







| Ballot Status | Votable Shares | Shares Voted | Proponent  | Proposal Code | Votable Proposal | Proposal Sequence Number | Proposal Number |
|---------------|----------------|--------------|------------|---------------|------------------|--------------------------|-----------------|
| Confirmed     | 84 305         | 84 305       | Management | M0105         | Yes              | 2                        | 0010            |
| Confirmed     | 84 305         | 84 305       | Management | M0152         | Yes              | 3                        | 0020            |
| Confirmed     | 84 305         | 84 305       | Management | M0173         | Yes              | 4                        | 0030            |
| Confirmed     | 84 305         | 84 305       | Management | M0318         | Yes              | 5                        | 0040            |
| Confirmed     | 84 305         | 84 305       | Management | M0570         | Yes              | 6                        | 0050            |
| Confirmed     | 84 305         | 84 305       | Management | M0550         | Yes              | 7                        | 0060            |
| Confirmed     | 84 305         | 84 305       | Management | M0535         | Yes              | 8                        | 0070            |
| Confirmed     | 84 305         | 84 305       | Management | M0544         | Yes              | 10                       | 0080            |
| Confirmed     | 84 305         | 84 305       | Management | M0544         | Yes              | 11                       | 0090            |
| Confirmed     | 84 305         | 84 305       | Management | M0544         | Yes              | 12                       | 0100            |
| Confirmed     | 84 305         | 84 305       | Management | M0544         | Yes              | 13                       | 0110            |
| Confirmed     | 84 305         | 84 305       | Management | M0544         | Yes              | 14                       | 0120            |
| Confirmed     | 84 305         | 84 305       | Management | M0544         | Yes              | 15                       | 0130            |
| Confirmed     | 84 305         | 84 305       | Management | M0544         | Yes              | 16                       | 0140            |
| Confirmed     | 84 305         | 84 305       | Management | M0347         | Yes              | 17                       | 0150            |

| <b>Proposal Text</b>  | <b>Management Recommendation</b> |
|---|----------------------------------|
| Accept Financial Statements and Statutory Reports   | For                              |
| Approve Allocation of Income  | For                              |
| Approve Elimination of Negative Reserves  | For                              |
| Authorize Share Repurchase Program  | For                              |
| Approve Remuneration Policy   | For                              |
| Approve Second Section of the Remuneration Report   | For                              |
| Approve 2026 Group Incentive System   | For                              |
| Authorize Board to Increase Capital to Service the 2020 Group Incentive System                | For                              |
| Authorize Board to Increase Capital to Service the 2021 Group Incentive System                | For                              |
| Authorize Board to Increase Capital to Service the 2022 Group Incentive System                | For                              |
| Authorize Board to Increase Capital to Service the 2023 Group Incentive System                | For                              |
| Authorize Board to Increase Capital to Service the 2024 Group Incentive System                | For                              |
| Authorize Board to Increase Capital to Service the 2025 Group Incentive System                | For                              |
| Authorize Board to Increase Capital to Service the 2020-2023 LTI Plan                         | For                              |
| Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5 | For                              |

**ISS Recommendation Voting Policy Recommendation Vote Instruction**

|         |       |         |
|---------|-------|---------|
| For     | For   | For     |
| For     | For   | For     |
| For     | For   | For     |
| For     | For   | For     |
| For     | For   | For     |
| Against | Refer | Against |
| For     | For   | For     |
| For     | For   | For     |
| For     | For   | For     |
| Against | Refer | Against |
| For     | For   | For     |
| For     | For   | For     |
| For     | For   | For     |
| For     | For   | For     |
| For     | For   | For     |

## **Voting Policy Rationale**

## **Voter Rationale**

JHI will generally vote in favor of proposals relating to the issuance of dividends.

JHI votes this issue on a case-by-case basis.

JHI will evaluate this item on a case-by-case basis.

**Blended Rationale**

**Voted Vote Against Management Vote Against ISS**

|  |     |     |    |
|--|-----|-----|----|
|  | Yes | No  | No |
| JHI will generally vote in favor of proposals relating to the issuance of dividends. | Yes | No  | No |
|  | Yes | No  | No |
|  | Yes | No  | No |
|  | Yes | No  | No |
| JHI votes this issue on a case-by-case basis.  | Yes | Yes | No |
|  | Yes | No  | No |
|  | Yes | No  | No |
|  | Yes | No  | No |
| JHI will evaluate this item on a case-by-case basis.                                 | Yes | Yes | No |
|  | Yes | No  | No |
|  | Yes | No  | No |
|  | Yes | No  | No |
|  | Yes | No  | No |
|  | Yes | No  | No |

