

**London CIV**

**EOS at Federated Hermes**

Over the last quarter we made voting recommendations at 100 meetings (1,601 resolutions). At 63 meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at seven meetings and abstaining at one meeting. We supported management on all resolutions at the remaining 29 meetings.

**Global**

We made voting recommendations at 100 meetings (1,601 resolutions) over the last quarter.



- Total meetings in favour 29.0%
- Meetings against (or against AND abstain) 63.0%
- Meetings abstained 1.0%
- Meetings with management by exception 7.0%

**Australia & New Zealand**

No Voting Activity

**Developed Asia**

We made voting recommendations at 24 meetings (234 resolutions) over the last quarter.



- Total meetings in favour 58.3%
- Meetings against (or against AND abstain) 37.5%
- Meetings with management by exception 4.2%

**Emerging & Developing Markets**

We made voting recommendations at 11 meetings (106 resolutions) over the last quarter.



- Total meetings in favour 54.5%
- Meetings against (or against AND abstain) 45.5%

**Europe**

We made voting recommendations at 40 meetings (925 resolutions) over the last quarter.



- Total meetings in favour 10.0%
- Meetings against (or against AND abstain) 82.5%
- Meetings abstained 2.5%
- Meetings with management by exception 5.0%

**North America**

We made voting recommendations at 23 meetings (289 resolutions) over the last quarter.



- Total meetings in favour 13.0%
- Meetings against (or against AND abstain) 69.6%
- Meetings with management by exception 17.4%

**United Kingdom**

We made voting recommendations at two meetings (47 resolutions) over the last quarter.



- Total meetings in favour 100.0%

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

**Global**

We recommended voting against or abstaining on 206 resolutions over the last quarter.



- Board Structure 52.9%
- Remuneration 26.7%
- Shareholder Resolution 6.8%
- Capital Structure + Dividends 1.9%
- Amend Articles 3.9%
- Audit + Accounts 2.9%
- Other 4.9%

**Australia & New Zealand**

No voting against or abstaining recommendations

**Developed Asia**

We recommended voting against or abstaining on 17 resolutions over the last quarter.



- Board Structure 94.1%
- Remuneration 5.9%

**Emerging & Developing Markets**

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



- Board Structure 50.0%
- Capital Structure + Dividends 12.5%
- Amend Articles 12.5%
- Other 25.0%

**Europe**

We recommended voting against or abstaining on 123 resolutions over the last quarter.



- Board Structure 50.4%
- Remuneration 30.9%
- Capital Structure + Dividends 2.4%
- Amend Articles 5.7%
- Audit + Accounts 4.1%
- Other 6.5%

**North America**

We recommended voting against or abstaining on 58 resolutions over the last quarter.



- Board Structure 46.6%
- Remuneration 27.6%
- Shareholder Resolution 24.1%
- Audit + Accounts 1.7%

**United Kingdom**

No voting against or abstaining recommendations