

**London CIV**

**EOS at Federated Hermes**

Over the last quarter we made voting recommendations at 93 meetings (806 resolutions). At 51 meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at seven meetings and abstaining at zero meetings. We supported management on all resolutions at the remaining 35 meetings.

**Global**

We made voting recommendations at 93 meetings (806 resolutions) over the last quarter.



- Total meetings in favour 37.6%
- Meetings against (or against AND abstain) 54.8%
- Meetings with management by exception 7.5%

**Australia & New Zealand**

We made voting recommendations at 28 meetings (186 resolutions) over the last quarter.



- Total meetings in favour 17.9%
- Meetings against (or against AND abstain) 75.0%
- Meetings with management by exception 7.1%

**Developed Asia**

We made voting recommendations at nine meetings (98 resolutions) over the last quarter.



- Total meetings in favour 22.2%
- Meetings against (or against AND abstain) 66.7%
- Meetings with management by exception 11.1%

**Emerging & Developing Markets**

We made voting recommendations at 15 meetings (105 resolutions) over the last quarter.



- Total meetings in favour 66.7%
- Meetings against (or against AND abstain) 33.3%

**Europe**

We made voting recommendations at nine meetings (78 resolutions) over the last quarter.



- Total meetings in favour 66.7%
- Meetings against (or against AND abstain) 22.2%
- Meetings with management by exception 11.1%

**North America**

We made voting recommendations at 25 meetings (257 resolutions) over the last quarter.



- Total meetings in favour 28.0%
- Meetings against (or against AND abstain) 60.0%
- Meetings with management by exception 12.0%

**United Kingdom**

We made voting recommendations at seven meetings (82 resolutions) over the last quarter.



- Total meetings in favour 71.4%
- Meetings against (or against AND abstain) 28.6%

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

**Global**

We recommended voting against or abstaining on 150 resolutions over the last quarter.



- Board Structure 40.7%
- Remuneration 42.7%
- Shareholder Resolution 8.7%
- Capital Structure + Dividends 4.0%
- Amend Articles 1.3%
- Audit + Accounts 1.3%
- Other 1.3%

**Australia & New Zealand**

We recommended voting against or abstaining on 61 resolutions over the last quarter.



- Board Structure 23.0%
- Remuneration 70.5%
- Shareholder Resolution 3.3%
- Capital Structure + Dividends 1.6%
- Audit + Accounts 1.6%

**Developed Asia**

We recommended voting against or abstaining on 29 resolutions over the last quarter.



- Board Structure 79.3%
- Remuneration 3.4%
- Capital Structure + Dividends 17.2%

**Emerging & Developing Markets**

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



- Board Structure 66.7%
- Remuneration 22.2%
- Amend Articles 11.1%

**Europe**

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



- Board Structure 33.3%
- Remuneration 33.3%
- Amend Articles 11.1%
- Other 22.2%

**North America**

We recommended voting against or abstaining on 40 resolutions over the last quarter.



- Board Structure 37.5%
- Remuneration 32.5%
- Shareholder Resolution 27.5%
- Audit + Accounts 2.5%

**United Kingdom**

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



- Remuneration 100.0%