

West Midlands

EOS at Federated Hermes

Over the last quarter we made voting recommendations at **271 meetings (3,199 resolutions)**. At **114 meetings** we recommended opposing one or more resolutions. We recommended voting with management by exception at **12 meetings**. We supported management on all resolutions at the remaining **145 meetings**.

Global

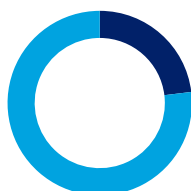
We made voting recommendations at **271 meetings (3,199 resolutions)** over the last quarter.



- Total meetings in favour **53.5%**
- Meetings against (or against AND abstain) **42.1%**
- Meetings with management by exception **4.4%**

Australia and New Zealand

We made voting recommendations at **13 meetings (76 resolutions)** over the last quarter.



- Total meetings in favour **23.1%**
- Meetings against (or against AND abstain) **76.9%**
- Meetings with management by exception **0%**

Developed Asia

We made voting recommendations at **46 meetings (345 resolutions)** over the last quarter.



- Total meetings in favour **67.4%**
- Meetings against (or against AND abstain) **30.4%**
- Meetings with management by exception **2.2%**

Emerging and Frontier Markets

We made voting recommendations at **33 meetings (282 resolutions)** over the last quarter.



- Total meetings in favour **51.5%**
- Meetings against (or against AND abstain) **48.5%**
- Meetings with management by exception **0%**

Europe

We made voting recommendations at **47 meetings (592 resolutions)** over the last quarter.



- Total meetings in favour **42.6%**
- Meetings against (or against AND abstain) **55.3%**
- Meetings with management by exception **2.1%**

North America

We made voting recommendations at **27 meetings (278 resolutions)** over the last quarter.



- Total meetings in favour **29.6%**
- Meetings against (or against AND abstain) **66.7%**
- Meetings with management by exception **3.7%**

United Kingdom

We made voting recommendations at **105 meetings (1,626 resolutions)** over the last quarter.

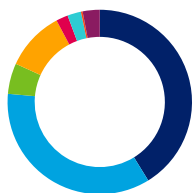


- Total meetings in favour **62.9%**
- Meetings against (or against AND abstain) **28.6%**
- Meetings with management by exception **8.6%**

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

Global

We recommended voting against or abstaining on **335** resolutions over the last quarter.



- Board structure **41.2%**
- Remuneration **35.2%**
- Shareholder resolution **5.4%**
- Capital structure and dividends **10.4%**
- Amend articles **2.1%**
- Audit and accounts **2.4%**
- Poison pill/Anti-takeover device **0.3%**
- Other **3.0%**

Australia and New Zealand

We recommended voting against or abstaining on **22** resolutions over the last quarter.



- Board structure **40.9%**
- Remuneration **50%**
- Shareholder resolution **4.5%**
- Capital structure and dividends **4.5%**

Developed Asia

We recommended voting against or abstaining on **38** resolutions over the last quarter.



- Board structure **47.4%**
- Remuneration **2.6%**
- Shareholder resolution **23.7%**
- Capital structure and dividends **18.4%**
- Amend articles **5.3%**
- Other **2.6%**

Emerging and Frontier Markets

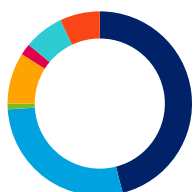
We recommended voting against or abstaining on **53** resolutions over the last quarter.



- Board structure **41.5%**
- Remuneration **20.8%**
- Capital structure and dividends **32.1%**
- Amend articles **1.9%**
- Audit and accounts **1.9%**
- Other **1.9%**

Europe

We recommended voting against or abstaining on **100** resolutions over the last quarter.



- Board structure **46%**
- Remuneration **28%**
- Shareholder resolution **1%**
- Capital structure and dividends **9%**
- Amend articles **2%**
- Audit and accounts **7%**
- Other **7%**

North America

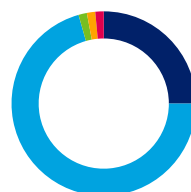
We recommended voting against or abstaining on **54** resolutions over the last quarter.



- Board structure **48.1%**
- Remuneration **35.2%**
- Shareholder resolution **13.0%**
- Amend articles **3.7%**

United Kingdom

We recommended voting against or abstaining on **68** resolutions over the last quarter.



- Board structure **25%**
- Remuneration **70.6%**
- Capital structure and dividends **1.5%**
- Poison pill/Anti-takeover device **1.5%**
- Other **1.5%**