

London CIV

EOS at Federated Hermes

Over the last quarter we made voting recommendations at **79** meetings (**956** resolutions). At **42** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **six** meetings. We supported management on all resolutions at the remaining **31** meetings.

Global

We made voting recommendations at **79** meetings (**956** resolutions) over the last quarter.



- Total meetings in favour **39.2%**
- Meetings against (or against AND abstain) **53.2%**
- Meetings with management by exception **7.6%**

Australia and New Zealand

We made voting recommendations at **four** meetings (**21** resolutions) over the last quarter.



- Total meetings in favour **25%**
- Meetings against (or against AND abstain) **50%**
- Meetings with management by exception **25%**

Developed Asia

We made voting recommendations at **six** meetings (**50** resolutions) over the last quarter.



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

Emerging and Frontier Markets

We made voting recommendations at **14** meetings (**100** resolutions) over the last quarter.



- Total meetings in favour **50%**
- Meetings against (or against AND abstain) **50%**

Europe

We made voting recommendations at **14** meetings (**227** resolutions) over the last quarter.



- Total meetings in favour **35.7%**
- Meetings against (or against AND abstain) **57.1%**
- Meetings with management by exception **7.1%**

North America

We made voting recommendations at **21** meetings (**215** resolutions) over the last quarter.



- Total meetings in favour **14.3%**
- Meetings against (or against AND abstain) **71.4%**
- Meetings with management by exception **14.3%**

United Kingdom

We made voting recommendations at **20** meetings (**343** resolutions) over the last quarter.



- Total meetings in favour **55%**
- Meetings against (or against AND abstain) **40%**
- Meetings with management by exception **5%**

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

Global

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



- Board structure **39.4%**
- Remuneration **32.6%**
- Shareholder resolution **13.6%**
- Capital structure and dividends **0.8%**
- Amend articles **3.0%**
- Audit and accounts **2.3%**
- Other **8.3%**

Australia and New Zealand

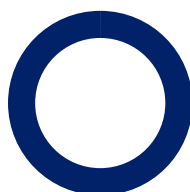
We recommended voting against or abstaining on **seven** resolutions over the last quarter.



- Board structure **42.9%**
- Remuneration **57.1%**

Developed Asia

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



- Board structure **100%**

Emerging and Frontier Markets

We recommended voting against or abstaining on **26** resolutions over the last quarter.



- Board structure **53.8%**
- Capital structure and dividends **3.8%**
- Amend articles **11.5%**
- Other **30.8%**

Europe

We recommended voting against or abstaining on **37** resolutions over the last quarter.



- Board structure **37.8%**
- Remuneration **43.2%**
- Shareholder resolution **5.4%**
- Audit and accounts **5.4%**
- Other **8.1%**

North America

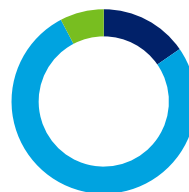
We recommended voting against or abstaining on **46** resolutions over the last quarter.



- Board structure **34.8%**
- Remuneration **28.3%**
- Shareholder resolution **32.6%**
- Amend articles **2.2%**
- Audit and accounts **2.2%**

United Kingdom

We recommended voting against or abstaining on **13** resolutions over the last quarter.



- Board structure **15.4%**
- Remuneration **76.9%**
- Shareholder resolution **7.7%**