

Pramerica Life Insurance Ltd.

Details of Votes cast during the Financial year 2021-2022

Quarter	Meeting Date	E-Voting Start Date	E-Voting End Date	Company Name	Type of Meeting	Proposal by Management or Shareholder	Type	Proposal's Description	Investee company's Management Recommendation	Vote For/Against/Abstain	Voting Date	Reason supporting the vote decision
Q3	28-11-2021	30-Oct-21	28-Nov-21	H C L Technologies Ltd.	POSTAL BALLOT	MANAGEMENT	SPECIAL	Approve HCL Technologies Limited Restricted Stock Unit Plan 2021 (RSU Plan) under which upto 11.1 mn RSUs will be issued at face value of Rs. 2.0 per share	FOR	FOR	17-Nov-21	The company proposes to replace the tenure based component of its existing long-term incentive Plan with the RSU plan. The exercise price of the RSUs will be the face value which represents a significant discount to the market price of Rs. 1,170.4. While the discount is high, the intent of the scheme is to replace a part of the cash incentive payments with RSUs. RSUs to be granted will be calculated by dividing the fixed component under the existing cash incentive plan with the closing market price on the day prior to grant. A significant portion (70%) of the incentive plan would continue to be linked to individual employee performance. Based on company disclosures, the RSUs will be spread across employee hierarchies with around 40% of RSUs proposed to be granted at the mid-management level. Further, we understand that there are competitive pressures around hiring in the IT services industry, given high attrition levels and the consequent need to incentivise existing and new employees with a stock-based compensation scheme.
Q3	28-11-2021	30-Oct-21	28-Nov-21	H C L Technologies Ltd.	POSTAL BALLOT	MANAGEMENT	SPECIAL	Authorize HCL Technologies Stock Options Trust to implement HCL Technologies Limited Restricted Stock Unit Plan 2021 by acquiring equity shares through secondary acquisition	FOR	FOR	17-Nov-21	Through a separate resolution HCL Tech proposes to authorise HCL Technologies Stock Options Trust to implement The RSU Plan 2021 by acquiring equity shares of the company through secondary acquisition. Our view on this resolution is linked to above resolution.
Q3	28-11-2021	30-Oct-21	28-Nov-21	H C L Technologies Ltd.	POSTAL BALLOT	MANAGEMENT	SPECIAL	Extend HCL Technologies Restricted Stock Unit Plan 2021 (RSU Plan) to employees of subsidiaries and associate companies	FOR	FOR	17-Nov-21	The company seeks to extend the RSU Plan to employees/directors of subsidiary companies. Our view on this resolution is linked to our opinion on above resolution.
Q3	12-01-2022	14-Dec-21	12-Jan-21	Hindustan Unilever Ltd.	POSTAL BALLOT	MANAGEMENT	SPECIAL	Appoint Ms. Ashu Suyath (DIN: 00494515) as Independent Director for five years from 12 November 2021	FOR	ABSTAIN	24-Dec-21	We do not comment on resolution for approval of reappointment and appointment.