

West Midlands

EOS at Federated Hermes

Over the last quarter we made voting recommendations at **309** meetings (**3,842** resolutions). At **149** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **20** meetings and abstaining at **one** meeting. We supported management on all resolutions at the remaining **139** meetings.

Global

We made voting recommendations at **309** meetings (**3,842** resolutions) over the last quarter.



- Total meetings in favour **45.0%**
- Meetings against (or against AND abstain) **48.2%**
- Meetings abstained **0.3%**
- Meetings with management by exception **6.5%**

Australia and New Zealand

We made voting recommendations at **ten** meetings (**52** resolutions) over the last quarter.



- Total meetings in favour **60%**
- Meetings against (or against AND abstain) **40%**

Developed Asia

We made voting recommendations at **55** meetings (**480** resolutions) over the last quarter.



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

Emerging and Frontier Markets

We made voting recommendations at **45** meetings (**525** resolutions) over the last quarter.



- Total meetings in favour **26.7%**
- Meetings against (or against AND abstain) **66.7%**
- Meetings with management by exception **6.7%**

Europe

We made voting recommendations at **66** meetings (**897** resolutions) over the last quarter.



- Total meetings in favour **40.9%**
- Meetings against (or against AND abstain) **57.6%**
- Meetings with management by exception **1.5%**

North America

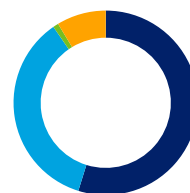
We made voting recommendations at **29** meetings (**302** resolutions) over the last quarter.



- Total meetings in favour **24.1%**
- Meetings against (or against AND abstain) **51.7%**
- Meetings with management by exception **24.1%**

United Kingdom

We made voting recommendations at **104** meetings (**1,586** resolutions) over the last quarter.



- Total meetings in favour **54.8%**
- Meetings against (or against AND abstain) **35.6%**
- Meetings abstained **1.0%**
- Meetings with management by exception **8.7%**

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

Global

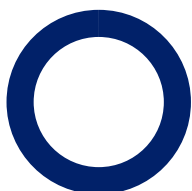
We recommended voting against or abstaining on **397** resolutions over the last quarter.



- Board structure **36.5%**
- Remuneration **35.5%**
- Shareholder resolution **6.0%**
- Capital structure and dividends **11.8%**
- Amend articles **2.5%**
- Audit and accounts **5.0%**
- Poison pill/Anti-takeover device **0.3%**
- Other **2.3%**

Australia and New Zealand

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



- Remuneration **100%**

Developed Asia

We recommended voting against or abstaining on **52** resolutions over the last quarter.



- Board structure **67.3%**
- Remuneration **1.9%**
- Capital structure and dividends **15.4%**
- Amend articles **1.9%**
- Audit and accounts **13.5%**

Emerging and Frontier Markets

We recommended voting against or abstaining on **86** resolutions over the last quarter.



- Board structure **33.7%**
- Remuneration **30.2%**
- Shareholder resolution **3.5%**
- Capital structure and dividends **18.6%**
- Amend articles **4.7%**
- Audit and accounts **4.7%**
- Other **4.7%**

Europe

We recommended voting against or abstaining on **121** resolutions over the last quarter.



- Board structure **37.2%**
- Remuneration **34.7%**
- Shareholder resolution **0.8%**
- Capital structure and dividends **12.4%**
- Amend articles **3.3%**
- Audit and accounts **7.4%**
- Other **4.1%**

North America

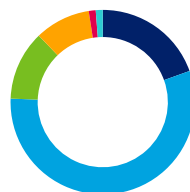
We recommended voting against or abstaining on **49** resolutions over the last quarter.



- Board structure **40.8%**
- Remuneration **38.8%**
- Shareholder resolution **20.4%**

United Kingdom

We recommended voting against or abstaining on **82** resolutions over the last quarter.



- Board structure **19.5%**
- Remuneration **56.1%**
- Shareholder resolution **12.2%**
- Capital structure and dividends **9.8%**
- Amend articles **1.2%**
- Poison pill/Anti-takeover device **1.2%**