

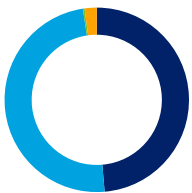
West Midlands

EOS at Federated Hermes

Over the last quarter we made voting recommendations at **331** meetings (**2,523** resolutions). At **162** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **seven** meetings and abstaining at **one** meeting. We supported management on all resolutions at the remaining **161** meetings.

Global

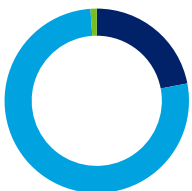
We made voting recommendations at **331** meetings (**2,523** resolutions) over the last quarter.



- Total meetings in favour **48.6%**
- Meetings against (or against AND abstain) **48.9%**
- Meetings abstained **0.3%**
- Meetings with management by exception **2.1%**

Australia and New Zealand

We made voting recommendations at **91** meetings (**551** resolutions) over the last quarter.



- Total meetings in favour **22.0%**
- Meetings against (or against AND abstain) **76.9%**
- Meetings with management by exception **1.1%**

Developed Asia

We made voting recommendations at **40** meetings (**233** resolutions) over the last quarter.



- Total meetings in favour **67.5%**
- Meetings against (or against AND abstain) **32.5%**

Emerging and Frontier Markets

We made voting recommendations at **28** meetings (**192** resolutions) over the last quarter.



- Total meetings in favour **71.4%**
- Meetings against (or against AND abstain) **21.4%**
- Meetings with management by exception **7.1%**

Europe

We made voting recommendations at **73** meetings (**505** resolutions) over the last quarter.



- Total meetings in favour **61.6%**
- Meetings against (or against AND abstain) **37.0%**
- Meetings abstained **1.4%**

North America

We made voting recommendations at **37** meetings (**380** resolutions) over the last quarter.



- Total meetings in favour **18.9%**
- Meetings against (or against AND abstain) **73.0%**
- Meetings with management by exception **8.1%**

United Kingdom

We made voting recommendations at **62** meetings (**662** resolutions) over the last quarter.

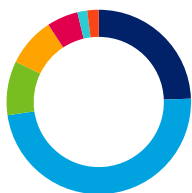


- Total meetings in favour **67.7%**
- Meetings against (or against AND abstain) **30.6%**
- Meetings with management by exception **1.6%**

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

Global

We recommended voting against or abstaining on **348** resolutions over the last quarter.



- Board structure 24.4%
- Remuneration 48.3%
- Shareholder resolution 9.5%
- Capital structure and dividends 8.6%
- Amend articles 5.5%
- Audit and accounts 1.7%
- Other 2.0%

Australia and New Zealand

We recommended voting against or abstaining on **146** resolutions over the last quarter.



- Board structure 13.7%
- Remuneration 67.1%
- Shareholder resolution 6.2%
- Capital structure and dividends 5.5%
- Amend articles 7.5%

Developed Asia

We recommended voting against or abstaining on **33** resolutions over the last quarter.



- Board structure 63.6%
- Remuneration 6.1%
- Capital structure and dividends 18.2%
- Audit and accounts 12.1%

Emerging and Frontier Markets

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



- Board structure 22.2%
- Remuneration 33.3%
- Capital structure and dividends 22.2%
- Amend articles 11.1%
- Other 11.1%

Europe

We recommended voting against or abstaining on **61** resolutions over the last quarter.



- Board structure 21.3%
- Remuneration 24.6%
- Shareholder resolution 16.4%
- Capital structure and dividends 19.7%
- Amend articles 6.6%
- Audit and accounts 3.3%
- Other 8.2%

North America

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



- Board structure 34.9%
- Remuneration 39.7%
- Shareholder resolution 17.5%
- Capital structure and dividends 1.6%
- Amend articles 4.8%
- Other 1.6%

United Kingdom

We recommended voting against or abstaining on **36** resolutions over the last quarter.



- Board structure 19.4%
- Remuneration 69.4%
- Shareholder resolution 8.3%
- Capital structure and dividends 2.8%