

Meeting Overview

Category	Number	Percentage
Number of votable meetings	8	
Number of meetings voted	8	100.00%
Number of meetings with at least 1 vote Against, Withhold or Abstain	5	62.50%

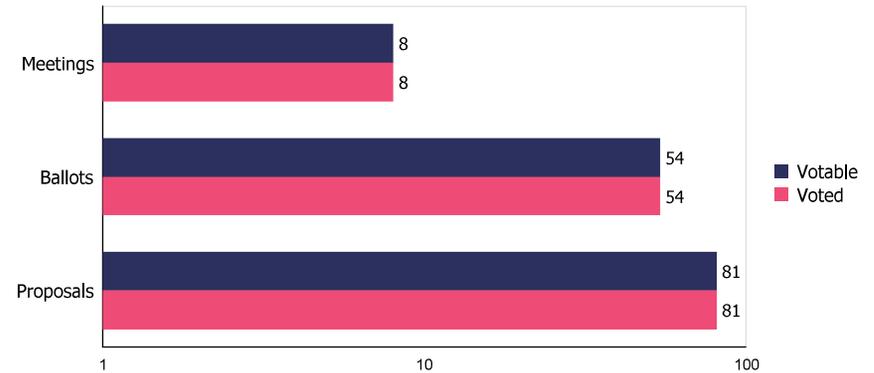
Ballot Overview

Category	Number	Percentage
Number of votable ballots	54	
Number of ballots voted	54	100.00%

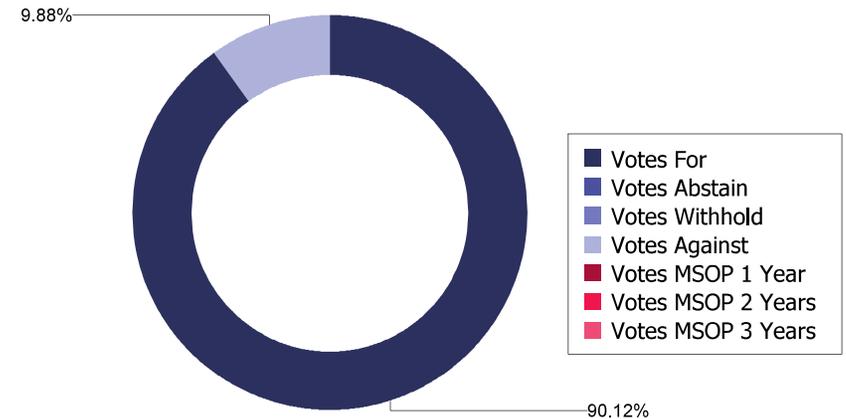
Proposal Overview

Category	Number	Percentage
Number of votable items	81	
Number of items voted	81	100.00%
Number of votes FOR	73	90.12%
Number of votes AGAINST	8	9.88%
Number of votes ABSTAIN	0	0.00%
Number of votes WITHHOLD	0	0.00%
Number of votes on MSOP Frequency 1 Year	0	0.00%
Number of votes on MSOP Frequency 2 Years	0	0.00%
Number of votes on MSOP Frequency 3 Years	0	0.00%
Number of votes With Policy	81	100.00%
Number of votes Against Policy	0	0.00%
Number of votes With Mgmt	76	93.83%
Number of votes Against Mgmt	5	6.17%
Number of votes on MSOP (exclude frequency)	4	4.94%
Number of votes on Shareholder Proposals	10	12.35%

Voting Statistics



Vote Cast Statistics

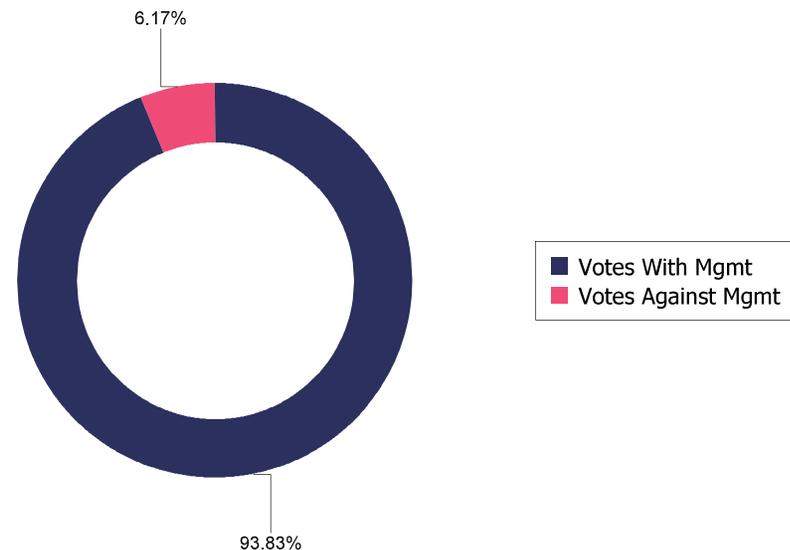


Note: "MSOP" frequency = Management Say On Pay frequency proposal votes allow shareholders to determine whether, going forward, the "say-on-pay" vote to approve compensation should occur every one, two, or three years. For all calculations in this report, only ballots in status Confirmed or Sent are considered voted. All other ballot statuses are considered unvoted. Do Not Vote instructions are not considered voted and re-registration events are not included. Notwithstanding the above, each unique vote cast is counted within all calculations. In cases of different votes submitted for an individual agenda item, votes cast are discretely counted by vote cast (For, Against, etc.) per proposal. This may result in voting totals exceeding the number of votable items. Withhold vote instructions, predominantly seen in the US market for companies using a plurality vote standard, denote a contrary vote opinion on director elections; for further information, please review ISS' policy guidelines : <https://www.issgovernance.com/policy-gateway/voting-policies>

Vote Alignment with Policy

No graphical representation provided.

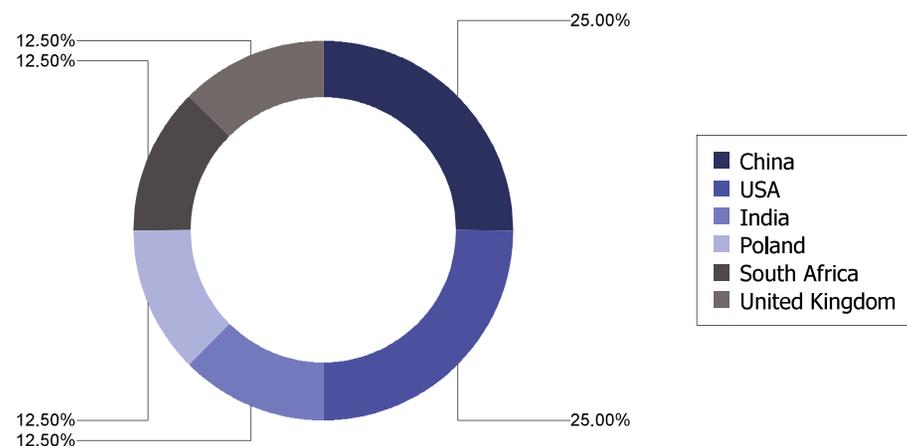
Vote Alignment with Management



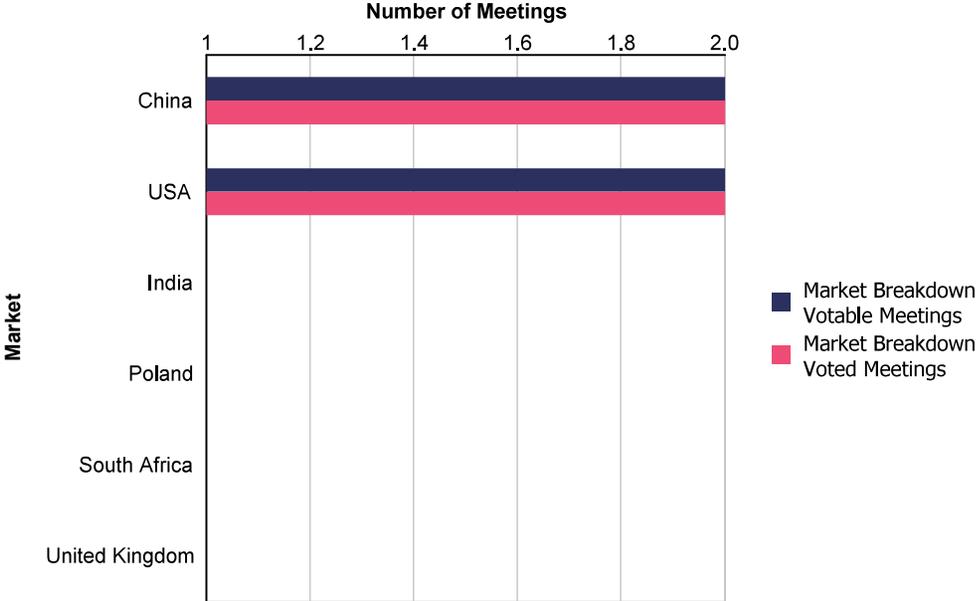
Market Breakdown

Market	Votable Meetings	Voted Meetings	Percentage
China	2	2	100.00%
USA	2	2	100.00%
India	1	1	100.00%
Poland	1	1	100.00%
South Africa	1	1	100.00%
United Kingdom	1	1	100.00%

Meetings Voted by Market



Market Voting Statistics



Axiom Investors - January 2026

Concern Name	Meeting Type	Meeting Date	Proposal Text	Vote Instruction	Voting Policy Rationale
Diploma Plc	Annual	14-Jan-26	Accept Financial Statements and Statutory Reports	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Diploma Plc	Annual	14-Jan-26	Approve Final Dividend	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Diploma Plc	Annual	14-Jan-26	Re-lect David Louden as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Diploma Plc	Annual	14-Jan-26	Re-lect Johnny Thomson as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Diploma Plc	Annual	14-Jan-26	Re-lect Wilton Ng as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Diploma Plc	Annual	14-Jan-26	Re-lect Jennifer Ward as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Diploma Plc	Annual	14-Jan-26	Re-lect Caroline Hise as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Diploma Plc	Annual	14-Jan-26	Re-lect Dean Finch as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Diploma Plc	Annual	14-Jan-26	Re-lect Janice Slipp as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Diploma Plc	Annual	14-Jan-26	Re-lect Kate Bollenstaeff as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Diploma Plc	Annual	14-Jan-26	Elect Ian EMokadem as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Diploma Plc	Annual	14-Jan-26	Reappoint PricewaterhouseCoopers LLP as Auditors	For	A vote FOR this item is warranted as no significant concerns have been identified.
Diploma Plc	Annual	14-Jan-26	Authorise the Audit Committee to Fix Remuneration of Auditors	For	A vote FOR this resolution is warranted because there are no concerns regarding this proposal.
Diploma Plc	Annual	14-Jan-26	Approve Remuneration Report	For	A vote FOR this resolution is warranted, although it is not without concern because: * For the third consecutive year, the CEO was granted a significant salary increase which was above that received by the wider workforce. The main reasons for support are: * The total salary is not out of line with companies of similar size. * The Company has grown considerably.
Diploma Plc	Annual	14-Jan-26	Authorise Issue of Equity without Preemptive Rights	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Diploma Plc	Annual	14-Jan-26	Authorise Issue of Equity without Preemptive Rights in Connection with an Acquisition or Other Capital Investment	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Diploma Plc	Annual	14-Jan-26	Authorise Market Purchase of Ordinary Shares	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Diploma Plc	Annual	14-Jan-26	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
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Diploma Plc	Annual	14-Jan-26	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Diploma Plc	Annual	15-Jan-26	Elect Director Susan L. Decker	For	A vote FOR the director nominees is warranted.
Diploma Plc	Annual	15-Jan-26	Elect Director Kenneth D. Dorman	For	A vote FOR the director nominees is warranted.
Diploma Plc	Annual	15-Jan-26	Elect Director Helena B. Fookes	For	A vote FOR the director nominees is warranted.
Diploma Plc	Annual	15-Jan-26	Elect Director Hamilton E. James	For	A vote FOR the director nominees is warranted.
Diploma Plc	Annual	15-Jan-26	Elect Director Sally Jewell	For	A vote FOR the director nominees is warranted.
Diploma Plc	Annual	15-Jan-26	Elect Director Jeffrey S. Raikes	For	A vote FOR the director nominees is warranted.
Diploma Plc	Annual	15-Jan-26	Elect Director Gina M. Ramondo	For	A vote FOR the director nominees is warranted.
Diploma Plc	Annual	15-Jan-26	Elect Director John W. Stanton	For	A vote FOR the director nominees is warranted.
Diploma Plc	Annual	15-Jan-26	Elect Director Ron M. Vadris	For	A vote FOR the director nominees is warranted.
Diploma Plc	Annual	15-Jan-26	Elect Director Mary Agnes (Maggy) Wildorfer	For	A vote FOR the director nominees is warranted.
Diploma Plc	Annual	15-Jan-26	Ratify PwC LLP as Auditors	For	A vote FOR the proposal to ratify the auditor is warranted.
Diploma Plc	Annual	15-Jan-26	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	A vote AGAINST this resolution is warranted as pay and performance are reasonably aligned at this time. A majority of annual incentives and the entire of long-term incentives are performance-contingent. However, the specific award targets were not disclosed for the Environmental and social objectives in the STI plan. Performance share grants continue to be awarded.
Diploma Plc	Special	15-Jan-26	Assess and Report on Financial Risks and Goals of Climate Commitments	For	A vote AGAINST this resolution is warranted. Many of the company's initiatives to limit its emissions reduce and clean energy targets are commonly associated with operational efficiencies and cost avoidance rather than incremental financial risks. Given the scope of Costco's current disclosures, it is not evident that the requested report would meaningfully
Diploma Plc	Special	15-Jan-26	Approve to Formulate Management System for Remuneration of Directors and Senior Management	For	A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.
Diploma Plc	Special	15-Jan-26	Amend External Investment Management System	Against	A vote FOR this resolution is warranted because no concerns have been identified.
Diploma Plc	Special	15-Jan-26	Amend External Investment Management System Applicable After H Share Listing	For	A vote FOR this resolution is warranted because no concerns have been identified.
Diploma Plc	Special	15-Jan-26	Amend Articles of Association (Draft) Applicable After H Share Listing	For	A vote FOR is merited because no concerns have been identified.
Diploma Plc	Special	15-Jan-26	Approve Amendments to Articles of Association	For	A vote FOR is merited because no concerns have been identified.
Diploma Plc	Special	15-Jan-26	Approve 2025-2028 Related Party Transactions	For	A vote FOR is merited because no concerns have been identified.
Diploma Plc	Special	15-Jan-26	Approve to Formulate Management System for Remuneration of Directors and Senior Management	For	A vote FOR is merited because no concerns have been identified.
Diploma Plc	Special	15-Jan-26	Amend External Investment Management System	Against	A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.
Diploma Plc	Special	15-Jan-26	Amend External Investment Management System Applicable After H Share Listing	For	A vote FOR is merited because no concerns have been identified.
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Diploma Plc	Special	15-Jan-26	Approve 2025-2028 Related Party Transactions	For	A vote FOR is merited because no concerns have been identified.
Diploma Plc	Special	20-Jan-26	Open Meeting	For	Voices FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.
Diploma Plc	Special	20-Jan-26	Elect Meeting Chairman	For	Voices FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.
Diploma Plc	Special	20-Jan-26	Acknowledge Proper Convening of Meeting	For	Voices FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.
Diploma Plc	Special	20-Jan-26	Approve Agenda of Meeting	For	Voices AGAINST the shareholder proposals are warranted because: * The proponent has failed to disclose the names of the directors to be recalled and the names of the nominees to be elected. * The shareholder has not provided any sound justification behind the proposed changes to the supervisory board composition.
Diploma Plc	Special	20-Jan-26	Ratify Supervisory Board Member	Against	Voices AGAINST the shareholder proposals are warranted because: * The proponent has failed to disclose the names of the directors to be recalled and the names of the nominees to be elected. * The shareholder has not provided any sound justification behind the proposed changes to the supervisory board composition.
Diploma Plc	Special	20-Jan-26	Elect Supervisory Board Member	Against	Voices AGAINST this item is warranted following the negative vote resolution for Items 1, 2, 3 and 5.
Diploma Plc	Special	20-Jan-26	Approve Decision on Covering Costs of Convocation of CGM	Close Meeting	This is a non-voting item.
Diploma Plc	Special	20-Jan-26	Close Meeting	Against	A vote AGAINST the nominee is warranted because: * Madama Ushakul is associated with company's step down subsidiary and a subsidiary company for over seven years. The proposed appointment is for a five year period, and consequently, her association with the company will exceed 10 years.
Diploma Plc	Special	20-Jan-26	Elect Madama Ushakul as Director	Against	A vote AGAINST the nominee is warranted because: * Madama Ushakul is associated with company's step down subsidiary and a subsidiary company for over seven years. The proposed appointment is for a five year period, and consequently, her association with the company will exceed 10 years.
Diploma Plc	Special	20-Jan-26	Elect Zhang Jingli as Non-Independent Director	For	A vote FOR the nominee is warranted given the absence of any known issues concerning the nominee.
Diploma Plc	Special	20-Jan-26	Elect Zhang Jingli as Non-Independent Director	For	A vote FOR the nominee is warranted given the absence of any known issues concerning the nominee.
Diploma Plc	Annual	27-Jan-26	Elect Director Lloyd A. Carney	For	A vote FOR the director nominees is warranted.
Diploma Plc	Annual	27-Jan-26	Elect Director Keith R. Crawford	For	A vote FOR the director nominees is warranted.
Diploma Plc	Annual	27-Jan-26	Elect Director Francisco Javier Fernandez-Carballal	For	A vote FOR the director nominees is warranted.
Diploma Plc	Annual	27-Jan-26	Elect Director Teri L. List	For	A vote FOR the director nominees is warranted.
Diploma Plc	Annual	27-Jan-26	Elect Director John F. Lundgren	For	A vote FOR the director nominees is warranted.
Diploma Plc	Annual	27-Jan-26	Elect Director Ryan McInerney	For	A vote FOR the director nominees is warranted.
Diploma Plc	Annual	27-Jan-26	Elect Director Denise M. Morrison	For	A vote FOR the director nominees is warranted.
Diploma Plc	Annual	27-Jan-26	Elect Director Pamela Murphy	For	A vote FOR the director nominees is warranted.
Diploma Plc	Annual	27-Jan-26	Elect Director William Reedy	For	A vote FOR the director nominees is warranted.
Diploma Plc	Annual	27-Jan-26	Elect Director Linda J. Rendle	For	A vote FOR the director nominees is warranted.
Diploma Plc	Annual	27-Jan-26	Elect Director Margaret S. Webb, Jr.	For	A vote FOR the director nominees is warranted.
Diploma Plc	Annual	27-Jan-26	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted. Some concerns exist in the STIP for lack of disclosure of metric weightings, and in the LTP for the use of annually set goals. However, pay and performance are reasonably aligned and retained qualified officers to serve the company.
Diploma Plc	Annual	27-Jan-26	Require Independent Board Chair	For	A vote FOR this proposal is warranted given the exception provision permitted by Delaware law is considered to reasonably balance shareholders' interest in their account to their interest in attracting and retaining qualified officers to serve the company.
Diploma Plc	Annual	27-Jan-26	Provide Right to Act by Written Consent	For	A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.
Diploma Plc	Annual	27-Jan-26	Report on Action on Climate Sexual Satisfaction	For	A vote FOR this proposal is warranted. While the company has made some progress combatting illegal activities especially through the use of AI, the company's exposure to emissions, contractual, financial and public sector risks from the potential use of Visa products for AI-driven sexual exploitation is imminent. Increased transparency would allow shareholders
Diploma Plc	Annual	27-Jan-26	Report on the Return on Investment of the Company's Inclusion Programs	Against	A vote AGAINST this proposal is warranted.
Diploma Plc	Annual	29-Jan-26	Accept Financial Statements and Statutory Reports for the Year Ended 31st August 2025	For	A vote FOR this item is warranted because this is a routine, non-controversial request.
Diploma Plc	Annual	29-Jan-26	Reappoint PwC LLP as Auditors with Ben Engel as the Designated Auditor	For	A vote FOR this item is warranted because there are no specific concerns have been identified.
Diploma Plc	Annual	29-Jan-26	Re-lect Nonungato Matyamba as Director	For	Voices FOR these items are warranted. Although some governance issues have been identified, these do not justify a vote against the Directors standing for election or re-election at this AGM.
Diploma Plc	Annual	29-Jan-26	Re-lect Muthoni Ngugi as Director	For	Voices FOR these items are warranted. Although some governance issues have been identified, these do not justify a vote against the Directors standing for election or re-election at this AGM.
Diploma Plc	Annual	29-Jan-26	Re-lect Gordon Tili as Director	For	Voices FOR these items are warranted. Although some governance issues have been identified, these do not justify a vote against the Directors standing for election or re-election at this AGM.
Diploma Plc	Annual	29-Jan-26	Re-lect Richard Inskap as Member of the Audit and Risk Committee	For	Voices FOR these items are warranted. All of the members of the Audit and Risk Committee are independent.
Diploma Plc	Annual	29-Jan-26	Re-lect Nonungato Matyamba as Member of the Audit and Risk Committee	For	Voices FOR these items are warranted. All of the members of the Audit and Risk Committee are independent.
Diploma Plc	Annual	29-Jan-26	Re-lect Sango Nisaka as Member of the Audit and Risk Committee	For	Voices FOR these items are warranted. All of the members of the Audit and Risk Committee are independent.
Diploma Plc	Annual	29-Jan-26	Re-lect Kamdhini Ramon as Member of the Audit and Risk Committee	For	Voices FOR these items are warranted. All of the members of the Audit and Risk Committee are independent.
Diploma Plc	Annual	29-Jan-26	Elect Nonungato Matyamba as Member of the Social and Ethics Committee	For	Voices FOR these items are warranted as no concerns have been identified.
Diploma Plc	Annual	29-Jan-26	Elect Pendopo Ogris as Member of the Social and Ethics Committee	For	Voices FOR these items are warranted as no concerns have been identified.
Diploma Plc	Annual	29-Jan-26	Elect Bertina Engiprot as Member of the Social and Ethics Committee	For	Voices FOR these items are warranted as no concerns have been identified.
Diploma Plc	Annual	29-Jan-26	Approve Remuneration Policy	For	A vote FOR this item is warranted. On balance, the Company's remuneration report raises no major concerns.
Diploma Plc	Annual	29-Jan-26	Approve Remuneration Implementation Report	For	A vote FOR this item is warranted. General share buyback activities are common agenda items at South African AGMs and no concerns have been identified.
Diploma Plc	Annual	29-Jan-26	Authorise Repurchase of Issued Share Capital	For	A vote FOR this item is warranted. The proposed fees appear to be in line with what comparable South African companies are offering to their CEOs. No major concerns are raised.
Diploma Plc	Annual	29-Jan-26	Approve Directors' Fees	For	A vote FOR this item is warranted as it is a routine request, proposed as a result of the implementation of the Companies Act.
Diploma Plc	Annual	29-Jan-26	Approve Financial Assistance in Terms of Section 45 of the Companies Act	For	