

West Midlands

EOS at Federated Hermes

Over the last quarter we made voting recommendations at **1,747** meetings (**25,089** resolutions). At **1,234** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **102** meetings and abstaining at **four** meetings. We supported management on all resolutions at the remaining **407** meetings.

Global

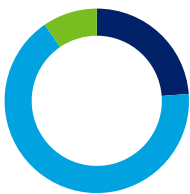
We made voting recommendations at **1,747** meetings (**25,089** resolutions) over the last quarter.



- Total meetings in favour **23.3%**
- Meetings against (or against AND abstain) **70.6%**
- Meetings abstained **0.2%**
- Meetings with management by exception **5.8%**

Australia and New Zealand

We made voting recommendations at **21** meetings (**128** resolutions) over the last quarter.



- Total meetings in favour **23.8%**
- Meetings against (or against AND abstain) **66.7%**
- Meetings with management by exception **9.5%**

Developed Asia

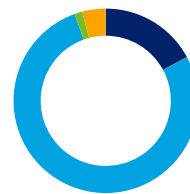
We made voting recommendations at **470** meetings (**5,751** resolutions) over the last quarter.



- Total meetings in favour **31.3%**
- Meetings against (or against AND abstain) **67.9%**
- Meetings with management by exception **0.9%**

Emerging and Frontier Markets

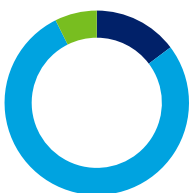
We made voting recommendations at **146** meetings (**2,045** resolutions) over the last quarter.



- Total meetings in favour **17.1%**
- Meetings against (or against AND abstain) **77.4%**
- Meetings abstained **1.4%**
- Meetings with management by exception **4.1%**

Europe

We made voting recommendations at **380** meetings (**6,920** resolutions) over the last quarter.



- Total meetings in favour **14.7%**
- Meetings against (or against AND abstain) **77.9%**
- Meetings with management by exception **7.4%**

North America

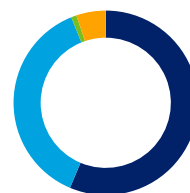
We made voting recommendations at **517** meetings (**6,521** resolutions) over the last quarter.



- Total meetings in favour **10.4%**
- Meetings against (or against AND abstain) **79.7%**
- Meetings with management by exception **9.9%**

United Kingdom

We made voting recommendations at **213** meetings (**3,724** resolutions) over the last quarter.



- Total meetings in favour **56.3%**
- Meetings against (or against AND abstain) **37.6%**
- Meetings abstained **0.9%**
- Meetings with management by exception **5.2%**

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

Global

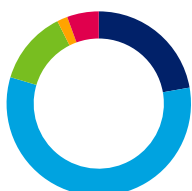
We recommended voting against or abstaining on **3,882** resolutions over the last quarter.



- Board structure **49.6%**
- Remuneration **25.8%**
- Shareholder resolution **11.4%**
- Capital structure and dividends **6.7%**
- Amend articles **1.8%**
- Audit and accounts **2.7%**
- Investment/M&A **0.0%**
- Poison pill/Anti-takeover device **0.2%**
- Other **1.8%**

Australia and New Zealand

We recommended voting against or abstaining on **54** resolutions over the last quarter.



- Board structure **22.2%**
- Remuneration **57.4%**
- Shareholder resolution **13.0%**
- Audit and accounts **1.9%**
- Other **5.6%**

Developed Asia

We recommended voting against or abstaining on **764** resolutions over the last quarter.



- Board structure **79.6%**
- Remuneration **3.0%**
- Shareholder resolution **3.9%**
- Capital structure and dividends **5.9%**
- Amend articles **4.1%**
- Audit and accounts **3.1%**
- Poison pill/Anti-takeover device **0.4%**

Emerging and Frontier Markets

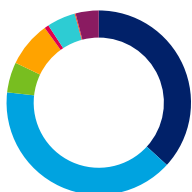
We recommended voting against or abstaining on **506** resolutions over the last quarter.



- Board structure **54.3%**
- Remuneration **13.0%**
- Shareholder resolution **3.4%**
- Capital structure and dividends **21.9%**
- Amend articles **2.6%**
- Audit and accounts **2.4%**
- Investment/M&A **0.2%**
- Other **2.2%**

Europe

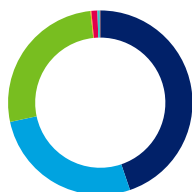
We recommended voting against or abstaining on **1,185** resolutions over the last quarter.



- Board structure **36.8%**
- Remuneration **40%**
- Shareholder resolution **5.3%**
- Capital structure and dividends **7.9%**
- Amend articles **0.8%**
- Audit and accounts **5.0%**
- Poison pill/Anti-takeover device **0.2%**
- Other **4.1%**

North America

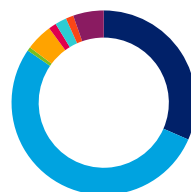
We recommended voting against or abstaining on **1,224** resolutions over the last quarter.



- Board structure **44.8%**
- Remuneration **26.9%**
- Shareholder resolution **26.6%**
- Capital structure and dividends **0.2%**
- Amend articles **1.1%**
- Audit and accounts **0.4%**
- Other **0.1%**

United Kingdom

We recommended voting against or abstaining on **149** resolutions over the last quarter.



- Board structure **31.5%**
- Remuneration **53.0%**
- Shareholder resolution **0.7%**
- Capital structure and dividends **4.7%**
- Amend articles **1.3%**
- Audit and accounts **2.0%**
- Poison pill/Anti-takeover device **1.3%**
- Other **5.4%**