

London CIV

EOS at Federated Hermes

Over the last quarter we made voting recommendations at 686 meetings (10,410 resolutions). At 487 meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at 51 meetings and abstaining at two meetings. We supported management on all resolutions at the remaining 146 meetings.

Global

We made voting recommendations at 686 meetings (10,410 resolutions) over the last quarter.



- Total meetings in favour 21.3%
- Meetings against (or against AND abstain) 71.0%
- Meetings abstained 0.3%
- Meetings with management by exception 7.4%

Australia & New Zealand

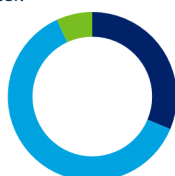
We made voting recommendations at six meetings (63 resolutions) over the last quarter.



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

Developed Asia

We made voting recommendations at 131 meetings (1,663 resolutions) over the last quarter.



- Total meetings in favour 31.3%
- Meetings against (or against AND abstain) 61.8%
- Meetings with management by exception 6.9%

Emerging & Developing Markets

We made voting recommendations at 39 meetings (484 resolutions) over the last quarter.



- Total meetings in favour 33.3%
- Meetings against (or against AND abstain) 64.1%
- Meetings with management by exception 2.6%

Europe

We made voting recommendations at 151 meetings (2,996 resolutions) over the last quarter.



- Total meetings in favour 23.2%
- Meetings against (or against AND abstain) 72.8%
- Meetings with management by exception 4.0%

North America

We made voting recommendations at 313 meetings (4,230 resolutions) over the last quarter.



- Total meetings in favour 12.8%
- Meetings against (or against AND abstain) 76.4%
- Meetings abstained 0.3%
- Meetings with management by exception 10.5%

United Kingdom

We made voting recommendations at 46 meetings (974 resolutions) over the last quarter.



- Total meetings in favour 32.6%
- Meetings against (or against AND abstain) 60.9%
- Meetings abstained 2.2%
- Meetings with management by exception 4.3%

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

Global

We recommended voting against or abstaining on 1,443 resolutions over the last quarter.



- Board Structure 49.3%
- Remuneration 26.8%
- Shareholder Resolution 16.2%
- Capital Structure + Dividends 1.7%
- Amend Articles 1.5%
- Audit + Accounts 2.8%
- Poison Pill/Anti-Takeover Device 0.1%
- Other 1.5%

Australia & New Zealand

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



- Board Structure 16.7%
- Remuneration 75.0%
- Other 8.3%

Developed Asia

We recommended voting against or abstaining on 190 resolutions over the last quarter.



- Board Structure 84.2%
- Remuneration 1.1%
- Shareholder Resolution 6.3%
- Capital Structure + Dividends 1.6%
- Audit + Accounts 6.3%
- Poison Pill/Anti-Takeover Device 0.5%

Emerging & Developing Markets

We recommended voting against or abstaining on 87 resolutions over the last quarter.



- Board Structure 58.6%
- Remuneration 8.0%
- Shareholder Resolution 3.4%
- Capital Structure + Dividends 12.6%
- Amend Articles 11.5%
- Audit + Accounts 4.6%
- Other 1.1%

Europe

We recommended voting against or abstaining on 413 resolutions over the last quarter.



- Board Structure 45.8%
- Remuneration 41.6%
- Shareholder Resolution 1.2%
- Capital Structure + Dividends 2.2%
- Amend Articles 1.9%
- Audit + Accounts 2.9%
- Other 4.4%

North America

We recommended voting against or abstaining on 688 resolutions over the last quarter.



- Board Structure 42.7%
- Remuneration 23.7%
- Shareholder Resolution 31.1%
- Amend Articles 0.3%
- Audit + Accounts 1.9%
- Other 0.3%

United Kingdom

We recommended voting against or abstaining on 53 resolutions over the last quarter.



- Board Structure 30.2%
- Remuneration 64.2%
- Capital Structure + Dividends 1.9%
- Amend Articles 1.9%
- Poison Pill/Anti-Takeover Device 1.9%