

**London CIV**

**EOS at Federated Hermes**

Over the last quarter we made voting recommendations at 613 meetings (9,063 resolutions). At 442 meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at 42 meetings and abstaining at two meetings. We supported management on all resolutions at the remaining 127 meetings.

**Global**

We made voting recommendations at 613 meetings (9,063 resolutions) over the last quarter.



- Total meetings in favour 20.7%
- Meetings against (or against AND abstain) 72.1%
- Meetings abstained 0.3%
- Meetings with management by exception 6.9%

**Australia & New Zealand**

We made voting recommendations at five meetings (51 resolutions) over the last quarter.



- Meetings against (or against AND abstain) 100.0%

**Developed Asia**

We made voting recommendations at 100 meetings (1,166 resolutions) over the last quarter.



- Total meetings in favour 45.0%
- Meetings against (or against AND abstain) 51.0%
- Meetings with management by exception 4.0%

**Emerging & Developing Markets**

We made voting recommendations at 40 meetings (487 resolutions) over the last quarter.



- Total meetings in favour 37.5%
- Meetings against (or against AND abstain) 57.5%
- Meetings with management by exception 2.5%
- Meetings abstained 2.5%

**Europe**

We made voting recommendations at 124 meetings (2,396 resolutions) over the last quarter.



- Total meetings in favour 22.6%
- Meetings against (or against AND abstain) 71.8%
- Meetings with management by exception 4.8%
- Meetings abstained 0.8%

**North America**

We made voting recommendations at 307 meetings (4,112 resolutions) over the last quarter.



- Total meetings in favour 9.4%
- Meetings against (or against AND abstain) 82.4%
- Meetings with management by exception 8.1%

**United Kingdom**

We made voting recommendations at 37 meetings (851 resolutions) over the last quarter.



- Total meetings in favour 27.0%
- Meetings against (or against AND abstain) 56.8%
- Meetings with management by exception 16.2%

The issues on which we recommended voting against management or abstaining on resolutions are shown below.

### Global

We recommended voting against or abstaining on 1,362 resolutions over the last quarter.



- Board Structure 46.7%
- Remuneration 27.1%
- Shareholder Resolution 17.5%
- Capital Structure + Dividends 3.5%
- Amend Articles 0.9%
- Audit + Accounts 2.8%
- Investment/M&A 0.1%
- Poison Pill/Anti-Takeover Device 0.1%
- Other 1.2%

### Australia & New Zealand

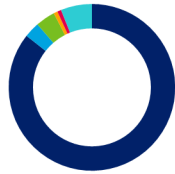
We recommended voting against or abstaining on 24 resolutions over the last quarter.



- Board Structure 41.7%
- Remuneration 45.8%
- Shareholder Resolution 4.2%
- Audit + Accounts 8.3%

### Developed Asia

We recommended voting against or abstaining on 132 resolutions over the last quarter.



- Board Structure 85.6%
- Remuneration 3.0%
- Shareholder Resolution 3.8%
- Capital Structure + Dividends 0.8%
- Amend Articles 0.8%
- Audit + Accounts 6.1%

### Emerging & Developing Markets

We recommended voting against or abstaining on 101 resolutions over the last quarter.



- Board Structure 49.5%
- Remuneration 21.8%
- Shareholder Resolution 4.0%
- Capital Structure + Dividends 12.9%
- Amend Articles 3.0%
- Audit + Accounts 3.0%
- Investment/M&A 2.0%
- Other 4.0%

### Europe

We recommended voting against or abstaining on 328 resolutions over the last quarter.



- Board Structure 37.2%
- Remuneration 36.9%
- Shareholder Resolution 5.2%
- Capital Structure + Dividends 9.8%
- Amend Articles 1.8%
- Audit + Accounts 5.8%
- Other 3.4%

### North America

We recommended voting against or abstaining on 729 resolutions over the last quarter.



- Board Structure 44.7%
- Remuneration 25.1%
- Shareholder Resolution 28.9%
- Capital Structure + Dividends 0.1%
- Amend Articles 0.3%
- Audit + Accounts 0.7%
- Other 0.1%

### United Kingdom

We recommended voting against or abstaining on 48 resolutions over the last quarter.



- Board Structure 31.3%
- Remuneration 58.3%
- Shareholder Resolution 2.1%
- Capital Structure + Dividends 2.1%
- Audit + Accounts 2.1%
- Poison Pill/Anti-Takeover Device 2.1%
- Other 2.1%