

London CIV

EOS at Federated Hermes

Over the last quarter we made voting recommendations at 97 meetings (900 resolutions). At 61 meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at two meetings and abstaining at zero meetings. We supported management on all resolutions at the remaining 34 meetings.

Global

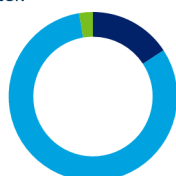
We made voting recommendations at 97 meetings (900 resolutions) over the last quarter.



- Total meetings in favour 35.1%
- Meetings against (or against AND abstain) 62.9%
- Meetings with management by exception 2.1%

Australia & New Zealand

We made voting recommendations at 38 meetings (223 resolutions) over the last quarter.



- Total meetings in favour 15.8%
- Meetings against (or against AND abstain) 81.6%
- Meetings with management by exception 2.6%

Developed Asia

We made voting recommendations at 11 meetings (104 resolutions) over the last quarter.



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

Emerging & Developing Markets

We made voting recommendations at 14 meetings (118 resolutions) over the last quarter.



- Total meetings in favour 78.6%
- Meetings against (or against AND abstain) 21.4%

Europe

We made voting recommendations at seven meetings (89 resolutions) over the last quarter.



- Total meetings in favour 57.1%
- Meetings against (or against AND abstain) 42.9%

North America

We made voting recommendations at 23 meetings (307 resolutions) over the last quarter.



- Total meetings in favour 21.7%
- Meetings against (or against AND abstain) 73.9%
- Meetings with management by exception 4.3%

United Kingdom

We made voting recommendations at four meetings (59 resolutions) over the last quarter.



- Total meetings in favour 75.0%
- Meetings against (or against AND abstain) 25.0%

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

Global

We recommended voting against or abstaining on 151 resolutions over the last quarter.



- Board Structure 45.7%
- Remuneration 34.4%
- Shareholder Resolution 8.6%
- Capital Structure + Dividends 4.6%
- Amend Articles 1.3%
- Audit + Accounts 2.0%
- Other 3.3%

Australia & New Zealand

We recommended voting against or abstaining on 63 resolutions over the last quarter.



- Board Structure 38.1%
- Remuneration 54.0%
- Shareholder Resolution 3.2%
- Audit + Accounts 3.2%
- Other 1.6%

Developed Asia

We recommended voting against or abstaining on 27 resolutions over the last quarter.



- Board Structure 77.8%
- Remuneration 3.7%
- Capital Structure + Dividends 18.5%

Emerging & Developing Markets

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



- Board Structure 33.3%
- Amend Articles 22.2%
- Other 44.4%

Europe

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



- Board Structure 14.3%
- Remuneration 57.1%
- Capital Structure + Dividends 28.6%

North America

We recommended voting against or abstaining on 44 resolutions over the last quarter.



- Board Structure 43.2%
- Remuneration 29.5%
- Shareholder Resolution 25.0%
- Audit + Accounts 2.3%

United Kingdom

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



- Board Structure 100.0%