

London CIV

EOS at Federated Hermes

Over the last quarter we made voting recommendations at 690 meetings (10,538 resolutions). At 471 meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at 35 meetings and abstaining at zero meetings. We supported management on all resolutions at the remaining 184 meetings.

Global

We made voting recommendations at 690 meetings (10,538 resolutions) over the last quarter.



- Total meetings in favour 26.7%
- Meetings against (or against AND abstain) 68.3%
- Meetings with management by exception 5.1%

Australia & New Zealand

We made voting recommendations at two meetings (27 resolutions) over the last quarter.



- Total meetings in favour 50.0%
- Meetings against (or against AND abstain) 50.0%

Developed Asia

We made voting recommendations at 130 meetings (1,611 resolutions) over the last quarter.



- Total meetings in favour 34.6%
- Meetings against (or against AND abstain) 62.3%
- Meetings with management by exception 3.1%

Emerging & Developing Markets

We made voting recommendations at 44 meetings (586 resolutions) over the last quarter.



- Total meetings in favour 31.8%
- Meetings against (or against AND abstain) 65.9%
- Meetings with management by exception 2.3%

Europe

We made voting recommendations at 151 meetings (3,169 resolutions) over the last quarter.



- Total meetings in favour 19.2%
- Meetings against (or against AND abstain) 78.1%
- Meetings with management by exception 2.6%

North America

We made voting recommendations at 319 meetings (4,208 resolutions) over the last quarter.



- Total meetings in favour 23.2%
- Meetings against (or against AND abstain) 68.7%
- Meetings with management by exception 8.2%

United Kingdom

We made voting recommendations at 44 meetings (937 resolutions) over the last quarter.



- Total meetings in favour 47.7%
- Meetings against (or against AND abstain) 52.3%

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

Global

We recommended voting against or abstaining on 1,283 resolutions over the last quarter.



- Board Structure 51.4%
- Remuneration 24.9%
- Shareholder Resolution 14.0%
- Capital Structure + Dividends 3.3%
- Amend Articles 1.1%
- Audit + Accounts 3.7%
- Poison Pill/Anti-Takeover Device 0.2%
- Other 1.5%

Australia & New Zealand

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



- Remuneration 100.0%

Developed Asia

We recommended voting against or abstaining on 192 resolutions over the last quarter.



- Board Structure 88.0%
- Remuneration 1.6%
- Shareholder Resolution 6.8%
- Capital Structure + Dividends 1.0%
- Amend Articles 0.5%
- Audit + Accounts 2.1%

Emerging & Developing Markets

We recommended voting against or abstaining on 101 resolutions over the last quarter.



- Board Structure 60.4%
- Remuneration 6.9%
- Shareholder Resolution 5.0%
- Capital Structure + Dividends 10.9%
- Amend Articles 5.0%
- Audit + Accounts 10.9%
- Other 1.0%

Europe

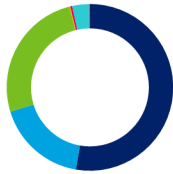
We recommended voting against or abstaining on 393 resolutions over the last quarter.



- Board Structure 32.1%
- Remuneration 46.3%
- Shareholder Resolution 4.8%
- Capital Structure + Dividends 7.1%
- Amend Articles 1.5%
- Audit + Accounts 3.6%
- Poison Pill/Anti-Takeover Device 0.3%
- Other 4.3%

North America

We recommended voting against or abstaining on 552 resolutions over the last quarter.



- Board Structure 52.7%
- Remuneration 17.6%
- Shareholder Resolution 25.7%
- Capital Structure + Dividends 0.2%
- Amend Articles 0.4%
- Audit + Accounts 3.3%
- Other 0.2%

United Kingdom

We recommended voting against or abstaining on 43 resolutions over the last quarter.



- Board Structure 30.2%
- Remuneration 65.1%
- Shareholder Resolution 2.3%
- Poison Pill/Anti-Takeover Device 2.3%