

**London CIV**

**EOS at Federated Hermes**

Over the last quarter we made voting recommendations at 70 meetings (860 resolutions). At 46 meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at one meeting and abstaining at zero meetings. We supported management on all resolutions at the remaining 23 meetings.

**Global**

We made voting recommendations at 70 meetings (860 resolutions) over the last quarter.



- Total meetings in favour 32.9%
- Meetings against (or against AND abstain) 65.7%
- Meetings with management by exception 1.4%

**Australia & New Zealand**

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



- Meetings against (or against AND abstain) 100.0%

**Developed Asia**

We made voting recommendations at three meetings (29 resolutions) over the last quarter.



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

**Emerging & Developing Markets**

We made voting recommendations at 18 meetings (131 resolutions) over the last quarter.



- Total meetings in favour 44.4%
- Meetings against (or against AND abstain) 55.6%

**Europe**

We made voting recommendations at 13 meetings (192 resolutions) over the last quarter.



- Total meetings in favour 38.5%
- Meetings against (or against AND abstain) 61.5%

**North America**

We made voting recommendations at 18 meetings (211 resolutions) over the last quarter.



- Total meetings in favour 16.7%
- Meetings against (or against AND abstain) 83.3%

**United Kingdom**

We made voting recommendations at 13 meetings (269 resolutions) over the last quarter.



- Total meetings in favour 38.5%
- Meetings against (or against AND abstain) 53.8%
- Meetings with management by exception 7.7%

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

**Global**

We recommended voting against or abstaining on 120 resolutions over the last quarter.



- Board Structure 39.2%
- Remuneration 35.0%
- Shareholder Resolution 8.3%
- Capital Structure + Dividends 0.8%
- Amend Articles 5.8%
- Other 10.8%

**Australia & New Zealand**

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



- Board Structure 46.2%
- Remuneration 53.8%

**Developed Asia**

We recommended voting against or abstaining on one resolution over the last quarter.



- Board Structure 100.0%

**Emerging & Developing Markets**

We recommended voting against or abstaining on 30 resolutions over the last quarter.



- Board Structure 36.7%
- Remuneration 10.0%
- Capital Structure + Dividends 3.3%
- Amend Articles 16.7%
- Other 33.3%

**Europe**

We recommended voting against or abstaining on 25 resolutions over the last quarter.



- Board Structure 40.0%
- Remuneration 44.0%
- Amend Articles 4.0%
- Other 12.0%

**North America**

We recommended voting against or abstaining on 39 resolutions over the last quarter.



- Board Structure 46.2%
- Remuneration 25.6%
- Shareholder Resolution 25.6%
- Amend Articles 2.6%

**United Kingdom**

We recommended voting against or abstaining on 12 resolutions over the last quarter.



- Board Structure 8.3%
- Remuneration 91.7%