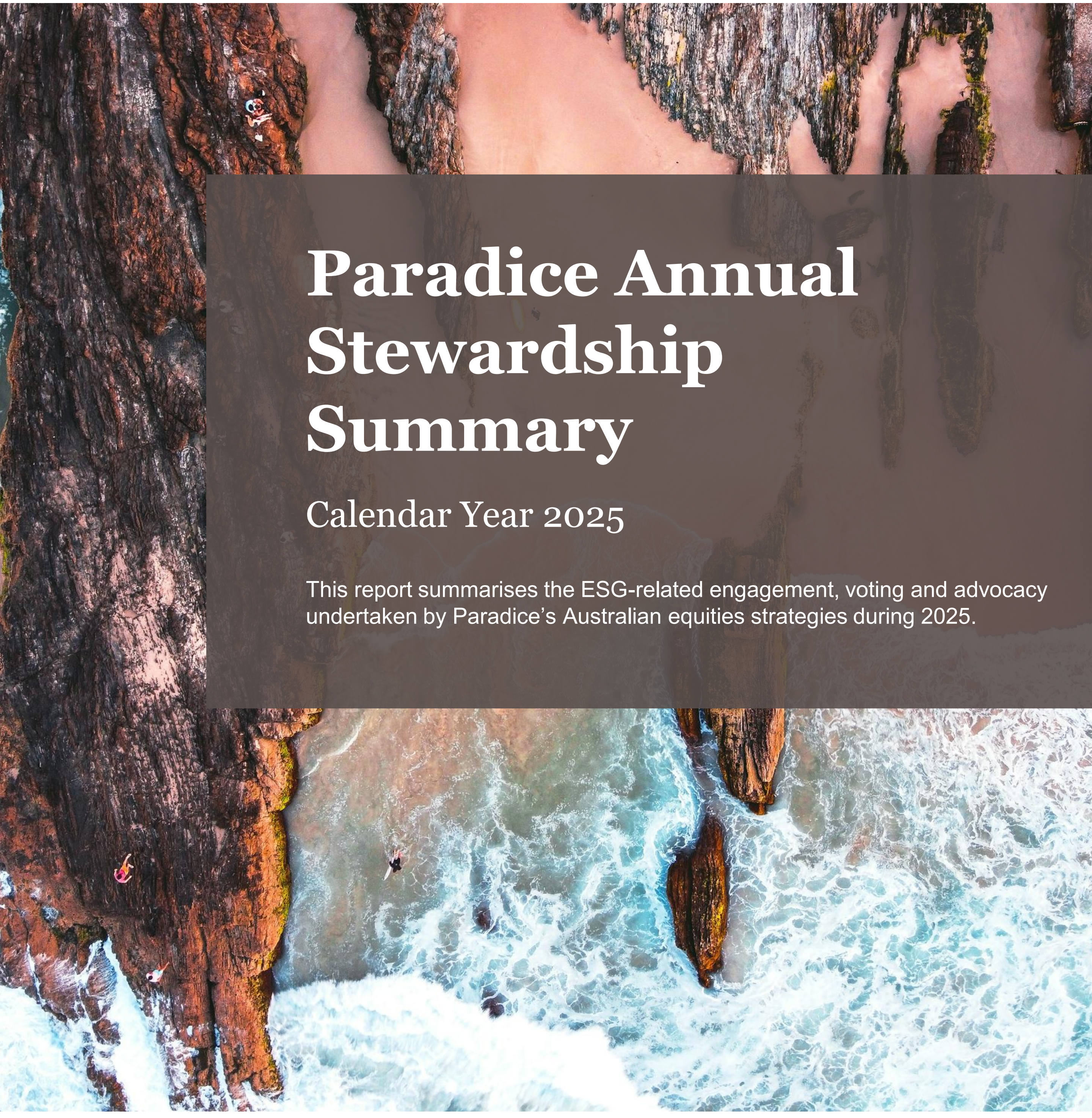
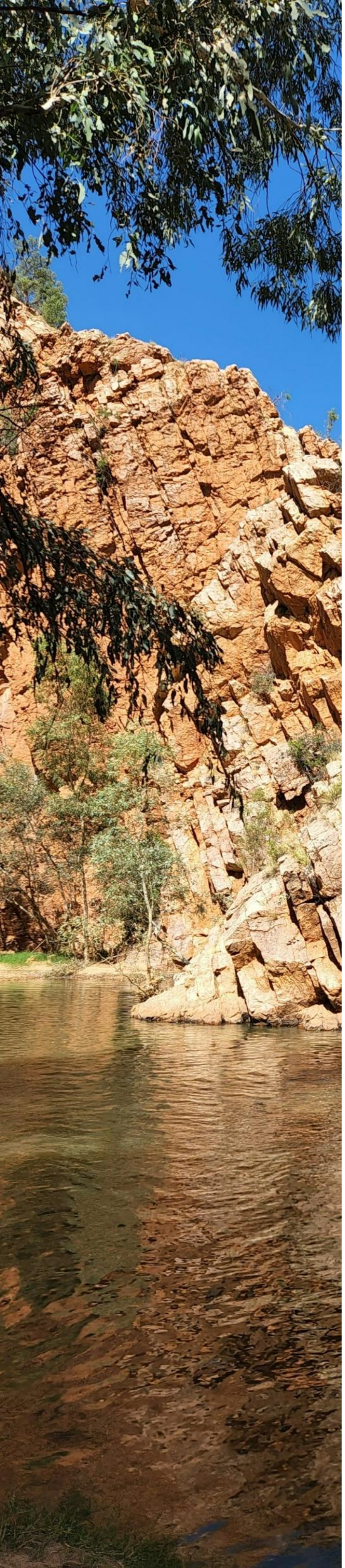
PARADICE
INVESTMENT MANAGEMENT



Paradice Annual Stewardship Summary

Calendar Year 2025

This report summarises the ESG-related engagement, voting and advocacy undertaken by Paradice's Australian equities strategies during 2025.



Introduction

Paradice is pleased to yet again share a report summarising the stewardship-related activities undertaken by our Australian equities investment teams in calendar year 2025.[1]

Stewardship refers to our corporate engagement, proxy voting, and advocacy activity. We believe undertaking stewardship is an essential part of being a responsible, long-term, and active owner of the companies in which we invest on behalf of our clients.

Paradice's size affords our investment teams the ability to have regular meetings with company management and boards. These interactions enable us to gain deeper insights into these investee companies, leading to more informed investment decisions while providing us the opportunity to seek changes that are in shareholders' long-term interests.

In 2025 we continued our engagement on a range of ESG topics with companies relevant to our five Australian equities investment strategies. This involved interactions aimed at gaining a deeper understanding of companies' ESG risks and opportunities, as well as engagements that sought to enact change. We also participated in several site tours where we saw firsthand how these companies manage ESG risks or learned more about industry practices. For example, one tour saw us visit Tasmania to better understand the farmed salmon industry and its potential adverse impacts on the environment, and another centred on ESG-related issues in mining in South America where a number of our investee companies have assets. This summary report presents key statistics and includes case studies showcasing our engagement efforts.

We have also consistently exercised our voting rights with care, considering each vote on its merits. There were a steady number of shareholder-requisitioned resolutions, with deforestation an emerging theme. Several ASX-listed companies also held an advisory vote on climate change. Governance-related issues drove most of the contentious votes in the year. We summarise our voting activity in this report.

We conclude our report with some highlights of our participation in collaborative investor initiatives and broader advocacy efforts undertaken during 2025.

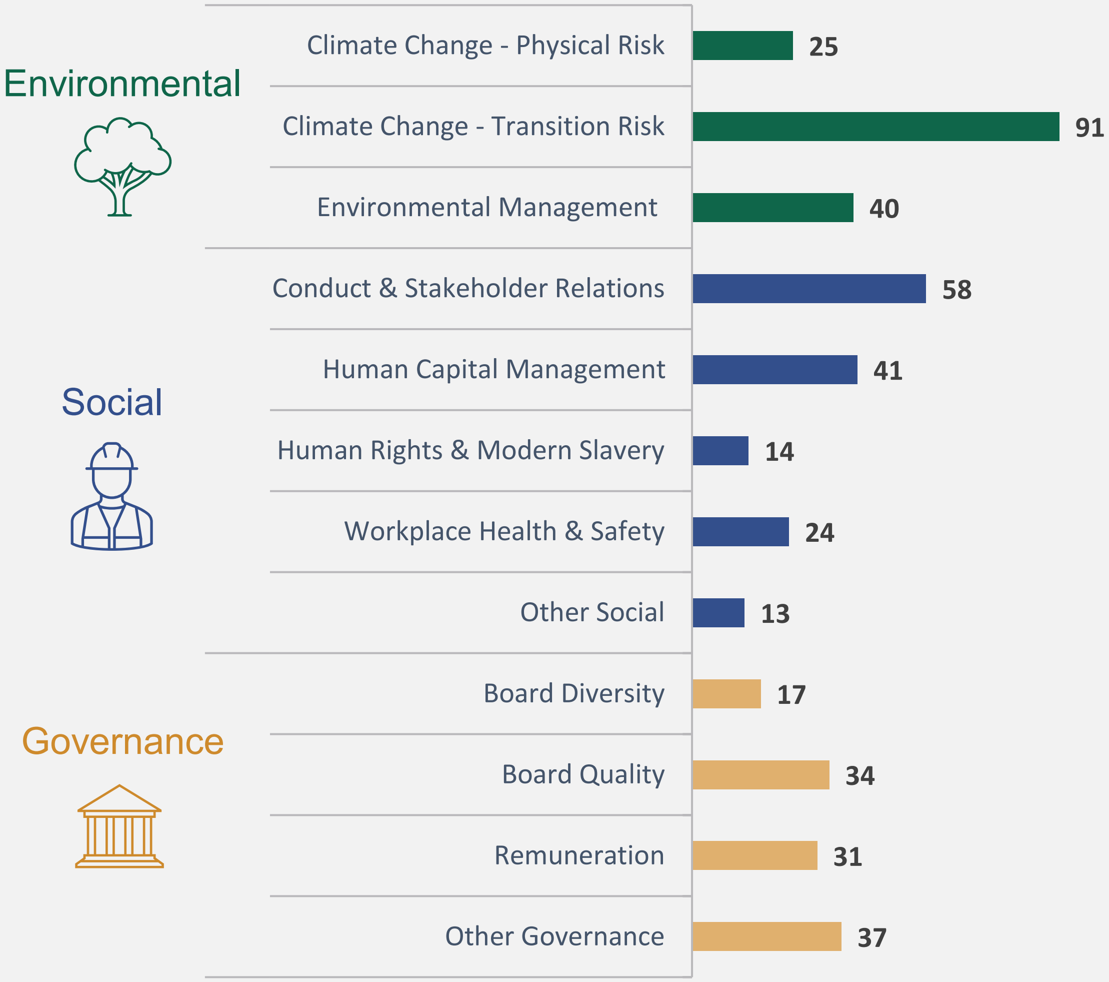
[1] Statistics do not include activity relating to non-Australian equities, such as the Paradice Global Small Cap strategy. See Disclaimer for further information.

Engagement Statistics

178 ESG engagements

80 companies engaged

Engagement by topic



Note: Most individual engagements cover more than one ESG topic. Topics have been assigned based on classification by Paradice's ESG team.

82%

of engagements held at board or executive level

34

engagements related to proxy voting

41

engagements related to disclosure improvements

Note: Most individual engagements cover more than one ESG topic

Engagement Snapshots

Cleanaway Waste Management

Safety was a priority area for engagement with Cleanaway during the year. It was involved with several fatalities, including members of the public. We wanted to understand the extent to which these incidents indicated systemic issues or failures on the part of management. Further, with the Board, we engaged on their oversight of safety performance and driving the right culture to support improved performance. With safety feeding into executive pay, we also discussed the appropriateness of discretionary adjustments. We also urged Cleanaway to improve disclosures around fatalities specifically. This will remain a priority area until we see improved performance.

Woodside Energy

While climate risk normally dominates our ESG engagement with Woodside, this year we engaged the company on its relations with Traditional Owners and the protection of cultural heritage at Murujuga. We discussed land access and benefit sharing, and how Woodside may need to support the local Traditional Owners which manage the national park now that Murujuga has received a World Heritage Listing. We also tested board oversight of relations and encouraged certain changes to current practice which we believe will be important for protecting cultural heritage and maintaining social licence.

Alcoa Corporation

Alcoa is looking to expand its bauxite operations in WA, which face environmental issues, with potential adverse impacts to nearby water sources and native jarrah forests the cause of community concern. Engagement has focused on testing the strength of Alcoa's management of risks and pleasingly it is taking a beyond-compliance approach. It has committed to not clearing any old growth native jarrah and extended protection boundaries around the Serpentine Dam. A site tour in the year meant we could see firsthand its operations and confirm management prioritisation of the issue.

AGL Energy

With AGL scheduled to publish its second Climate Transition Action Plan (CTAP) in the year, this shaped our engagement. We engaged the company while the plan was still in development, providing feedback on our expectations for a credible but ambitions plan. We also suggested disclosure improvements and transparency in respect of AGL's direct and indirect climate lobbying. After the CTAP's publication, we also engaged the team to deepen our understanding of the plan and the underlying assumptions.

Engagement Program Highlight

FOUNDERS AND DOMINANT CEOS

Most of our ESG engagement efforts are company-specific, whether we are seeking insights to help inform our investment thesis or pursuing particular changes from management. However, some ESG-related issues share commonalities in how they affect companies or how investors expect them to manage these risks. In such instances, we establish broader thematic or targeted issue-based programs to identify companies facing the same risks, so we can better align our asks and make our engagement more efficient.

With several high-profile events in corporate Australia the previous year reminding us of important governance lessons and how shareholder value can be destroyed, in 2025 we sought to apply these lessons in our engagement with investee companies. In particular, we wished to identify companies with a founder in a leadership position or a dominant CEO, either of which could create governance-related shortcomings if boards aren't sufficiently willing to challenge these dynamics.

During the year we engaged four companies regarding this issue, across a total of 11 engagements, in order to assess the robustness of governance structures in place and seek enhancements to mitigate identified risks.

Founder-led businesses are often associated with strong long-term vision, innovation, and decisive leadership. Shareholders generally view this as aligning founder interests with their own, especially as founders typically hold significant shareholdings. However, history also shows that this significant shareholding and 'key person risk' can mean boards are less willing to act in the interests of minority shareholders—for example, in appropriately managing conflicts and related-party transactions.

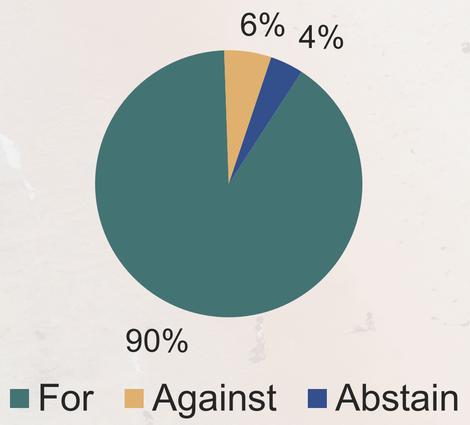
A dominant CEO can end up having power and influence within a business similar to a founder, which can complicate best practice corporate governance. One concern is that dominant CEOs tightly control information flows to the board, diminishing its ability to exercise appropriate oversight.

Both founders and dominant CEOs can often be tied to the reputation and brand of the company – and therefore market sentiment. Any leadership change (whether voluntary or not) can cause significant uncertainty and presents risks to strategic continuity. This can complicate a board response should there be instances of poor behaviour by these leaders. In any case, it underscores the need for proactive and transparent succession planning to manage the ultimate ‘key person risk’.

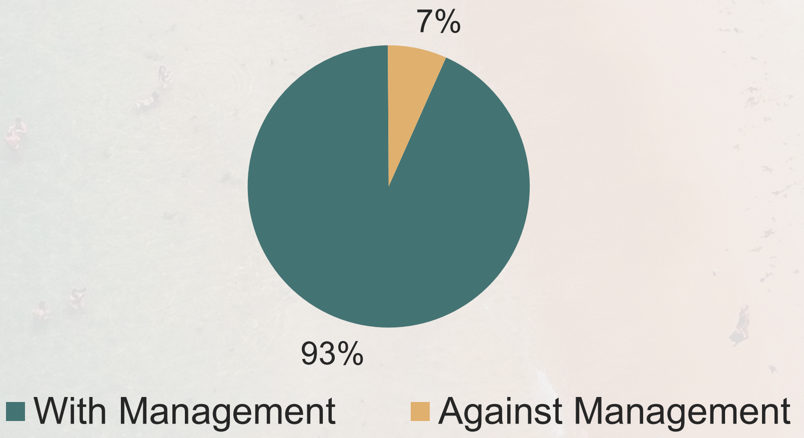
In our engagement, we have conveyed our expectations around board independence (especially that of the Chair), management of conflicts, executive remuneration and succession planning. We have also tested director access to the broader executive team, willingness to challenge management, confidence in how the board maintains oversight of risks and key decisions, and a preparedness to act decisively.

Proxy Voting Overview

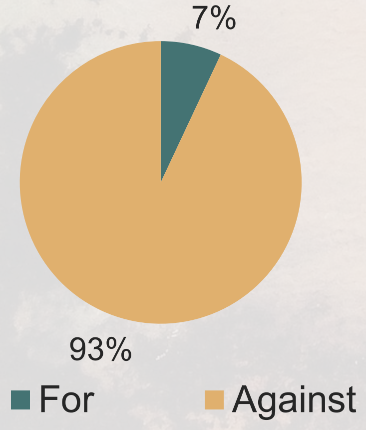
Votes Cast*



Votes With or Against Management*



Votes on Shareholder Proposals



*Excludes ‘Other’ actions, which includes ‘Withhold’ voting instructions. On rare occasions there may be a mixed vote on the same proposal (e.g. due to restrictions applying differently across strategies). The information provided is based on unique voting decisions across all Australian equities strategies. Voting Summaries for each Paradice Fund is available on the Paradice website.

Collaboration and Advocacy

In addition to our direct company engagement, we are active in two collaborative investor initiatives which seek to address the important issues of climate change and modern slavery. Paradice is a supporting investor participant for Climate Action 100+ and the Asia Pacific branch of Investors Against Slavery and Trafficking (IAST). Through these initiatives, we work alongside industry peers in order to drive change at target companies.

In 2025, we contributed to the working groups and collaborative engagements for four Australian companies. This involved participation in preparatory meetings to determine objectives and discuss progress, as well as meetings with the target companies themselves. These engagements were held at all levels – with the board, executives and internal subject matter experts.

During the year, we also joined other institutional investors in providing feedback to the Australian Securities Exchange (ASX) regarding its listing rules. We advocated for reconsideration of how the ASX applies discretion, noting concerns that without greater guardrails, shareholder rights may be eroded. This feedback was provided following a transaction that occurred without shareholder approval after the company in question benefitted from a discretionary decision by the ASX at shareholders' expense.

Paradice is also a signatory to the Principles for Responsible Investment (PRI) and a member of Responsible Investment Association Australasia (RIAA) and the FAIRR Initiative which focuses on ESG risks and opportunities in the global food sector. These organisations also participate in public policy development on behalf of their members. We also gain benefits from our membership by way of access to resources and working groups which help build our capabilities and stay up to date with current and emerging ESG issues.

Government Submissions

Where appropriate to do so, we participate directly in government consultations on areas relevant to ESG issues for our investee companies or to the mainstreaming of responsible investment practices.

This year, we did not directly participate in any state or federal consultations. However, RIAA participated in several consultations on behalf of its members, and we provided input on submissions made by the PRI as part of our participation in the regional policy working group.

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