt	For	For
12	Approve Modification of Earlier Approved Material Related Party Transactions for Acceptance of Current Account and Savings Account (CASA) Deposits by the Bank from the Related Parties for FY2025	Mgmt	For	For
13	Approve Modification of Earlier Approved Material Related Party Transactions for Subscription of Securities Issued by the Related Party and Purchase of Securities from the Related Party (Issued by Related or Unrelated Parties) by the Bank for FY2025	Mgmt	For	For
14	Approve Modification of Earlier Approved Material Related Party Transactions for Sale of Securities to the Related Party (Issued by Related or Unrelated Parties) by the Bank for FY2025	Mgmt	For	For
15	Approve Material Related Party Transactions for Rendering of Insurance Services by ICICI Prudential Life Insurance Company Limited, Subsidiary of the Bank for FY2025	Mgmt	For	For
16	Approve Material Related Party Transactions for Dividend Payout by ICICI Prudential Asset Management Company Limited, Subsidiary of the Bank for FY2025	Mgmt	For	For
17	Approve Material Related Party Transactions Pertaining to Foreign Exchange and Derivative Transactions by the Bank with the Related Parties for FY2025	Mgmt	For	For
18	Approve Material Related Party Transactions for Acceptance of Current Account and Savings Account (CASA) Deposits by the Bank from the Related Parties for FY2026	Mgmt	For	For
19	Material Related Party Transactions for Subscription of Securities Issued by the Related Parties and Purchase of Securities from the Related Parties (Issued by Related or Unrelated Parties) by the Bank for FY2026	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
20	Approve Material Related Party Transactions for sale of Securities to the Related Parties (Issued by Related or Unrelated Parties) by the Bank for FY2026	Mgmt	For	For
21	Approve Material Related Party Transactions for Granting of Fund Based and/or Non-Fund Based Credit Facilities by the Bank to the Related Parties for FY2026	Mgmt	For	For
22	Approve Material Related Party Transactions for Purchase/Sale of Loans by the Bank from/to the Related Party for FY2026	Mgmt	For	For
23	Approve Material Related Party Transactions for Undertaking Repurchase (Repo) Transactions and other Permitted Short-Term Borrowing Transactions by the Bank with the Related Party for FY2026	Mgmt	For	For
24	Approve Material Related Party Transactions for Undertaking Reverse Repurchase (Reverse Repo) Transactions and other Permitted Shortterm Lending Transactions by the Bank with the Related Party for FY2026	Mgmt	For	For
25	Approve Material Related Party Transactions Pertaining to Foreign Exchange and Derivative Transactions by the Bank with the Related Parties for FY2026	Mgmt	For	For
26	Approve Material Related Party Transactions for Availing Insurance Services by the Bank from the Related Party for FY2026	Mgmt	For	For
27	Approve Material Related Party Transactions for Rendering of Insurance Services by ICICI Prudential Life Insurance Company Limited, Subsidiary of the Bank for FY2026	Mgmt	For	For
28	Approve Material Related Party Transactions for Dividend Payout by ICICI Prudential Asset Management Company Limited, Subsidiary of the Bank for FY2026	Mgmt	For	For

Indraprastha Gas Limited

Meeting Date: 07/16/2024

Country: India

Ticker: 532514

Meeting Type: Special

Primary ISIN: INE203G01027

Primary SEDOL: BD9PXD0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Postal Ballot Elect Mohit Bhatia as Additional Director	Mgmt	For	For
<i>Voter Rationale: The board should appoint a Lead Independent Director to establish appropriate checks and balances on the Board, support the Chairman, ensure orderly succession process for the Chairman, and act as a point of contact for shareholders, non-executive directors and senior executives where normal channels of communication through the board Chairman are considered inappropriate.</i>				
2	Elect Mohit Bhatia as Director (Commercial)	Mgmt	For	For
3	Elect Pankaj Kumar as Director	Mgmt	For	Against
<i>Voter Rationale: The audit committee should be fully independent and this director's membership could hamper the committee's impartiality and effectiveness.</i>				
4	Elect Rajni Abbi as Director	Mgmt	For	Against
<i>Voter Rationale: Items 1, 2 and 3 A vote AGAINST the following nominees is warranted because: * The board independence norms are not met and Mohit Bhatia and Pankaj Kumar are non-independent director nominees. Item 4 A vote AGAINST this resolution is warranted, given the political background of the nominee. Item 5 A vote FOR the nominee is warranted given the absence of any known issues concerning the nominee.</i>				
5	Elect Simrit Kaur as Director	Mgmt	For	For
6	Approve Material Related Party Transactions with GAIL (India) Limited	Mgmt	For	For
7	Approve Material Related Party Transactions with Bharat Petroleum Corporation Limited	Mgmt	For	For

Info Edge (India) Limited

Meeting Date: 08/28/2024

Country: India

Ticker: 532777

Meeting Type: Annual

Primary ISIN: INE663F01024

Primary SEDOL: B1685L0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Declare Final Dividend and Confirm Interim Dividend	Mgmt	For	For

Info Edge (India) Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Reelect Kapil Kapoor as Director	Mgmt	For	For
<i>Voter Rationale: The board should appoint a Lead Independent Director to establish appropriate checks and balances on the Board, support the Chairman, ensure orderly succession process for the Chairman, and act as a point of contact for shareholders, non-executive directors and senior executives where normal channels of communication through the board Chairman are considered inappropriate.</i>				
4	Approve Branch Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
5	Approve Reappointment and Remuneration of Chintan Thakkar as Whole-time Director to be designated as Whole-time Director & Chief Financial Officer	Mgmt	For	For

Jumbo SA

Meeting Date: 09/26/2024

Country: Greece

Ticker: BELA

Meeting Type: Extraordinary Shareholders

Primary ISIN: GRS282183003

Primary SEDOL: 7243530

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Extraordinary Meeting Agenda Authorize Share Repurchase Program	Mgmt	For	For

Lasertec Corp.

Meeting Date: 09/26/2024

Country: Japan

Ticker: 6920

Meeting Type: Annual

Primary ISIN: JP3979200007

Primary SEDOL: 6506267

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 157	Mgmt	For	For
2	Amend Articles to Clarify Director Authority on Board Meetings	Mgmt	For	For
3.1	Elect Director Okabayashi, Osamu	Mgmt	For	For

Lasertec Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.2	Elect Director Kusunose, Haruhiko	Mgmt	For	For
3.3	Elect Director Sendoda, Tetsuya	Mgmt	For	For
3.4	Elect Director Tajima, Atsushi	Mgmt	For	For
3.5	Elect Director Mihara, Koji	Mgmt	For	For
3.6	Elect Director Iwata, Yoshiko	Mgmt	For	For
3.7	Elect Director Ishiguro, Miyuki	Mgmt	For	For
3.8	Elect Director Yuri, Takashi	Mgmt	For	For
4.1	Appoint Statutory Auditor Asami, Koichi	Mgmt	For	Against
<i>Voter Rationale: The Kansayaku statutory auditor board should be three-fourths independent and work closely with the independent directors to ensure a robust system of oversight and internal control.</i>				
4.2	Appoint Statutory Auditor Asano, Masakatsu	Mgmt	For	Against
<i>Voter Rationale: The Kansayaku statutory auditor board should be three-fourths independent and work closely with the independent directors to ensure a robust system of oversight and internal control.</i>				
4.3	Appoint Statutory Auditor Izumo, Eiichi	Mgmt	For	For
4.4	Appoint Statutory Auditor Michi, Ayumi	Mgmt	For	For
5	Appoint Alternate Statutory Auditor Yamamoto, Ken	Mgmt	For	For
6	Approve Compensation Ceiling for Directors	Mgmt	For	For
7	Approve Compensation Ceiling for Statutory Auditors	Mgmt	For	For
8	Approve Annual Bonus	Mgmt	For	For

Linde Plc

Meeting Date: 07/30/2024

Country: Ireland

Ticker: LIN

Meeting Type: Annual

Primary ISIN: IE000S9YS762

Primary SEDOL: BNZHB81

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Stephen F. Angel	Mgmt	For	For
1b	Elect Director Sanjiv Lamba	Mgmt	For	For
1c	Elect Director Ann-Kristin Achleitner	Mgmt	For	For
1d	Elect Director Thomas Enders	Mgmt	For	For
1e	Elect Director Hugh Grant	Mgmt	For	For

Linde Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1f	Elect Director Joe Kaeser	Mgmt	For	For
1g	Elect Director Victoria E. Ossadnik	Mgmt	For	For
1h	Elect Director Paula Rosput Reynolds	Mgmt	For	For
1i	Elect Director Alberto Weisser	Mgmt	For	For
1j	Elect Director Robert L. Wood	Mgmt	For	For
2a	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
<p><i>Voter Rationale: Companies that have had the same auditor for a long period of time should consider a plan or tender process for bringing in a new auditing firm, ideally every 10 years.</i></p>				
2b	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
<p><i>Voter Rationale: The remuneration committee should not allow vesting of incentive awards for substantially below median performance. A larger percentage of the equity awards should be tied to performance conditions. At least 50% is a minimum good practice. The company should put in place a procedure which would enable it, should it identify any facts of manipulation of reported indicators or other bad faith actions on the part of any of its executive directors and other key managers which were detrimental to the long-term interests of its shareholders, to ensure that any funds wrongfully obtained in such manner are repaid to it.</i></p>				
4	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For

Microchip Technology Incorporated

Meeting Date: 08/20/2024

Country: USA

Ticker: MCHP

Meeting Type: Annual

Primary ISIN: US5950171042

Primary SEDOL: 2592174

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Ellen L. Barker	Mgmt	For	For
1b	Elect Director Matthew W. Chapman	Mgmt	For	For
1c	Elect Director Karlton D. Johnson	Mgmt	For	For
1d	Elect Director Ganesh Moorthy	Mgmt	For	For
1e	Elect Director Robert A. Rango	Mgmt	For	For

Microchip Technology Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1f	Elect Director Karen M. Rapp	Mgmt	For	For
1g	Elect Director Steve Sanghi	Mgmt	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	For
<p><i>Voter Rationale: On early termination, all share-based awards should be time pro-rated and tested for performance, including in the event of a change of control. The company should put in place a procedure which would enable it, should it identify any facts of manipulation of reported indicators or other bad faith actions on the part of any of its executive directors and other key managers which were detrimental to the long-term interests of its shareholders, to ensure that any funds wrongfully obtained in such manner are repaid to it.</i></p>				
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
<p><i>Voter Rationale: Companies that have had the same auditor for a long period of time should consider a plan or tender process for bringing in a new auditing firm, ideally every 10 years.</i></p>				
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
<p><i>Voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance. The company should put in place a procedure which would enable it, should it identify any facts of manipulation of reported indicators or other bad faith actions on the part of any of its executive directors and other key managers which were detrimental to the long-term interests of its shareholders, to ensure that any funds wrongfully obtained in such manner are repaid to it.</i></p>				
5	Report on Due Diligence Efforts to Trace End-User Misuse of Company Products	SH	Against	Against
<p><i>Voter Rationale: At this time, we believe management and the board are adequately considering attendant material risks.</i></p>				

Mphasis Limited

Meeting Date: 07/25/2024

Country: India

Ticker: 526299

Meeting Type: Annual

Primary ISIN: INE356A01018

Primary SEDOL: 6151593

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Final Dividend	Mgmt	For	For
3	Reelect Courtney della Cava as Director	Mgmt	For	For
<p><i>Voter Rationale: The board should appoint a Lead Independent Director to establish appropriate checks and balances on the Board, support the Chairman, ensure orderly succession process for the Chairman, and act as a point of contact for shareholders, non-executive directors and senior executives where normal channels of communication through the board Chairman are considered inappropriate.</i></p>				
4	Reelect Pankaj Sood as Director	Mgmt	For	For
<p><i>Voter Rationale: Directors are expected to attend all board meetings. Attendance is crucial for making valuable contributions to the board and fulfilling fiduciary duties.</i></p>				
5	Reelect David Lawrence Johnson as Director	Mgmt	For	For

Mphasis Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Approve Provisions of Money to the ESOP Trust by the Company for Purchase its Own Shares for ESOP	Mgmt	For	Against
<i>Voter Rationale: Long-term incentive awards should be used to incentivise long-term performance and should not be allowed to vest within 2 years since the date of grant.</i>				
7	Approve Extension of Benefits to Eligible Employees of Subsidiary Companies Under Mphasis Employee Stock Option Plan 2016	Mgmt	For	Against
<i>Voter Rationale: Long-term incentive awards should be used to incentivise long-term performance and should not be allowed to vest within 2 years since the date of grant.</i>				

Mphasis Limited

Meeting Date: 09/19/2024

Country: India

Ticker: 526299

Meeting Type: Special

Primary ISIN: INE356A01018

Primary SEDOL: 6151593

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Postal Ballot Elect Girish S Paranjpe as Director	Mgmt	For	For
<i>Voter Rationale: The board should appoint a Lead Independent Director to establish appropriate checks and balances on the Board, support the Chairman, ensure orderly succession process for the Chairman, and act as a point of contact for shareholders, non-executive directors and senior executives where normal channels of communication through the board Chairman are considered inappropriate.</i>				

NCsoft Corp.

Meeting Date: 08/14/2024

Country: South Korea

Ticker: 036570

Meeting Type: Special

Primary ISIN: KR7036570000

Primary SEDOL: 6264189

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Split-Off Agreement	Mgmt	For	For

NIKE, Inc.

Meeting Date: 09/10/2024

Country: USA

Ticker: NKE

Meeting Type: Annual

Primary ISIN: US6541061031

Primary SEDOL: 2640147

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Cathleen Benko	Mgmt	For	For
1b	Elect Director John Rogers, Jr.	Mgmt	For	For
1c	Elect Director Robert Swan	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
<i>Voter Rationale: The remuneration committee should not allow vesting of incentive awards for substantially below median performance. The company should put in place a procedure which would enable it, should it identify any facts of manipulation of reported indicators or other bad faith actions on the part of any of its executive directors and other key managers which were detrimental to the long-term interests of its shareholders, to ensure that any funds wrongfully obtained in such manner are repaid to it.</i>				
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
<i>Voter Rationale: Companies that have had the same auditor for a long period of time should consider a plan or tender process for bringing in a new auditing firm, ideally every 10 years.</i>				
4	Report on Median Gender/Racial Pay Gaps	SH	Against	Against
<i>Voter Rationale: At this time, we believe management and the board are adequately considering attendant material risks.</i>				
5	Report on Effectiveness of Supply Chain Management on Equity Goals and Human Rights Commitments	SH	Against	Against
<i>Voter Rationale: At this time, we believe management and the board are adequately considering attendant material risks.</i>				
6	Report on the Impact of Work-Driven Responsibility Principles and Supporting Binding Agreements in Sourcing from High-Risk Countries	SH	Against	Against
<i>Voter Rationale: At this time, we believe management and the board are adequately considering attendant material risks.</i>				
7	Report on Environmental Targets	SH	Against	For
<i>Voter Rationale: Climate change presents an ongoing and serious long-term risk that can impact shareholder value. Companies should improve their public disclosure and strategy setting in relation to climate change.</i>				
8	Report on Congruency of Voluntary Partnerships with Company's Fiduciary Duties	SH	Against	Against
<i>Voter Rationale: At this time, we believe management and the board are adequately considering attendant material risks.</i>				

Reliance Industries Ltd.
Meeting Date: 08/29/2024

Country: India
Meeting Type: Annual

Ticker: 500325

Primary ISIN: INE002A01018

Primary SEDOL: 6099626

Reliance Industries Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Accept Standalone Financial Statements and Statutory Reports	Mgmt	For	For
1b	Accept Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Dividend	Mgmt	For	For
3	Elect Hital R. Meswani as Director	Mgmt	For	For
<p><i>Voter Rationale: We are encouraged by Reliance's ambition in setting a 2035 net zero operational target. However, there is a currently a lack of clarity in the strategy to meet this targeted reduction. As investors, we expect to see disclosure of the relative contribution of identified decarbonisation levers in a target roadmap and, where possible, guidance on the CAPEX and OPEX implications of the plan. Without this information it is challenging to assess the roadmap's implications, timelines, and validity. Therefore, we encourage Reliance to improve its disclosures in next year's report to address this.</i></p>				
4	Elect P.M.S. Prasad as Director	Mgmt	For	For
<p><i>Voter Rationale: We are encouraged by Reliance's ambition in setting a 2035 net zero operational target. However, there is a currently a lack of clarity in the strategy to meet this targeted reduction. As investors, we expect to see disclosure of the relative contribution of identified decarbonisation levers in a target roadmap and, where possible, guidance on the CAPEX and OPEX implications of the plan. Without this information it is challenging to assess the roadmap's implications, timelines, and validity. Therefore, we encourage Reliance to improve its disclosures in next year's report to address this.</i></p>				
5	Approve Remuneration of Cost Auditors	Mgmt	For	For
6	Approve Material Related Party Transactions of the Company	Mgmt	For	For

Snowflake Inc.

Meeting Date: 07/02/2024

Country: USA

Ticker: SNOW

Meeting Type: Annual

Primary ISIN: US8334451098

Primary SEDOL: BN134B7

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Benoit Dageville	Mgmt	For	For
1b	Elect Director Mark S. Garrett	Mgmt	For	For
1c	Elect Director Jayshree V. Ullal	Mgmt	For	For

Snowflake Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
<p><i>Voter Rationale: All exceptional awards should be clearly linked to performance and demonstrate shareholder value creation in addition to and above that expected of directors as a normal part of their jobs. Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance. Long-term incentive awards should not be allowed to vest within 3 years since the date of grant. The company should put in place a procedure which would enable it, should it identify any facts of manipulation of reported indicators or other bad faith actions on the part of any of its executive directors and other key managers which were detrimental to the long-term interests of its shareholders, to ensure that any funds wrongfully obtained in such manner are repaid to it.</i></p>				
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
4	Declassify the Board of Directors	SH	Against	For
<p><i>Voter Rationale: The annual election of directors provides greater accountability to shareholders and is a widely accepted best practice in corporate governance. Shareholders should have the opportunity to communicate with directors regarding their performance regularly.</i></p>				

Want Want China Holdings Limited

Meeting Date: 08/27/2024

Country: Cayman Islands

Ticker: 151

Meeting Type: Annual

Primary ISIN: KYG9431R1039

Primary SEDOL: B2Q14Z3

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Final Dividend	Mgmt	For	For
3a1	Elect Tsai Shao-Chung as Director	Mgmt	For	For
<p><i>Voter Rationale: The board should appoint a Lead Independent Director to establish appropriate checks and balances on the Board, support the Chairman, ensure orderly succession process for the Chairman, and act as a point of contact for shareholders, non-executive directors and senior executives where normal channels of communication through the board Chairman are considered inappropriate.</i></p>				
3a2	Elect Chu Chi-Wen as Director	Mgmt	For	For
3a3	Elect Tsai Ming-Hui as Director	Mgmt	For	For
3a4	Elect Maki Haruo as Director	Mgmt	For	Against
<p><i>Voter Rationale: The board should include at least 33% independent non-executive directors to ensure appropriate balance of independence and objectivity.</i></p>				
3a5	Elect Kong Ho Pui King, Stella as Director	Mgmt	For	For
3b	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For

Want Want China Holdings Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Approve Ernst & Young as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For
5	Authorize Repurchase of Issued Share Capital	Mgmt	For	For
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against
<i>Voter Rationale: Any increase in capital of greater than 10% without pre-emption rights should be undertaken in exceptional circumstances only and fully justified by the company.</i>				
7	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against
<i>Voter Rationale: Any increase in capital of greater than 10% without pre-emption rights should be undertaken in exceptional circumstances only and fully justified by the company.</i>				
8	Amend Existing Memorandum of Association and Articles of Association by Adopting New Set of Memorandum of Association and Articles of Association	Mgmt	For	For

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