

News Release

Notable shareholder opposition to executive pay at Australia's biggest listed companies for second consecutive year, says Georgeson

ASX300 sees higher proportion of 'second strikes' in 2024 compared with 2023

MELBOURNE, Victoria, February 3, 2025 – Shareholder opposition to executive pay remained heightened at Australia's biggest listed companies for the second consecutive year, according to Georgeson.

The global shareholder services provider's new *2024 Annual General Meeting (AGM) Review* shows that 40 ASX300 companies received a strike against their executive remuneration in 2024.

This was just one less than 2023's record high of 41 but significantly more than between 2019 and 2022 (when the total ranged between 21 and 26).

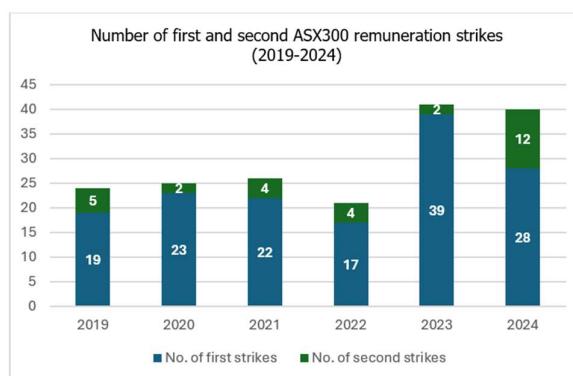
A strike takes place when 25% or more of the votes cast on a resolution to adopt a company's remuneration report at an AGM are against it.

In Australia, two consecutive strikes trigger a further vote on whether the company's board should be 'spilled' and, if a spill resolution passes, directors must present themselves for re-election at a subsequent meeting.

Among the 40 companies in the ASX300 that incurred a strike in 2024, 12 received a 'second strike', compared to just two the year before.

An additional 15 ASX300 companies narrowly avoided a strike with a 'near miss' (when shareholder opposition ranges between 20% and 24.99%) during 2024 (the same number as in 2023), according to the report.

Georgeson said that companies typically try to avoid strikes, which can increase the risk of negative media coverage, reputational damage and investors removing their investments.



Paul Murphy, Georgeson's Head of ESG for Asia Pacific, said: "Remuneration strikes do not always solely reflect shareholder unhappiness with executive pay: they may also reflect dissatisfaction with a company's governance, culture, conduct or financial performance."

"Georgeson strongly encourages companies and their boards to engage with shareholders throughout the year to identify and address investor concerns proactively."

"This enables firms to understand investors' ideas and reactions to key decisions and address them outside of the AGM meeting window."

Other highlights from Georgeson's report include:

- A majority (71.7%) of board-endorsed director candidates across the ASX300 received more than 95% support for their nomination in 2024.
- However, 98 board-endorsed candidates faced significant votes against their election (10% or more shareholder votes against). That figure was down from 123 in 2023 but was higher than the totals in 2022 (83) and 2021 (59) — and on par with 2020 (98).
- Shareholders submitted proposals relating to the topics of climate or nature to just six companies across the ASX300 in 2024. This was the same number as in both 2023 and 2022 — but significantly lower than the peak of 21 in 2021.
- Two major ASX-listed retailers received proposals focused on species extinction in relation to their seafood procurement practices. The presence of such biodiversity-focused proposals may suggest a shift towards shareholders using the tool to highlight a range of other environmental and social concerns.

The report can be requested via XXX

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Notes

1. For high resolution images of spokespeople, visit
<https://www.computershare.com/corporate/spokespeople>

About Georgeson

Georgeson is the world's foremost provider of strategic shareholder services to corporations and shareholder groups working to influence corporate strategy. We offer unsurpassed advice and representation for annual meetings, mergers and acquisitions, proxy contests and other extraordinary transactions. Our core proxy expertise is enhanced with and complemented by our strategic consulting services, including solicitation strategy, corporate governance analysis, vote projections and insight into investor ownership and voting profiles. Our local presence and global footprint allow us to analyse and mitigate operational risk associated with various corporate actions worldwide. For more information, visit www.georges.com.