

West Midlands

EOS at Federated Hermes

Over the last quarter we made voting recommendations at **316** meetings (**2,424** resolutions). At **167** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **four** meetings. We supported management on all resolutions at the remaining **145** meetings.

Global

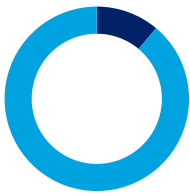
We made voting recommendations at **316** meetings (**2,424** resolutions) over the last quarter.



- Total meetings in favour **45.9%**
- Meetings against (or against AND abstain) **52.8%**
- Meetings with management by exception **1.3%**

Australia and New Zealand

We made voting recommendations at **90** meetings (**542** resolutions) over the last quarter.



- Total meetings in favour **11.1%**
- Meetings against (or against AND abstain) **88.9%**

Developed Asia

We made voting recommendations at **44** meetings (**288** resolutions) over the last quarter.



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

Emerging and Frontier Markets

We made voting recommendations at **39** meetings (**180** resolutions) over the last quarter.



- Total meetings in favour **71.8%**
- Meetings against (or against AND abstain) **28.2%**

Europe

We made voting recommendations at **46** meetings (**328** resolutions) over the last quarter.



- Total meetings in favour **56.5%**
- Meetings against (or against AND abstain) **43.5%**

North America

We made voting recommendations at **38** meetings (**407** resolutions) over the last quarter.



- Total meetings in favour **23.7%**
- Meetings against (or against AND abstain) **71.1%**
- Meetings with management by exception **5.3%**

United Kingdom

We made voting recommendations at **59** meetings (**679** resolutions) over the last quarter.

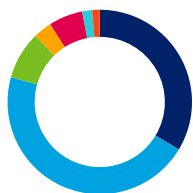


- Total meetings in favour **72.9%**
- Meetings against (or against AND abstain) **25.4%**
- Meetings with management by exception **1.7%**

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

Global

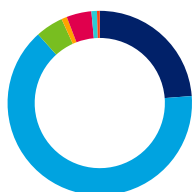
We recommended voting against or abstaining on **455** resolutions over the last quarter.



- Board structure **33.6%**
- Remuneration **45.7%**
- Shareholder resolution **8.4%**
- Capital structure and dividends **3.3%**
- Amend articles **5.9%**
- Audit and accounts **1.8%**
- Other **1.3%**

Australia and New Zealand

We recommended voting against or abstaining on **206** resolutions over the last quarter.



- Board structure **23.8%**
- Remuneration **64.6%**
- Shareholder resolution **4.9%**
- Capital structure and dividends **1.0%**
- Amend articles **4.4%**
- Audit and accounts **1.0%**
- Other **0.5%**

Developed Asia

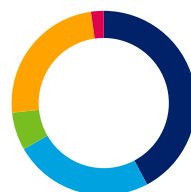
We recommended voting against or abstaining on **39** resolutions over the last quarter.



- Board structure **61.5%**
- Remuneration **10.3%**
- Capital structure and dividends **15.4%**
- Amend articles **12.8%**

Emerging and Frontier Markets

We recommended voting against or abstaining on **45** resolutions over the last quarter.



- Board structure **42.2%**
- Remuneration **24.4%**
- Capital structure and dividends **6.7%**
- Amend articles **24.4%**
- Audit and accounts **2.2%**

Europe

We recommended voting against or abstaining on **41** resolutions over the last quarter.



- Board structure **26.8%**
- Remuneration **34.1%**
- Shareholder resolution **4.9%**
- Capital structure and dividends **9.8%**
- Amend articles **4.9%**
- Audit and accounts **9.8%**
- Other **9.8%**

North America

We recommended voting against or abstaining on **89** resolutions over the last quarter.



- Board structure **42.7%**
- Remuneration **29.2%**
- Shareholder resolution **27.0%**
- Audit and accounts **1.1%**

United Kingdom

We recommended voting against or abstaining on **35** resolutions over the last quarter.



- Board structure **34.3%**
- Remuneration **57.1%**
- Shareholder resolution **5.7%**
- Other **2.9%**