

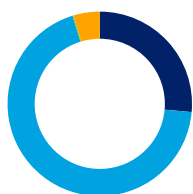
## West Midlands

## EOS at Federated Hermes

Over the last quarter we made voting recommendations at **1,756** meetings (**24,798** resolutions). At **1,208** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **81** meetings and abstaining at **three** meetings. We supported management on all resolutions at the remaining **464** meetings.

### Global

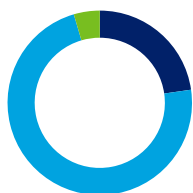
We made voting recommendations at **1,756** meetings (**24,798** resolutions) over the last quarter.



- Total meetings in favour **26.4%**
- Meetings against (or against AND abstain) **68.8%**
- Meetings abstained **0.2%**
- Meetings with management by exception **4.6%**

### Australia and New Zealand

We made voting recommendations at **22** meetings (**124** resolutions) over the last quarter.



- Total meetings in favour **22.7%**
- Meetings against (or against AND abstain) **72.7%**
- Meetings with management by exception **4.5%**

### Developed Asia

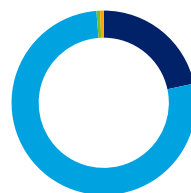
We made voting recommendations at **485** meetings (**5,679** resolutions) over the last quarter.



- Total meetings in favour **37.5%**
- Meetings against (or against AND abstain) **59.6%**
- Meetings with management by exception **2.9%**

### Emerging and Frontier Markets

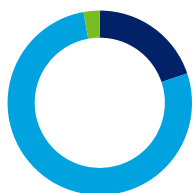
We made voting recommendations at **157** meetings (**1,996** resolutions) over the last quarter.



- Total meetings in favour **21.7%**
- Meetings against (or against AND abstain) **77.1%**
- Meetings with management by exception **0.6%**

### Europe

We made voting recommendations at **388** meetings (**7,103** resolutions) over the last quarter.



- Total meetings in favour **19.8%**
- Meetings against (or against AND abstain) **77.3%**
- Meetings with management by exception **2.8%**

### North America

We made voting recommendations at **501** meetings (**6,242** resolutions) over the last quarter.



- Total meetings in favour **11.0%**
- Meetings against (or against AND abstain) **80.2%**
- Meetings abstained **0.2%**
- Meetings with management by exception **8.6%**

### United Kingdom

We made voting recommendations at **203** meetings (**3,654** resolutions) over the last quarter.

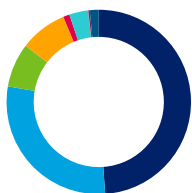


- Total meetings in favour **54.7%**
- Meetings against (or against AND abstain) **39.4%**
- Meetings abstained **0.5%**
- Meetings with management by exception **5.4%**

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

**Global**

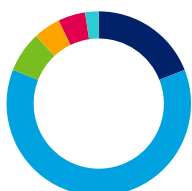
We recommended voting against or abstaining on **3,522** resolutions over the last quarter.



- Board structure **48.9%**
- Remuneration **28.8%**
- Shareholder resolution **7.7%**
- Capital structure and dividends **8.3%**
- Amend articles **1.1%**
- Audit and accounts **3.3%**
- Investment/M&A **0.1%**
- Poison pill/Anti-takeover device **0.3%**
- Other **1.6%**

**Australia and New Zealand**

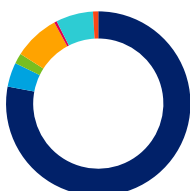
We recommended voting against or abstaining on **42** resolutions over the last quarter.



- Board structure **19.0%**
- Remuneration **61.9%**
- Shareholder resolution **7.1%**
- Capital structure and dividends **4.8%**
- Amend articles **4.8%**
- Audit and accounts **2.4%**

**Developed Asia**

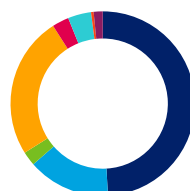
We recommended voting against or abstaining on **658** resolutions over the last quarter.



- Board structure **78.0%**
- Remuneration **4.3%**
- Shareholder resolution **1.8%**
- Capital structure and dividends **8.1%**
- Amend articles **0.5%**
- Audit and accounts **6.5%**
- Poison pill/Anti-takeover device **0.9%**

**Emerging and Frontier Markets**

We recommended voting against or abstaining on **442** resolutions over the last quarter.



- Board structure **49.1%**
- Remuneration **14.5%**
- Shareholder resolution **2.5%**
- Capital structure and dividends **24.9%**
- Amend articles **2.9%**
- Audit and accounts **4.1%**
- Investment/M&A **0.5%**
- Other **1.6%**

**Europe**

We recommended voting against or abstaining on **1,074** resolutions over the last quarter.



- Board structure **34.4%**
- Remuneration **41.0%**
- Shareholder resolution **2.9%**
- Capital structure and dividends **11.4%**
- Amend articles **1.3%**
- Audit and accounts **4.7%**
- Poison pill/Anti-takeover device **0.2%**
- Other **4.2%**

**North America**

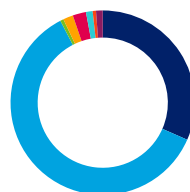
We recommended voting against or abstaining on **1,135** resolutions over the last quarter.



- Board structure **49.4%**
- Remuneration **31.1%**
- Shareholder resolution **18.9%**
- Capital structure and dividends **0.2%**
- Amend articles **0.3%**
- Audit and accounts **0.1%**
- Other **0.1%**

**United Kingdom**

We recommended voting against or abstaining on **171** resolutions over the last quarter.



- Board structure **31.6%**
- Remuneration **60.8%**
- Shareholder resolution **0.6%**
- Capital structure and dividends **1.8%**
- Amend articles **2.3%**
- Audit and accounts **1.2%**
- Poison pill/Anti-takeover device **0.6%**
- Other **1.2%**