

Notices: LGPS Central Limited is committed to disclosing its voting record on a vote-by-vote basis, including where practicable the provision of a rationale for votes cast against management

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers
17/07/2025	Lenovo Group Limited	Annual	Against	3c3a5.7
23/07/2025	Link Real Estate Investment Trust	Annual	All For	
25/07/2025	ITO EN LTD.	Annual	Against	2.2
25/07/2025	KDX Realty Investment Corp.	Special	All For	
29/07/2025	Fujitsu General Ltd.	Special	Against	1.2
19/08/2025	Activia Properties, Inc.	Special	All For	
19/08/2025	Kusuri No Aoki Holdings Co., Ltd.	Annual	Against	1,21,91,6
21/08/2025	COSMOS Pharmaceutical Corp.	Annual	All For	
22/08/2025	Oracle Corp. Japan	Annual	All For	
27/08/2025	United Urban Investment Corp.	Special	All For	
28/08/2025	SBI Sumishin Net Bank, Ltd.	Special	All For	
29/08/2025	NTT DATA Group Corp.	Special	All For	
02/09/2025	Ujvan Prime Realty Investment Corp.	Special	Against	4.1
02/09/2025	Asahi Inteco Co., Ltd.	Annual	Against	2,7,2,92,1,2,2
25/09/2025	Mercon, Inc.	Annual	All For	
26/09/2025	Lasertec Corp.	Annual	All For	
26/09/2025	Pan Pacific International Holdings Corp.	Annual	Against	2,5,2,72,1
26/09/2025	SHO-BOND Holdings Co. Ltd.	Annual	Against	2.1
26/09/2025	TechnoPro Holdings, Inc.	Annual	Against	1.5
26/09/2025	ULVAC, Inc.	Annual	Against	2,12,52,4
04/07/2025	Olam Group Limited	Extraordinary Shareholders	All For	
21/07/2025	MapleTree Logistics Trust	Annual	All For	
22/07/2025	NetLink NBN Trust	Annual	All For	
22/07/2025	NetLink NBN Trust	Annual	All For	
22/07/2025	SIA Engineering Company Limited	Annual	All For	
23/07/2025	MapleTree Industrial Trust	Annual	All For	
25/07/2025	SATS Ltd	Annual	All For	
25/07/2025	Singapore Airlines Limited	Annual	Against	3a
29/07/2025	MapleTree Pan Asia Commercial Trust	Annual	All For	
29/07/2025	Singapore Telecommunications Limited	Annual	All For	
30/07/2025	Capitaland Ascendas REIT	Extraordinary Shareholders	All For	
06/08/2025	Flex Ltd.	Annual	All For	
04/09/2025	Yangzijiang Financial Holding Ltd.	Extraordinary Shareholders	All For	
26/09/2025	Capitaland Ascott Trust	Extraordinary Shareholders	All For	
24/07/2025	HANWHA SOLUTIONS CORP.	Special	All For	
05/08/2025	HANWHA LIFE INSURANCE Co., Ltd.	Special	All For	
19/08/2025	Hyundai Mobis Co., Ltd.	Special	Against	1
20/08/2025	HYUNDAI ENGINEERING & CONSTRUCTION Co.	Special	Against	1
29/08/2025	NIJ Investment & Securities Co., Ltd.	Special	All For	
17/09/2025	HANMI Semiconductor Co., Ltd.	Special	All For	
23/09/2025	Hanon Systems	Special	All For	
24/07/2025	Macquarie Group Limited	Annual	Against	3.4
30/07/2025	ALS Limited	Annual	Against	1
04/08/2025	Domain Holdings Australia Limited	Court	All For	
10/09/2025	Metcash Limited	Annual	Against	3
10/09/2025	Washington H. Soul Pattinson and Company Limited	Court	All For	
10/09/2025	Washington H. Soul Pattinson and Company Limited	Special	All For	
25/09/2025	Suncorp Group Limited	Annual	Against	1,2
30/07/2025	Mainfreight Limited	Annual	Against	42
30/07/2025	Avman Healthcare Limited	Annual	All For	
19/08/2025	Infratil Limited	Annual	Against	1,2,3,76
21/08/2025	Fisher & Paykel Healthcare Corporation Limited	Annual	Against	1,3,67
21/08/2025	Krup Limited	Annual	Against	5
16/09/2025	Coolgard Energy Ltd.	Annual	All For	
19/09/2025	Mercury NZ Limited	Annual	All For	
25/09/2025	Air New Zealand Limited	Annual	All For	
15/07/2025	V-Tech Holdings Limited	Annual	Against	3b, 3c3a
17/07/2025	Brilliance China Automotive Holdings Limited	Special	All For	
17/07/2025	Johnson Electric Holdings Ltd.	Annual	Against	3a7,8
08/08/2025	Alibaba Health Information Technology Limited	Annual	Against	5,72b
21/08/2025	China Gas Holdings Limited	Annual	Against	43a1673a5,3a6
30/07/2025	Transmissora Alanca de Energia Eletrica SA	Extraordinary Shareholders	Against	1
16/09/2025	Lojas Renner SA	Extraordinary Shareholders	Against	7,6,134
23/07/2025	Shen Tai Fook Jewellers Group Limited	Annual	Against	3a5
25/08/2025	Went West China Holdings Limited	Annual	Against	3a1,3a53a25,7
05/09/2025	Great Automobile Holdings Limited	Extraordinary Shareholders	All For	
08/09/2025	Nu Holdings Ltd.	Annual	Against	2
25/09/2025	Alibaba Group Holding Limited	Annual	Against	3,2,3,3
25/09/2025	Alibaba Group Holding Limited	Annual	Against	3,2,3,3
28/08/2025	Enel Americas SA	Extraordinary Shareholders	All For	
18/07/2025	Bank of China Limited	Extraordinary Shareholders	All For	
23/07/2025	China Tower Corporation Limited	Extraordinary Shareholders	Against	1
08/08/2025	Shanghai Electric Group Co., Ltd.	Extraordinary Shareholders	Against	2
13/08/2025	Sany Heavy Industry Co., Ltd.	Special	All For	
15/08/2025	China Yangtze Power Co., Ltd.	Special	Against	2
26/08/2025	China CITIC Bank Corporation Limited	Extraordinary Shareholders	Against	6,01,6,02,6,03
26/08/2025	China CITIC Bank Corporation Limited	Special	Against	2,01,2,02
21/08/2025	CCC Property and Casualty Company Limited	Extraordinary Shareholders	All For	
29/08/2025	China Pacific Insurance (Group) Co., Ltd.	Extraordinary Shareholders	Against	26
10/09/2025	Sany Heavy Industry Co., Ltd.	Special	All For	
16/09/2025	Fuyao Glass Industry Group Co., Ltd.	Extraordinary Shareholders	All For	
16/09/2025	Fuyao Glass Industry Group Co., Ltd.	Extraordinary Shareholders	All For	
22/09/2025	CRRCL Corporation Limited	Extraordinary Shareholders	Against	6,25,1
22/09/2025	Shanghai Electric Group Co., Ltd.	Extraordinary Shareholders	All For	
24/09/2025	Midea Group Co. Ltd.	Extraordinary Shareholders	Against	32
25/09/2025	Bank of Communications Co., Ltd.	Extraordinary Shareholders	Against	1,091,051,04
25/09/2025	China Life Insurance Company Limited	Extraordinary Shareholders	Against	1,5
02/07/2025	Tata Steel Limited	Annual	Against	4
03/07/2025	Dixon Technologies (India) Limited	Special	Against	1
03/07/2025	Srl Limited	Annual	Against	3
03/07/2025	Trant Limited	Annual	All For	
05/07/2025	Samvardhana Motherson International Limited	Special	All For	
12/07/2025	Alkem Laboratories Ltd.	Special	All For	
16/07/2025	Cipla Limited	Annual	All For	
16/07/2025	Wipro Limited	Annual	All For	
17/07/2025	Tech Mahindra Limited	Annual	All For	
18/07/2025	Jindal Steel Limited	Special	Against	6
18/07/2025	Shriram Finance Limited	Annual	Against	4
23/07/2025	Sundaram Finance Ltd.	Annual	All For	
24/07/2025	Bajaj Finance Limited	Annual	All For	
24/07/2025	Coimandiel International Limited	Annual	Against	4

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers
24/07/2025	Dr. Reddy's Laboratories Ltd.	Annual	All For	All For
24/07/2025	Nestle India Ltd.	Extraordinary Shareholders	All For	
25/07/2025	Axis Bank Limited	Annual	Against	3
25/07/2025	Bajaj Finserv Limited	Annual	Against	3
25/07/2025	JSW Steel Limited	Annual	Against	13
29/07/2025	Reliance Industries Ltd.	Special	Against	1,2,3
31/07/2025	Cholamandalam Investment and Finance Company	Annual	Against	4
31/07/2025	Mahindra & Mahindra Limited	Annual	All For	
31/07/2025	San. Pharmaceutical Industries Limited	Annual	Against	4
02/08/2025	Alkem Laboratories Ltd.	Special	All For	
02/08/2025	Kotak Mahindra Bank Limited	Annual	All For	
04/08/2025	DLF Limited	Annual	Against	1
05/08/2025	Hero Motocorp Limited	Annual	All For	
06/08/2025	Bajaj Auto Limited	Annual	Against	3
06/08/2025	Bajaj Holdings & Investment Ltd.	Annual	Against	3
07/08/2025	Dabur India Limited	Annual	Against	4
07/08/2025	LTIMindtree Ltd.	Special	All For	
07/08/2025	MRF Limited	Annual	Against	4
08/08/2025	Rhapti Airtel Limited	Annual	All For	
08/08/2025	HDFC Bank Limited	Annual	All For	
08/08/2025	Marico Limited	Annual	Against	3,68
11/08/2025	Briennia Industries Limited	Annual	Against	3
12/08/2025	Hindustan Unilever Limited	Court	All For	
16/08/2025	Bajaj Auto Limited	Special	All For	
19/08/2025	Eternal Ltd.	Annual	Against	2
20/08/2025	InterGlobe Aviation Limited	Annual	Against	3
21/08/2025	Bandhan Bank Limited	Annual	Against	3
21/08/2025	Eicher Motors Limited	Annual	Against	3
21/08/2025	HDFC Bank Limited	Special	All For	
22/08/2025	Samvardhana Motherson International Limited	Special	All For	
25/08/2025	Alkem Laboratories Ltd.	Annual	Against	43
25/08/2025	Bharat Petroleum Corporation Limited	Annual	Against	89
25/08/2025	Info Edge India Limited	Annual	All For	
26/08/2025	ISL Technologies Limited	Annual	All For	
26/08/2025	Power Grid Corporation of India Limited	Annual	Against	4,6,73
27/08/2025	REC Limited	Annual	Against	76
28/08/2025	Maruti Suzuki India Limited	Annual	All For	
28/08/2025	Oberoi Realty Limited	Special	Against	1,2,3
28/08/2025	Power Finance Corporation Limited	Annual	Against	637
28/08/2025	Samvardhana Motherson International Limited	Annual	Against	10
29/08/2025	Indus Towers Ltd.	Annual	Against	3
29/08/2025	Reliance Industries Ltd.	Annual	Against	3,4
29/08/2025	United Spirits Limited	Annual	Against	4
30/08/2025	ICICI Bank Limited	Annual	All For	
30/08/2025	Indian Oil Corporation Limited	Annual	Against	5108
30/08/2025	Jindal Steel Limited	Annual	Against	3
10/09/2025	Aurobindo Pharma Limited	Annual	Against	4
22/09/2025	Marico Limited	Special	All For	
23/09/2025	Dixon Technologies (India) Limited	Annual	Against	3
24/09/2025	Petronet Lng Limited	Annual	Against	34
26/09/2025	Colgate Limited	Annual	Against	3
27/09/2025	Hindustan Unilever Limited	Special	All For	
04/08/2025	PT Bank Mandiri (Persero) Tbk	Extraordinary Shareholders	Against	1
27/08/2025	PT Perusahaan Gas Negara Tbk	Extraordinary Shareholders	All For	
16/09/2025	PT Telkom Indonesia (Persero) Tbk	Extraordinary Shareholders	Against	1
03/07/2025	Phoenix Financial Ltd.	Annual	Against	A,B1,B2,B3
11/08/2025	Mizrahi Tefahot Bank Ltd.	Special	Against	A,B1,B2,B3
21/08/2025	Bank Hapoalim B.M.	Annual	Abstain/Against	4,6,9A,B1,B2,B3
03/08/2025	Check Point Software Technologies Ltd.	Annual	All For	
15/09/2025	Bank Leumi Le-Israel B.M.	Annual/Special	Abstain/Against	3,5A,B1,B2,B3
19/09/2025	Israel Discount Bank Ltd.	Annual	Abstain/Against	3,1,4,2A,B1,B2,B3
30/09/2025	NICE Ltd. (Israel)	Annual	Against	A,B1,B2,B3
20/08/2025	AMMB Holdings Berhad	Annual	All For	
28/08/2025	QI Resources Berhad	Annual	All For	
08/07/2025	Wal-Mart de Mexico SAB de CV	Ordinary Shareholders	All For	
18/07/2025	Fibra Uno Administracion SA de CV	Special	All For	
08/08/2025	Promotora y Operadora de Infraestructura SA	Ordinary Shareholders	Against	2
11/07/2025	IPP SA	Annual	Against	11,3,11,49
25/08/2025	PKO Bank Polski SA	Special	All For	
03/08/2025	Bank Polska Kasa Opieki SA	Special	All For	
18/09/2025	Infobank SA	Special	Against	3,4,5,6
03/08/2025	Saudi Telecom Co.	Extraordinary Shareholders	All For	
22/07/2025	Vodafone Group Ltd.	Annual	Against	47
21/08/2025	Naspers Ltd.	Annual	Against	5,4,6,426115108,9
04/09/2025	The Foschini Group Ltd.	Annual	Against	417
25/08/2025	Krungthai Card Public Company Limited	Extraordinary Shareholders	Against	2
10/07/2025	Girsim Elektrik Sanayi Tasahhul ve Ticaret AS	Annual	Against	8,12,11
29/08/2025	Borouge Plc	Special	All For	
02/07/2025	voestalpine AG	Annual	Against	87
14/08/2025	Pandora AS	Extraordinary Shareholders	All For	
05/09/2025	Orsted A/S	Extraordinary Shareholders	All For	
10/07/2025	Aisium SA	Annual/Special	All For	
22/07/2025	Scatec SA	Annual/Special	Against	342714
09/08/2025	Katana SA	Extraordinary Shareholders	Against	7
10/07/2025	Feldmann Group AG	Annual	Against	749,9,10
08/09/2025	Indesatcrup AG	Extraordinary Shareholders	All For	
09/07/2025	Jumbo SA	Annual	Against	98
23/09/2025	Picasis Financial Holdings SA	Extraordinary Shareholders	All For	
04/07/2025	Greencore Group Plc	Special	All For	
10/07/2025	DCC Plc	Annual	All For	
11/07/2025	C&C Group Plc	Annual	All For	
22/07/2025	ICON plc	Annual	All For	
29/07/2025	Linde Plc	Annual	All For	
31/07/2025	STERIS plc	Annual	All For	
21/08/2025	Mediobanca Banca di Credito Finanziario SpA	Ordinary Shareholders	All For	
22/07/2025	B&M European Value Retail SA	Annual	All For	
22/07/2025	B&M European Value Retail SA	Extraordinary Shareholders	All For	
18/07/2025	Santiv NV	Extraordinary Shareholders	All For	
18/07/2025	Stellantis NV	Extraordinary Shareholders	All For	
08/08/2025	Koninklijke Ahold Delhaize NV	Extraordinary Shareholders	All For	
20/08/2025	Prosus NV	Annual	Against	11,42,7
21/08/2025	Nebius Group NV	Annual	No Action Taken	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18
11/09/2025	ARN AMRO Bank NV	Extraordinary Shareholders	All For	
12/08/2025	Var Energi ASA	Extraordinary Shareholders	All For	
15/07/2025	Industria de Diseno Textil SA	Annual	All For	
05/08/2025	Banco de Sabadell SA	Extraordinary Shareholders	All For	
05/08/2025	Banco de Sabadell SA	Extraordinary Shareholders	All For	
18/07/2025	Castellum AB	Extraordinary Shareholders	All For	
18/08/2025	Investment AB Laitour	Extraordinary Shareholders	All For	

Meeting Date	Company Name	Meeting Type	Votes For/Against Management	Agenda Item Numbers
27/08/2025	Adtech AB	Annual	Against	
09/08/2025	EMS-Chemie Holding AG	Annual	Against	13,313,1,13,2,13,6,13,7,15,16
09/09/2025	Loattech International S.A.	Annual	All For	6,1,36,1,173,3,2
10/09/2025	Compagnie Financiere Richemont SA	Annual	Against	5,3,5,9,5,13,9,3,10
03/09/2025	Alimentation Couche-Tard, Inc.	Annual	Against	7,982,11
02/07/2025	Snowflake Inc.	Annual	Against	1c2
11/07/2025	Walgreens Boots Alliance, Inc.	Special	All For	
15/07/2025	Constellation Brands, Inc.	Annual	Against	1c,11,3
17/07/2025	Advanced Drainage Systems, Inc.	Annual	Against	1e
23/07/2025	Booz Allen Hamilton Holding Corporation	Annual	All For	
30/07/2025	McKesson Corporation	Annual	All For	
31/07/2025	Charter Communications, Inc.	Special	All For	
13/08/2025	Qorvo, Inc.	Annual	Against	1b6
13/08/2025	The J. M. Smucker Company	Annual	All For	
14/08/2025	Electronic Arts Inc.	Annual	All For	
19/08/2025	Microchip Technology Incorporated	Annual	Against	1e3
08/09/2025	Deckers Outdoor Corporation	Annual	All For	
09/09/2025	Gen Digital Inc.	Annual	All For	
09/09/2025	NiKE, Inc.	Annual	Against	1b
10/09/2025	NetScout, Inc.	Annual	Against	1d5
16/09/2025	The Trade Desk, Inc.	Special	Against	1,2
17/09/2025	Conagra Brands, Inc.	Annual	All For	
17/09/2025	Golden Restaurants, Inc.	Annual	Against	1,34
18/09/2025	Take-Two Interactive Software, Inc.	Annual	Against	1d3
29/09/2025	FedEx Corporation	Annual	Against	5
30/09/2025	General Mills, Inc.	Annual	Against	64
07/07/2025	Sirius Real Estate Limited	Annual	All For	
16/07/2025	Harbourvest Global Private Equity Ltd.	Annual	All For	
29/07/2025	Sequoia Economic Infrastructure Income Fund Ltd	Annual	Against	3
31/07/2025	Foresight Group Holdings Ltd	Annual	Against	1546,7
05/08/2025	Syncona Limited	Annual	All For	
20/08/2025	NextEnergy Solar Fund Ltd	Annual	All For	
03/08/2025	Atlas Global Assets Ltd	Court	All For	
03/08/2025	Atlas Global Assets Ltd	Special	All For	
18/09/2025	Foresight Environmental Infrastructure Limited	Annual	All For	
03/07/2025	3i Infrastructure PLC	Annual	All For	
16/07/2025	Experian Plc	Annual	Against	215,16
23/07/2025	Wizz Air Holdings Plc	Annual	Against	2
05/08/2025	Glencore Plc	Special	All For	
01/07/2025	Henderson Smaller Companies Investment Trust Plc	Special	All For	
01/07/2025	Marks & Spencer Group Plc	Annual	Against	2725
01/07/2025	Primary Health Properties Plc	Special	All For	
02/07/2025	Bytes Technology Group Plc	Annual	All For	
02/07/2025	JD Sports Fashion Plc	Annual	Against	15323
03/07/2025	Caatol Gaerina Trust PLC	Annual	All For	
03/07/2025	Great Portland Estates Plc	Annual	All For	
03/07/2025	J Sainsbury Plc	Annual	All For	
03/07/2025	Scottish Mortgage Investment Trust PLC	Annual	Against	5,6,7,8
08/07/2025	JPMorgan Indian Investment Trust PLC	Special	All For	
08/07/2025	Molten Ventures Plc	Annual	All For	
09/07/2025	Airtel Africa Plc	Annual	Against	5
09/07/2025	LondonMetric Property Plc	Annual	All For	
09/07/2025	National Grid Plc	Annual	All For	
09/07/2025	Worldwide Healthcare Trust PLC	Annual	All For	
10/07/2025	BT Group Plc	Annual	All For	
10/07/2025	Dr. Martens Plc	Annual	Against	12
10/07/2025	Land Securities Group Plc	Annual	Against	2
10/07/2025	Pets At Home Group Plc	Annual	All For	
10/07/2025	Swire Trust Plc	Annual	All For	
10/07/2025	TEMPLETON EMERGING MARKETS INVESTMENT	Annual	Against	4,14,2,4,3,4,4
15/07/2025	The British Land Co. Plc	Annual	Against	8,152,3
16/07/2025	Bloomsbury Publishing Plc	Annual	All For	
16/07/2025	Burberry Group Plc	Annual	All For	
16/07/2025	Caledonia Investments PLC	Annual	Against	41214
16/07/2025	ICG Plc	Annual	Against	62
16/07/2025	Workspace Group Plc	Annual	All For	
17/07/2025	Big Yellow Group Plc	Annual	All For	
17/07/2025	Johnson Matthey Plc	Annual	All For	
17/07/2025	Premier Foods Plc	Annual	All For	
17/07/2025	Sinerg Group plc	Annual	Abstain/Against	108
17/07/2025	SS Group Plc	Annual	Against	2,19
17/07/2025	SSE Plc	Annual	All For	
18/07/2025	Practical Assets Trust PLC	Annual	Against	4
18/07/2025	United Utilities Group Plc	Annual	Against	9
22/07/2025	Dowdais Group Plc	Court	All For	
22/07/2025	Dowdais Group Plc	Special	All For	
22/07/2025	MTDE Group Plc	Annual	Against	1112
22/07/2025	The Edinburgh Investment Trust PLC	Annual	All For	
23/07/2025	HICL Infrastructure PLC	Annual	All For	
23/07/2025	JPMorgan European Discovery trust PLC	Annual	All For	
23/07/2025	Ninety One Plc	Annual	Against	8,9
23/07/2025	TR Property Investment Trust PLC	Annual	All For	
24/07/2025	discoveryE Group Plc	Annual	Against	4
24/07/2025	Hydrex China Special Situations PLC	Annual	All For	
24/07/2025	Halma Plc	Annual	All For	
24/07/2025	Paragon Group Plc	Annual	Against	2216
24/07/2025	Tate & Lyle Plc	Annual	Against	3
25/07/2025	FirstGroup Plc	Annual	All For	
28/07/2025	Granswick Plc	Annual	Against	112
28/07/2025	JPMorgan European Growth & Income plc	Annual	All For	
28/07/2025	Oxford Instruments Plc	Annual	All For	
29/07/2025	Vodafone Group Plc	Annual	All For	
06/08/2025	PavPoint Plc	Annual	Against	42
06/08/2025	Telecom Plus Plc	Annual	Against	10
07/08/2025	Investec Plc	Annual	All For	
15/08/2025	The Global Smaller Companies Trust Plc	Annual	All For	
25/08/2025	Inchcape Plc	Special	All For	
27/08/2025	Spectris Plc	Court	All For	
27/08/2025	Spectris Plc	Special	All For	
01/09/2025	Grainier Plc	Special	All For	
02/09/2025	Alpha Group International Plc	Court	All For	
02/09/2025	Alpha Group International Plc	Special	All For	
02/09/2025	Ashtead Group Plc	Annual	Against	4
03/09/2025	SDCL Efficiency Income Trust Plc	Annual	Against	4
03/09/2025	Watches of Switzerland Group Plc	Annual	Against	8
04/09/2025	Currys Plc	Annual	Against	8
04/09/2025	XPS Pensions Group Plc	Annual	All For	
05/09/2025	Berkeley Group Holdings Plc	Annual	Against	2843
09/09/2025	Arm Holdings Plc	Annual	Against	32

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09/09/2025	Henderson European Trust PLC	Special	All For	
09/09/2025	Monks Investment Trust PLC	Annual	All For	
10/09/2025	Polar Capital Technology Trust plc	Annual	All For	
15/09/2025	AO World Plc	Annual	Against	43
15/09/2025	Fidelity European Trust PLC	Special	All For	
17/09/2025	Games Workshop Group Plc	Annual	Against	4
17/09/2025	IG Group Holdings plc	Annual	Against	9
17/09/2025	Mazanga Group Plc	Annual	All For	
18/09/2025	Auto Trader Group Plc	Annual	All For	
18/09/2025	Invesco Asia Dragon Trust plc	Annual	All For	
19/09/2025	Just Group Plc	Court	All For	
19/09/2025	Just Group Plc	Special	All For	
23/09/2025	Kainos Group Plc	Annual	Against	16
23/09/2025	Zigup Plc	Annual	Against	4,15
24/09/2025	Baltic Classifieds Group Plc	Annual	Against	5
24/09/2025	Frasers Group Plc	Annual	Against	32021
25/09/2025	Babcock International Group Plc	Annual	Against	182
26/09/2025	Henderson European Trust PLC	Special	All For	

Voting Explanation
Concerns related to inappropriate membership of committeesConcerns related to inappropriate membership of committees Combined CEO/Chair Issue of equity raises concerns about excessive dilution of existing shareholders
Concerns related to approach to board gender diversity
Concerns to protect shareholder value
Concerns related to approach to board gender diversity Lack of independence on boardLack of independence on board
Concerns related to succession planning
Lack of independence on boardLack of independence on board Concerns related to approach to board gender diversity
Lack of independence on boardLack of independence on board Concerns related to approach to board gender diversity
Concerns related to approach to board gender diversity Concerns about overall performance
Concerns related to succession planning
Concerns related to approach to board gender diversityConcerns related to succession planningLack of independence on board
Concerns related to approach to board gender diversity Concerns about overall board structure
Concerns related to approach to board gender diversityLack of independence on board
Concerns related to approach to board gender diversity
Pay is misaligned with EOS remuneration principles
Pay is misaligned with EOS remuneration principles
Pay is misaligned with EOS remuneration principles
Pay is misaligned with EOS remuneration principles
Concerns regarding Auditor tenureLack of independence on board Concerns related to inappropriate membership of committees Concerns regarding Auditor tenure
Concerns regarding Auditor tenurePay is misaligned with EOS remuneration principles
Concerns regarding Auditor tenurePay is misaligned with EOS remuneration principles
Pay is misaligned with EOS remuneration principles
Concerns related to approach to board gender diversityConcerns related to succession planningConcerns related to inappropriate membership of committees Combined CEO/Chair
Concerns related to succession planningIssue of equity raises concerns about excessive dilution of existing shareholders
Issue of equity raises concerns about excessive dilution of existing shareholdersLack of independence on board Concerns related to inappropriate membership of committees
Concerns related to Non-audit feesConcerns related to attendance at board or committee meetingsInsufficient/poor disclosureIssue of equity raises concerns about excessive dilution of existing shareholdersLack of independence on board Concerns related to succession planning Concerns related to Non-audit fees
Lack of independence on board
Concerns related to shareholder rightsInsufficient basis to support a decision
Concerns related to succession planningOverboarded/Too many other time commitmentsIssue of equity raises concerns about excessive dilution of existing shareholders
Combined CEO/ChairConcerns related to approach to board gender diversity Concerns related to succession planning Lack of independence on board Inadequate management of deforestation riskIssue of equity raises concerns about excessive dilution of existing shareholders
Concerns about overall board structure 2- Concerns related to board composition 3- Concerns to protect shareholder value 4- Inappropriate bundling of election of directors on a single vote
Concerns related to succession planning
Concerns related to succession planning
Concerns related to approach to board gender diversity
Concerns related to shareholder rights
Concerns related to shareholder rights
Concerns related to shareholder rights
Concerns related to shareholder rights
Concerns related to shareholder rightsOverboarded/Too many other time commitments
Concerns related to approach to board gender diversityConcerns related to inappropriate membership of committees Inadequate management of climate-related risks
Concerns related to shareholder rightsInsufficient/poor disclosure
Concerns related to inappropriate membership of committeesConcerns related to inappropriate membership of committees Inadequate management of climate-related risks from exposure to coal
Concerns related to shareholder rights
Concerns related to approach to board gender diversity
Concerns related to inappropriate membership of committeesConcerns related to approach to board gender diversity
Pay is misaligned with EOS remuneration principles
Pay is misaligned with EOS remuneration principles
Concerns related to approach to board gender diversity
Concerns related to approach to board gender diversity

Concerns related to inappropriate membership of committees	
Concerns related to approach to board gender diversity	
Concerns to protect shareholder valueInadequate management of climate-related risks from exposure to coal	
Lack of independence on board Concerns related to approach to board gender diversity Inadequate management of climate-related risks	
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Lack of independence on board	
Inadequate management of climate-related risks	
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Concerns related to approach to board gender diversity	
Concerns related to approach to board gender diversity	
Inadequate management of climate-related risks	
Concerns related to approach to board gender diversityInsufficient basis to support a decision	
Concerns related to approach to board gender diversity	
Concerns related to inappropriate membership of committees	
Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Inadequate management of climate-related risks	
Concerns related to approach to board gender diversity	
Concerns related to approach to board gender diversity	
Concerns related to approach to board gender diversityConcerns related to inappropriate membership of committeesConcerns related to approach to board gender diversity	
Concerns about candidate's experience/skillsConcerns about candidate's experience/skills Lack of independence on board Concerns related to approach to board gender diversity	
Concerns about candidate's experience/skillsLack of independence on board Concerns related to approach to board gender diversity Concerns about candidate's experience/skills	
Lack of independence on board Concerns related to approach to board gender diversity Lack of independence on board Concerns related to approach to board gender diversity Inadequate management of climate-related risks	
Concerns about candidate's experience/skillsLack of independence on board Concerns related to approach to board gender diversity Concerns about candidate's experience/skills	
Pay is misaligned with EOS remuneration principles	
Concerns about candidate's experience/skillsConcerns related to inappropriate membership of committeesConcerns to protect shareholder value	
Concerns related to approach to board gender diversity	
Concerns related to approach to board gender diversity Lack of independence on board	
Lack of independence on board Concerns related to approach to board gender diversity Inadequate management of climate-related risks Concerns to protect shareholder value	
Concerns related to attendance at board or committee meetings	
Concerns related to inappropriate membership of committeesConcerns related to succession planningLack of independence on board	
Concerns related to inappropriate membership of committees 2. Inadequate management of climate-related risks 3. Inadequate management of climate-related risks from exposure to coal	
Concerns related to approach to board gender diversity	
Concerns related to approach to board gender diversity	
Concerns related to approach to board gender diversityConcerns related to attendance at board or committee meetings	
Concerns related to approach to board gender diversity	
Insufficient/poor disclosure	
Insufficient/poor disclosure	
Cumulative/slate voting in favour of individual candidates/slates	
Cumulative/slate voting in favour of individual candidates/slatesAdministrative declaration	
Concerns about candidate's experience/skillsAdministrative declaration	
Insufficient/poor disclosure	
Concerns to protect shareholder valuePay is misaligned with EOS remuneration principles	
Shareholder proposal does not promote transparency	
Lack of independence on boardPay is misaligned with EOS remuneration principles	
Concerns related to inappropriate membership of committeesConcerns related to shareholder rightsConcerns to protect shareholder valueDouble voting rightsIssue of equity raises concerns about excessive dilution of existing shareholdersIssue of equity raises concerns about excessive dilution of existing shareholders	Double voting rights Pay is misaligned with EOS rem
Concerns related to approach to board gender diversityPay is misaligned with EOS remuneration principles	
Insufficient/poor disclosure	
Insufficient/poor disclosureIssue of equity raises concerns about excessive dilution of existing shareholders	
Lack of independence on boardPay is misaligned with EOS remuneration principles	
Concerns related to attendance at board or committee meetingsConcerns related to inappropriate membership of committeesConcerns related to shareholder rightsPay is misaligned with EOS remuneration principles	
Pay is misaligned with EOS remuneration principles	
Inappropriate bundling of election of directors on a single voteLack of independence on board Concerns related to inappropriate membership of committees Pay is misaligned with EOS remuneration principles	
Insufficient/poor disclosurePay is misaligned with EOS remuneration principles	
Concerns related to inappropriate membership of committeesPay is misaligned with EOS remuneration principles	

Voting Explanation

Lack of independence on board	Concerns related to inappropriate membership of committees	Lack of independence on board	Concerns related to inappropriate membership of committees	Pay is misaligned with EOS remuneration principles	Concerns about remuneration committee performance	Concerns related to approach to board gender diversity	Insufficient/poor disclosure	Pay is misaligned with EOS remuneration principles	
Pay is misaligned with EOS remuneration principles									
We believe this information is beneficial to shareholders	We believe this provision is beneficial to shareholders	Concerns related to succession planning	Concerns related to board ethnic and/or racial diversity	Concerns related to approach to board diversity					
Lack of independent representation at board committees	Concerns related to board composition	Concerns related to management of environment-related business risks	Concerns about overall board structure	Concerns to protect shareholder value	Concerns about remuneration committee performance	No clawback policy	Options/PSUs vest in less than 36 months	Excessive	
No clawback policy	Options/PSUs vest in less than 36 months	High variable pay ratio	High CEO to average NEO pay						
Concerns related to board composition									
Concerns related to board composition	Shareholder proposal promotes appropriate accountability or incentivisation								
Concerns about remuneration committee performance	Low shareholding requirement	No clawback policy	High CEO to average NEO pay						
Concerns to protect shareholder value									
Concerns about remuneration committee performance	Pay is misaligned with EOS remuneration principles								
Concerns to protect shareholder value									
Concerns related to management of environment-related business risks	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks								
Concerns about remuneration committee performance	Pay is misaligned with EOS remuneration principles								
SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation									
Shareholder proposal promotes appropriate accountability or incentivisation	Shareholder proposal promotes better management of ESG opportunities and risks								
Failure to provide DEI disclosures in line with UK listing rules									
Concerns to protect shareholder value	Failure to provide DEI disclosures in line with UK listing rules	Concerns related to below-board gender diversity	Lack of independent representation at board committees						
Use of more than two types of concurrent variable pay arrangements	Total maximum variable pay is equal or <6 times base salary	Use of more than two types of concurrent variable pay arrangements	Total maximum variable pay is equal or <6 times base salary						
Use of time-based restricted shares in remuneration policy	TSR metric (either absolute or relative) represents <60% of LTI	Pay is misaligned with EOS remuneration principles	Total maximum variable pay is equal or <6 times base salary						
SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency	Use of share options in remuneration policy								
Lack of independent representation at board committees	Pay is misaligned with EOS remuneration principles	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency							
Failure to provide DEI disclosures in line with UK listing rules									
Concerns related to below-board gender diversity									
Failure to provide DEI disclosures in line with UK listing rules									
Low shareholding requirement									
Failure to provide DEI disclosures in line with UK listing rules									
Failure to provide DEI disclosures in line with UK listing rules	Low shareholding requirement								
Failure to provide DEI disclosures in line with UK listing rules	Lack of independent representation at board committees	Overboarded/Too many other time commitments							
Failure to provide DEI disclosures in line with UK listing rules	Total maximum variable pay is equal or <6 times base salary								
Failure to provide DEI disclosures in line with UK listing rules	Overboarded/Too many other time commitments								
Pay is misaligned with EOS remuneration principles									
Failure to provide DEI disclosures in line with UK listing rules									
Lack of independent representation at board committees									
Concerns about overall board structure	Failure to provide DEI disclosures in line with UK listing rules								
Total maximum variable pay is equal or >6 times base salary									
Failure to provide DEI disclosures in line with UK listing rules									
Concerns about reducing shareholder rights	Voting related to alignment with 1.5 degrees scenario								
Pay is misaligned with EOS remuneration principles									
Lack of independent representation at board committees	Failure to provide DEI disclosures in line with UK listing rules	Pay is misaligned with EOS remuneration principles	TSR metric (either absolute or relative) represents <60% of LTI						
Failure to provide DEI disclosures in line with UK listing rules	Use of more than two types of concurrent variable pay arrangements	Low shareholding requirement							
Concerns about overall board structure									
Failure to provide DEI disclosures in line with UK listing rules									
Failure to provide DEI disclosures in line with UK listing rules									
Lack of independent representation at board committees									
Failure to provide DEI disclosures in line with UK listing rules									
Concerns about overall board structure	Concerns to protect shareholder value	Pay is misaligned with EOS remuneration principles	Pay is misaligned with EOS remuneration principles	Total maximum variable pay is equal or greater than 6 times base salary					
Lack of independence on board	Lack of independent representation at board committees	Concerns related to board composition	Concerns about remuneration committee performance	Pay is misaligned with EOS remuneration principles	TSR performance metric vests below median	Total maximum variable pay is equal or greater than 6 times base salary			

Voting Explanation

Failure to provide DEI disclosures in line with UK listing rules Pay is misaligned with EOS remuneration principles Total maximum variable pay is equal or >6 times base salary

Failure to provide DEI disclosures in line with UK listing rulesConcerns related to below-board gender diversity

Failure to provide DEI disclosures in line with UK listing rules

Pay is misaligned with EOS remuneration principles

Pay is misaligned with EOS remuneration principles
Failure to provide PFI disclosures in line with UK law

Failure to provide DEI disclosures in line with UK listing rules

Failure to provide DEI disclosures in line with UK listing rules Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Low shareholding requirement

Pay is misaligned with EOS remuneration principles Pay is misaligned with EOS remuneration principles Total maximum variable pay is equal or >6 times base salary

Excessive CEO pay High CEO to average NEO pay

