

IQAM INVEST
ALL VOTES

01/07/2023 to 30/09/2023

Date range covered : 07/01/2023 to 09/30/2023

Alibaba Group Holding Limited

Meeting Date: 09/28/2023**Country:** Cayman Islands**Ticker:** 9988**Meeting Type:** Annual**Primary ISIN:** KYG017191142**Primary SEDOL:** BK6YZP5

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Eddie Yongming Wu	Mgmt	For	For
1.2	Elect Director Maggie Wei Wu	Mgmt	For	For
1.3	Elect Director Kabir Misra	Mgmt	For	For
2	Ratify PricewaterhouseCoopers Zhong Tian LLP and PricewaterhouseCoopers as the U.S. and Hong Kong Auditors of the Company	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.

AngloGold Ashanti Ltd.

Meeting Date: 07/05/2023**Country:** South Africa**Ticker:** ANG**Meeting Type:** Special**Primary ISIN:** ZAE000043485**Primary SEDOL:** 6565655

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	General Meeting for Ordinary Shareholders	Mgmt		
1	Approve Remuneration of Non-Executive Directors	Mgmt	For	For

AngloGold Ashanti Ltd.

Meeting Date: 08/18/2023**Country:** South Africa**Ticker:** ANG**Meeting Type:** Special**Primary ISIN:** ZAE000043485**Primary SEDOL:** 6565655

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Special Resolutions	Mgmt		

AngloGold Ashanti Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve the AGAH Sale in Terms of Sections 112 and 115 of the Companies Act	Mgmt	For	For
2	Approve Scheme of Arrangement in Terms of Sections 114 and 115 of the Companies Act	Mgmt	For	For
3	Approve Revocation of Special Resolution Number 1 and Special Resolution Number 2 if the Reorganisation Does Not Become Unconditional or is Not Continued	Mgmt	For	For
	Ordinary Resolution	Mgmt		
1	Authorise Ratification of Approved Resolutions	Mgmt	For	For

Asahi Intecc Co., Ltd.

Meeting Date: 09/28/2023

Country: Japan

Ticker: 7747

Meeting Type: Annual

Primary ISIN: JP3110650003

Primary SEDOL: B019MQ5

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 14.48	Mgmt	For	For
2	Amend Articles to Amend Business Lines	Mgmt	For	For
3.1	Elect Director Miyata, Masahiko	Mgmt	For	For
3.2	Elect Director Miyata, Kenji	Mgmt	For	For
3.3	Elect Director Kato, Tadakazu	Mgmt	For	For
3.4	Elect Director Matsumoto, Munechika	Mgmt	For	For
3.5	Elect Director Terai, Yoshinori	Mgmt	For	For
3.6	Elect Director Ito, Mizuho	Mgmt	For	For
3.7	Elect Director Nishiuchi, Makoto	Mgmt	For	For
3.8	Elect Director Ito, Kiyomichi	Mgmt	For	For
3.9	Elect Director Kusakari, Takahiro	Mgmt	For	For
3.10	Elect Director Taguchi, Akihiro	Mgmt	For	For

Asian Paints Limited

Meeting Date: 09/15/2023

Country: India

Ticker: 500820

Meeting Type: Special

Primary ISIN: INE021A01026

Primary SEDOL: BCRWL65

Asian Paints Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Postal Ballot Elect Ireena Vittal as Director	Mgmt Mgmt	For	Against
<i>Voter Rationale: Directors are expected to hold only a small number of directorships and ensure they have sufficient time and energy to discharge their role properly, particularly during unexpected company situations requiring substantial amounts of time.</i>				

Bajaj Auto Limited

Meeting Date: 07/25/2023	Country: India	Ticker: 532977	
	Meeting Type: Annual		
		Primary ISIN: INE917I01010	Primary SEDOL: B2QKXW0

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 Niraj Baja as Director	Mgmt	For	For
<i>Voter Rationale: For companies without an independent chairman, the board should include at least 50% independent directors to ensure appropriate balance of independence and objectivity. Nominees who also serve as executive officers at publicly listed companies are expected to hold no more than one external directorship to ensure they have sufficient time and energy to discharge their roles properly, particularly during unexpected company situations requiring substantial amounts of time.</i>				
4	Reelect Sanjiv Bajaj as Director	Mgmt	For	For
<i>Voter Rationale: For companies without an independent chairman, the board should include at least 50% independent directors to ensure appropriate balance of independence and objectivity. Nominees who also serve as executive officers at publicly listed companies are expected to hold no more than one external directorship to ensure they have sufficient time and energy to discharge their roles properly, particularly during unexpected company situations requiring substantial amounts of time.</i>				
5	Reelect Madhur Baja as Director	Mgmt	For	For
<i>Voter Rationale: For companies without an independent chairman, the board should include at least 50% independent directors to ensure appropriate balance of independence and objectivity.</i>				
6	Approve Reappointment and Remuneration of Rakesh Sharma as Whole-Time Director	Mgmt	For	For

Britannia Industries Limited

Meeting Date: 08/28/2023	Country: India	Ticker: 500825	
	Meeting Type: Annual		
		Primary ISIN: INE216A01030	Primary SEDOL: BGSQG47

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Audited Financial Statements and Statutory Reports	Mgmt	For	For
2	Reelect Nusli N. Wadia as Director	Mgmt	For	Against
<p><i>Voter Rationale: For companies without an independent chairman, the board should include at least 50% independent directors to ensure appropriate balance of independence and objectivity. 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 director's membership could hamper the committee's impartiality and effectiveness. Directors are expected to hold only a small number of directorships and ensure they have sufficient time and energy to discharge their role 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>				
3	Approve Reappointment and Remuneration of Varun Berry as Executive Vice-Chairman and Managing Director	Mgmt	For	For
4	Reelect Tanya Dubash 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 one external directorship to ensure they have sufficient time and energy to discharge their roles properly, particularly during unexpected company situations requiring substantial amounts of time. 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	Amend Articles of Association - Board Related	Mgmt	For	For
6	Approve Remuneration of Cost Auditors	Mgmt	For	For

Companhia de Saneamento Basico do Estado de Sao Paulo SABESP

Meeting Date: 08/22/2023

Country: Brazil

Ticker: SBSP3

Meeting Type: Extraordinary Shareholders

Primary ISIN: BRSBSPACNOR5

Primary SEDOL: B1YCHL8

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Dismiss Jonatas Souza de Trindade as Director	Mgmt	For	For
2	Elect Antonio Julio Castiglioni Neto as Director	Mgmt	For	Against
<p><i>Voter Rationale: The board should include at least 50% independent non-executive directors to ensure appropriate balance of independence and objectivity.</i></p>				
3	Fix Number of Fiscal Council Members at Five	Mgmt	For	For
4	Elect Eduardo Alex Barbin Barbosa as Fiscal Council Member and Itamar Paulo de Souza Junior as Alternate	Mgmt	For	For

Companhia de Saneamento Basico do Estado de Sao Paulo SABESP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Amend Remuneration of Company's Management, Fiscal Council, and Audit Committee	Mgmt	For	For

Conagra Brands, Inc.

Meeting Date: 09/14/2023	Country: USA	Ticker: CAG
	Meeting Type: Annual	
	Primary ISIN: US2058871029	Primary SEDOL: 2215460

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Anil Arora	Mgmt	For	For
1b	Elect Director Thomas "Tony" K. Brown	Mgmt	For	For
1c	Elect Director Emanuel "Manny" Chirico	Mgmt	For	For
1d	Elect Director Sean M. Connolly	Mgmt	For	For
1e	Elect Director George Dowdie	Mgmt	For	For
1f	Elect Director Francisco J. Fraga	Mgmt	For	For
1g	Elect Director Fran Horowitz	Mgmt	For	For
1h	Elect Director Richard H. Lenny	Mgmt	For	For
1i	Elect Director Melissa Lora	Mgmt	For	For
1j	Elect Director Ruth Ann Marshall	Mgmt	For	Against

Voter Rationale: The nominee serves as Remuneration Committee Chair and has long tenure. Long tenured directors could lack independence from the company and we expect key committee Chairs to be independent.

1k	Elect Director Denise A. Paulonis	Mgmt	For	For
2	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year

Voter Rationale: We support an annual say on pay frequency.

3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
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Voter Rationale: Severance payments should not exceed two years pay. Larger severance packages should be subject to a separate shareholder approval. 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.

4	Approve Omnibus Stock Plan	Mgmt	For	For
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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.

Conagra Brands, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Ratify KPMG LLP as Auditors	Mgmt	For	For
<i>Voter Rationale: Companies who have had the same auditor for a period of over 10 years should consider a plan or tender process for bringing in a new auditing firm.</i>				
6	Provide Right to Call a Special Meeting	SH	Against	For
<i>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</i>				

Darden Restaurants, Inc.

Meeting Date: 09/20/2023	Country: USA	Ticker: DRI
	Meeting Type: Annual	
	Primary ISIN: US2371941053	Primary SEDOL: 2289874

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Margaret Shan Atkins	Mgmt	For	For
1.2	Elect Director Ricardo (Rick) Cardena	Mgmt	For	For
1.3	Elect Director Juliana L. Chugg	Mgmt	For	For
1.4	Elect Director James P. Fogarty	Mgmt	For	For
1.5	Elect Director Cynthia T. Jamison	Mgmt	For	For
1.6	Elect Director Nana Mensah	Mgmt	For	For
1.7	Elect Director William S. Simon	Mgmt	For	For
1.8	Elect Director Charles M. Sonsteby	Mgmt	For	For
1.9	Elect Director Timothy J. Wilmott	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
<i>Voter Rationale: A larger percentage of the equity awards should be tied to performance conditions. At least 50% is a minimum good practice. Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time.</i>				
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: We support an annual say on pay frequency.</i>				
4	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>				

Darden Restaurants, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Against	For
<p><i>Voter Rationale: We are supportive of requests to enhance disclosure and transparency concerning climate risk so long as the resolution does not directly circumvent management discretion or seek to entirely redefine the company's existing business strategy. To meet the ambition of the Paris Agreement and avoid massive risk to shareholder value, corporations should demonstrate the nexus between their climate aspirations and business strategy via disclosure of credible Paris- or 1.5 degree-aligned emissions reduction targets. Current disclosure does not sufficiently provide investors such information. Company fails to meet our Net Zero Model expectations. In particular, we note the company has failed to set reduction targets. 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></p>				
6	Report on Risks Due to Restrictions on Reproductive Rights	SH	Against	Against
<p><i>Voter Rationale: At this time, we believe the company's current disclosure provides requisite information to determine whether management and the board are considering attendant material risks.</i></p>				

Divi's Laboratories Limited

Meeting Date: 08/28/2023 **Country:** India **Ticker:** 532488
Meeting Type: Annual **Primary ISIN:** INE361B01024 **Primary SEDOL:** 6602518

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 Kiran S. Divi as Director	Mgmt	For	For
4	Reelect Nilima Prasad Divi as Director	Mgmt	For	For

Extra Space Storage Inc.

Meeting Date: 07/18/2023 **Country:** USA **Ticker:** EXR
Meeting Type: Special **Primary ISIN:** US30225T1025 **Primary SEDOL:** B02HWR9

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Issue Shares in Connection with Merger	Mgmt	For	For
2	Adjourn Meeting	Mgmt	For	For

General Mills, Inc.

Meeting Date: 09/26/2023

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 R. Kerry Clark	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 Diane L. Neal	Mgmt	For	For
1h	Elect Director Steve Odland	Mgmt	For	For
1i	Elect Director Maria A. Sastre	Mgmt	For	For
1j	Elect Director Eric D. Sprunk	Mgmt	For	For
1k	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 and drive shareholder value over a sufficiently long period of time.

3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
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Voter Rationale: We support an annual say on pay frequency.

4	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.

5	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Mgmt	For	For
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Voter Rationale: Holders of significant share capital should be entitled to call a special meeting.

6	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	For
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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.

Godrej Consumer Products Limited

Meeting Date: 08/07/2023

Country: India

Ticker: 532424

Meeting Type: Annual

Primary ISIN: INE102D01028

Primary SEDOL: B1BDGY0

Godrej Consumer Products Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Reelect Pirojsha Godrej as Director	Mgmt	For	Against
<p><i>Voter Rationale: The board should include at least 33% independent directors to ensure appropriate balance of independence and objectivity. For companies without an independent chairman, the board should have at least 50% independent directors. The audit committee should be fully independent and this director's membership could hamper the committee's impartiality and effectiveness. Nominees who also serve as executive officers at publicly listed companies are expected to hold no more than one external directorship 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>				
3	Reelect Nadir Godrej as Director	Mgmt	For	For
<p><i>Voter Rationale: The board should include at least 33% independent directors to ensure appropriate balance of independence and objectivity. For companies without an independent chairman, the board should have at least 50% independent directors. Nominees who also serve as executive officers at publicly listed companies are expected to hold no more than one external directorship 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>				
4	Approve Remuneration of Cost Auditors	Mgmt	For	For
5	Elect Shalini Puchalapalli as Director	Mgmt	For	For

Hapvida Participacoes e Investimentos SA

Meeting Date: 09/19/2023

Country: Brazil

Ticker: HAPV3

Meeting Type: Extraordinary Shareholders

Primary ISIN: BRHAPVACNOR4

Primary SEDOL: BF4J7N9

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Amend Article 6 to Reflect Changes in Capital	Mgmt	For	For
2	Approve Increase in Authorized Capital and Amend Article 7 Accordingly	Mgmt	For	For
3	Amend Article 11	Mgmt	For	For
4	Amend Article 24	Mgmt	For	For
5	Amend Articles	Mgmt	For	For
6	Amend Article 30	Mgmt	For	For
7	Consolidate Bylaws	Mgmt	For	For

HCL Technologies Limited

Meeting Date: 08/22/2023

Country: India

Ticker: 532281

Meeting Type: Annual

Primary ISIN: INE860A01027

Primary SEDOL: 6294896

HCL Technologies Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Reelect Shikhar Malhotra as Director	Mgmt	For	Against

Voter Rationale: For companies without an independent chairman, the board should include at least 50% independent directors to ensure appropriate balance of independence and objectivity. 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.

Hero Motocorp Limited

Meeting Date: 08/09/2023	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 and Declare Final Dividend	Mgmt	For	For
3	Reelect Suman Kant Munjal as Director	Mgmt	For	For
4	Approve Remuneration of Cost Auditors	Mgmt	For	For
5	Reelect Jagmohan Singh Raju as Director	Mgmt	For	Against

Voter Rationale: At Columbia Threadneedle we expect corporates with material risk exposure through Scope 3 emissions to disclose Scope 3 data and set targets that cover these emissions. Automotive companies have substantial Scope 3 Use of Product emissions, and we would expect Hero Motocorp Limited to disclose data on these emissions and to set an interim (pre-2035) target that covers these emissions, and ideally is aligned with a 1.5 degree trajectory.

Hindustan Unilever Limited

Meeting Date: 09/07/2023	Country: India	Ticker: 500696
	Meeting Type: Special	
	Primary ISIN: INE030A01027	Primary SEDOL: 6261674

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Postal Ballot	Mgmt		
1	Elect Neelam Dhawan as Director	Mgmt	For	For
2	Reelect Leo Puri as Director	Mgmt	For	For

Indraprastha Gas Limited

Meeting Date: 09/27/2023

Country: India

Ticker: 532514

Meeting Type: Annual

Primary ISIN: INE203G01027

Primary SEDOL: BD9PXD0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Reelect Ashish Kundra as Director	Mgmt	For	Abstain
<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>				
3	Authorize Board to Fix Remuneration of Auditors	Mgmt	For	For
4	Approve Remuneration of Cost Auditors	Mgmt	For	For
5	Elect Kamal Kishore Chatiwal as Director	Mgmt	For	For
6	Approve Appointment and Remuneration of Kamal Kishore Chatiwal as Managing Director	Mgmt	For	For

Jumbo SA

Meeting Date: 07/05/2023

Country: Greece

Ticker: BELA

Meeting Type: Annual

Primary ISIN: GRS282183003

Primary SEDOL: 7243530

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Receive Report of Independent Non-Executive Directors	Mgmt		
3	Receive Audit Committee's Activity Report	Mgmt		
4	Approve Allocation of Income and Distribution of Dividends	Mgmt	For	For
5	Approve Management of Company and Grant Discharge to Auditors	Mgmt	For	For
6	Approve Remuneration of Board Members	Mgmt	For	For
7	Advisory Vote on Remuneration Report	Mgmt	For	For
8	Approve Remuneration Policy	Mgmt	For	For
9.1	Elect Apostolos Evangelos Vakakis as Director	Mgmt	For	For

Jumbo SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9.2	Elect Konstantina Demiri as Director	Mgmt	For	For
9.3	Elect Polys Polycarpou as Director	Mgmt	For	For
9.4	Elect Sofia Vakaki as Director	Mgmt	For	For
9.5	Elect Dimitrios Kerameus as Director	Mgmt	For	For
9.6	Elect Nikolaos Velissariou as Director	Mgmt	For	For
9.7	Elect Evanthia Andrianou as Independent Director	Mgmt	For	For
9.8	Elect Fotios Tzigkos as Independent Director	Mgmt	For	For
9.9	Elect Marios Lasanianos as Independent Director	Mgmt	For	For
9.10	Elect Savvas Kaouras as Independent Director	Mgmt	For	For
9.11	Elect Charalampos (Babis) Pandis as Independent Director	Mgmt	For	For
9.12	Elect Argyro Athanasiou as Independent Director	Mgmt	For	For
9.13	Elect Efthymia Deli as Independent Director	Mgmt	For	For
10	Approve Type, Term and Composition of the Audit Committee	Mgmt	For	For
11	Approve Auditors and Fix Their Remuneration	Mgmt	For	For

Lasertec Corp.

Meeting Date: 09/27/2023

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 128	Mgmt	For	For
2	Amend Articles to Allow Virtual Only Shareholder Meetings	Mgmt	For	For
3.1	Elect Director Kusunose, Haruhiko	Mgmt	For	Against
<i>Voter Rationale: The Company should put in place a policy to increase gender diversity on the board. In developing markets, our minimum expectation is that women should comprise at least 13.5% of the board.</i>				
3.2	Elect Director Okabayashi, Osamu	Mgmt	For	Against
<i>Voter Rationale: The Company should put in place a policy to increase gender diversity on the board. In developing markets, our minimum expectation is that women should comprise at least 13.5% of the board.</i>				
3.3	Elect Director Moriizumi, Koichi	Mgmt	For	For
3.4	Elect Director Sendoda, Tetsuya	Mgmt	For	For

Lasertec Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.5	Elect Director Misawa, Yutaro	Mgmt	For	For
3.6	Elect Director Tajima, Atsushi	Mgmt	For	For
3.7	Elect Director Mihara, Koji	Mgmt	For	For
3.8	Elect Director Kamide, Kunio	Mgmt	For	For
3.9	Elect Director Iwata, Yoshiko	Mgmt	For	For
4	Approve Annual Bonus	Mgmt	For	For
5	Approve Restricted Stock Plan	Mgmt	For	Against

Voter Rationale: This plan does not effectively link executive pay to performance. The board should introduce stretching performance targets that reward strong performance and build shareholder value over time.

Link Real Estate Investment Trust

Meeting Date: 07/19/2023

Country: Hong Kong

Ticker: 823

Meeting Type: Annual

Primary ISIN: HK0823032773

Primary SEDOL: B0PB4M7

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.1	Elect Nicholas Charles Allen as Director	Mgmt	For	For
3.2	Elect Christopher John Brooke as Director	Mgmt	For	For
3.3	Elect Poh Lee Tan as Director	Mgmt	For	For
4	Elect Melissa Wu Mao Chin as Director	Mgmt	For	For
5	Authorize Repurchase of Issued Units	Mgmt	For	For

Lupin Limited

Meeting Date: 08/03/2023

Country: India

Ticker: 500257

Meeting Type: Annual

Primary ISIN: INE326A01037

Primary SEDOL: 6143761

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

Lupin Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Reelect Ramesh Swaminathan 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>				
5	Approve Reappointment and Remuneration of Niles D. Gupta as Managing Director	Mgmt	For	For
<p><i>Voter Rationale: The audit committee should be fully independent and this directors membership could hamper the committees impartiality and effectiveness.</i></p>				
6	Approve Continuation of Non-Executive Directorship of Jean-Luc Belingard as Independent Director	Mgmt	For	Abstain
<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>				
7	Approve Remuneration of Cost Auditors	Mgmt	For	For

Marico Limited

Meeting Date: 08/11/2023

Country: India

Ticker: 531642

Meeting Type: Annual

Primary ISIN: INE196A01026

Primary SEDOL: B1S34K5

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Confirm Interim Dividend	Mgmt	For	For
3	Reelect Rishabh Mariwala as Director	Mgmt	For	For
4	Approve Remuneration of Cost Auditors	Mgmt	For	For
5	Approve Reappointment and Remuneration of Saugata Gupta as Managing Director & Chief Executive Officer	Mgmt	For	For
6	Elect Rajan Bharti Mittal as Director	Mgmt	For	For

Microchip Technology Incorporated

Meeting Date: 08/22/2023

Country: USA

Ticker: MCHP

Meeting Type: Annual

Primary ISIN: US5950171042

Primary SEDOL: 2592174

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Matthew W. Chapman	Mgmt	For	For
<i>Voter Rationale: While the average board tenure at the company is higher than the market average and there are several longer-tenured directors, the company is currently in the midst of board refreshment. We will continue to monitor this.</i>				
1.2	Elect Director Karlton D. Johnson	Mgmt	For	For
1.3	Elect Director Wade F. Meyercord	Mgmt	For	For
<i>Voter Rationale: While the average board tenure at the company is higher than the market average and there are several longer-tenured directors, the company is currently in the midst of board refreshment. We will continue to monitor this.</i>				
1.4	Elect Director Ganesh Moorthy	Mgmt	For	For
1.5	Elect Director Robert A. Rango	Mgmt	For	For
1.6	Elect Director Karen M. Rapp	Mgmt	For	For
<i>Voter Rationale: While the average board tenure at the company is higher than the market average, there are several longer-tenured directors, and gender diversity has dropped due to a recently resigned woman director, the company is currently in the midst of board refreshment. We will continue to monitor this.</i>				
1.7	Elect Director Steve Sanghi	Mgmt	For	For
<i>Voter Rationale: Nominees who also serve as executive officers at publicly listed companies are expected to hold no more than one external directorship to ensure they have sufficient time and energy to discharge their roles properly, particularly during unexpected company situations requiring substantial amounts of time.</i>				
2	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For
3	Approve Nonqualified Employee Stock Purchase Plan	Mgmt	For	For
4	Ratify Ernst & Young 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>				
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
<i>Voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time. 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>				
6	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: We support an annual say on pay frequency.</i>				
7	Report on Due Diligence Efforts to Trace End-User Misuse of Company Products	SH	Against	Against
<i>Voter Rationale: The company has put in place several programs and processes to monitor use of its products throughout its supply chain, including Know Your Customer. Furthermore, the company is active within the industry to help develop best practices and innovative solutions on this issue.</i>				

Mphasis Limited

Meeting Date: 07/20/2023

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 Amit Dixit as Director	Mgmt	For	Against
<i>Voter Rationale: 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 director's membership could hamper the committee's impartiality and effectiveness. The board should include at least 33% independent directors to ensure appropriate balance of independence and objectivity. For companies without an independent chairman, the board should have at least 50% independent directors.</i>				
4	Reelect Marshall Jan Lux as Director	Mgmt	For	For
<i>Voter Rationale: The board should include at least 33% independent directors to ensure appropriate balance of independence and objectivity. For companies without an independent chairman, the board should have at least 50% independent directors.</i>				
5	Reelect Kabir Mathur as Director	Mgmt	For	For
<i>Voter Rationale: The board should include at least 33% independent directors to ensure appropriate balance of independence and objectivity. For companies without an independent chairman, the board should have at least 50% independent directors.</i>				
6	Approve B S R & Co. LLP, Chartered Accountants as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For

Nestle India Ltd.

Meeting Date: 07/05/2023

Country: India

Ticker: 500790

Meeting Type: Special

Primary ISIN: INE239A01016

Primary SEDOL: 6128605

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Postal Ballot Elect Satish Srinivasan as Director and Approve Appointment and Remuneration of Satish Srinivasan as Whole-Time Director Designated as Executive Director-Technical	Mgmt	For	For

ONEOK, Inc.

Meeting Date: 09/21/2023

Country: USA

Ticker: OKE

Meeting Type: Special

Primary ISIN: US6826801036

Primary SEDOL: 2130109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Issue Shares in Connection with the Merger	Mgmt	For	For
2	Adjourn Meeting	Mgmt	For	For

Shanghai Fudan Microelectronics Group Company Limited

Meeting Date: 07/05/2023

Country: China

Ticker: 1385

Meeting Type: Extraordinary Shareholders

Primary ISIN: CNE100000510

Primary SEDOL: 6280743

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF H SHARES	Mgmt		
1	Approve Satisfaction of the Conditions for the Issuance of A Share Convertible Corporate Bonds to Non-Specific Investors	Mgmt	For	For
	RESOLUTIONS IN RELATION TO THE ISSUANCE OF A SHARE CONVERTIBLE CORPORATE BONDS TO NON-SPECIFIC INVESTORS	Mgmt		
2.01	Approve Type of Securities to be Issued	Mgmt	For	For
2.02	Approve Size of the Issuance	Mgmt	For	For
2.03	Approve Par Value and Issue Price	Mgmt	For	For
2.04	Approve Bonds Term	Mgmt	For	For
2.05	Approve Bond Rate	Mgmt	For	For
2.06	Approve Term and Method of Principal and Interest Payment	Mgmt	For	For
2.07	Approve Conversion Period	Mgmt	For	For
2.08	Approve Determination and Adjustment of the Conversion Price	Mgmt	For	For
2.09	Approve Terms of Downward Adjustment to Conversion Price	Mgmt	For	For
2.10	Approve Method for Determining the Number of A Shares for Conversion	Mgmt	For	For
2.11	Approve Terms of Redemption	Mgmt	For	For
2.12	Approve Terms of Sale Back	Mgmt	For	For
2.13	Approve Entitlement to Dividend Upon Conversion	Mgmt	For	For

Shanghai Fudan Microelectronics Group Company Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.14	Approve Method of the Issuance and Target Subscribers	Mgmt	For	For
2.15	Approve Subscription Arrangement for the Existing A Shareholders	Mgmt	For	For
2.16	Approve Relevant Matters of the Bondholders' Meeting	Mgmt	For	For
2.17	Approve Use of Proceeds	Mgmt	For	For
2.18	Approve Management and Deposit Account for Proceeds Raised	Mgmt	For	For
2.19	Approve Guarantee	Mgmt	For	For
2.20	Approve Rating	Mgmt	For	For
2.21	Approve Validity Period of the Issuance Plan	Mgmt	For	For
3	Approve Plan of the Issuance A Share Convertible Corporate Bonds to Non-Specific Investors	Mgmt	For	For
4	Approve Demonstration and Analysis Report Regarding the Plan for the Issuance of A Share Convertible Corporate Bonds to Non-Specific Investors	Mgmt	For	For
5	Approve Feasibility Report on the Use of Proceeds Raised from the Issuance of A Share Convertible Corporate Bonds to Non-Specific Investors	Mgmt	For	For
6	Approve Remedial Measures and Undertakings from Related Entities in Relation to Dilutive Impact of Immediate Returns by the Issuance of A Share Convertible Corporate Bonds to Non-Specific Investors	Mgmt	For	For
7	Approve Formulation of Shareholder Return Program for Next Three Years	Mgmt	For	For
8	Approve Formulation of Rules for Meetings of Holders of A Share Convertible Corporate Bond	Mgmt	For	For
9	Approve Report on the Use of Proceeds Previously Raised	Mgmt	For	For
10	Approve Authorization to the Board and Its Authorized Persons to Deal with All Matters in Relation to the Issuance of A Share Convertible Corporate Bonds to Non-Specific Investors	Mgmt	For	For
11	Approve Connected Transaction in Relation to Possible Subscription for A Share Convertible Corporate Bonds by Connected Transactions	Mgmt	For	For

Shanghai Fudan Microelectronics Group Company Limited

Meeting Date: 07/05/2023

Country: China

Ticker: 1385

Meeting Type: Special

Primary ISIN: CNE100000510

Primary SEDOL: 6280743

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	CLASS MEETING FOR HOLDERS OF H SHARES	Mgmt		
	RESOLUTIONS IN RELATION TO THE ISSUANCE OF A SHARE CONVERTIBLE CORPORATE BONDS TO NON-SPECIFIC INVESTORS	Mgmt		
1.01	Approve Type of Securities to be Issued	Mgmt	For	For
1.02	Approve Size of the Issuance	Mgmt	For	For
1.03	Approve Par Value and Issue Price	Mgmt	For	For
1.04	Approve Bonds Term	Mgmt	For	For
1.05	Approve Bond Rate	Mgmt	For	For
1.06	Approve Term and Method of Principal and Interest Payment	Mgmt	For	For
1.07	Approve Conversion Period	Mgmt	For	For
1.08	Approve Determination and Adjustment of the Conversion Price	Mgmt	For	For
1.09	Approve Terms of Downward Adjustment to Conversion Price	Mgmt	For	For
1.10	Approve Method for Determining the Number of A Shares for Conversion	Mgmt	For	For
1.11	Approve Terms of Redemption	Mgmt	For	For
1.12	Approve Terms of Sale Back	Mgmt	For	For
1.13	Approve Entitlement to Dividend Upon Conversion	Mgmt	For	For
1.14	Approve Method of the Issuance and Target Subscribers	Mgmt	For	For
1.15	Approve Subscription Arrangement for the Existing A Shareholders	Mgmt	For	For
1.16	Approve Relevant Matters of the Bondholders' Meeting	Mgmt	For	For
1.17	Approve Use of Proceeds	Mgmt	For	For
1.18	Approve Management and Deposit Account for Proceeds Raised	Mgmt	For	For
1.19	Approve Guarantee	Mgmt	For	For
1.20	Approve Rating	Mgmt	For	For
1.21	Approve Validity Period of the Issuance Plan	Mgmt	For	For

Shanghai Fudan Microelectronics Group Company Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Approve Plan of the Issuance of A Share Convertible Corporate Bonds to Non-Specific Investors	Mgmt	For	For
3	Approve Authorization to the Board and Its Authorized Persons to Deal with All Matters in Relation to the Issuance of A Share Convertible Corporate Bonds to Non-Specific Investors	Mgmt	For	For

Singapore Airlines Limited

Meeting Date: 07/27/2023

Country: Singapore

Ticker: C6L

Meeting Type: Annual

Primary ISIN: SG1V61937297

Primary SEDOL: 6811734

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For
<i>Voter Rationale: Companies should develop and disclose a policy aimed at encouraging greater diversity, including gender, at the board and executive management levels, and throughout the organisation.</i>				
2	Approve Final Dividend	Mgmt	For	For
3a	Elect Goh Choon Phong as Director	Mgmt	For	For
<i>Voter Rationale: 'Nominees who also serve as executive officers at publicly listed companies are expected to hold no more than one external directorship to ensure they have sufficient time and energy to discharge their roles properly, particularly during unexpected company situations requiring substantial amounts of time.</i>				
3b	Elect Dominic Ho Chiu Fai as Director	Mgmt	For	For
3c	Elect Lee Kim Shin as Director	Mgmt	For	For
4	Approve Directors' Emoluments	Mgmt	For	For
5	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
6	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For
7	Approve Grant of Awards and Issuance of Shares Under the SIA Performance Share Plan 2014 and/or the SIA Restricted Share Plan 2014	Mgmt	For	For
8	Approve Renewal of Mandate for Interested Person Transactions	Mgmt	For	For
9	Authorize Share Repurchase Program	Mgmt	For	For

Vibra Energia SA

Meeting Date: 07/19/2023

Country: Brazil

Ticker: VBBR3

Meeting Type: Extraordinary Shareholders

Primary ISIN: BRVBBRACNOR1

Primary SEDOL: BPBLV81

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Increase in Authorized Capital, Amend Article 6 Accordingly, and Consolidate Bylaws	Mgmt	For	Against
<i>Voter Rationale: Any increase in capital greater than 50% of the issued share capital with pre-emptive rights should be undertaken in exceptional circumstances only and fully justified by the company.</i>				
2	Amend Article 12 and Add Article 59 Re: Decrease in Board Size, and Consolidate Bylaws	Mgmt	For	For
3	Amend Article 13 and Consolidate Bylaws	Mgmt	For	Against
<i>Voter Rationale: Changes in company's articles or by-laws should not erode shareholder rights.</i>				
4	Amend Articles and Consolidate Bylaws	Mgmt	For	For
5	Amend Article 48 Re: Poison Pill and Consolidate Bylaws	Mgmt	For	Against
<i>Voter Rationale: Changes in company's articles or by-laws should not erode shareholder rights.</i>				
6	In the Event of a Second Call, the Voting Instructions Contained in this Remote Voting Card May Also be Considered for the Second Call?	Mgmt	None	For

Want Want China Holdings Limited

Meeting Date: 08/22/2023

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 Wang-Chia 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>				
3a2	Elect Hsieh Tien-Jen as Director	Mgmt	For	For
3a3	Elect Lee Kwok Ming as Director	Mgmt	For	For
3a4	Elect Pan Chih-Chiang as Director	Mgmt	For	For

Want Want China Holdings Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3b	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For
4	Approve Ernst & Young as Auditors 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>				

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