

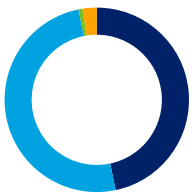
## West Midlands

## EOS at Federated Hermes

Over the last quarter we made voting recommendations at **441** meetings (**4,867** resolutions). At **221** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **11** meetings and abstaining at **three** meetings. We supported management on all resolutions at the remaining **206** meetings.

### Global

We made voting recommendations at **441** meetings (**4,867** resolutions) over the last quarter.



- Total meetings in favour **46.7%**
- Meetings against (or against AND abstain) **50.1%**
- Meetings abstained **0.7%**
- Meetings with management by exception **2.5%**

### Australia and New Zealand

We made voting recommendations at **five** meetings (**18** resolutions) over the last quarter.



- Total meetings in favour **80%**
- Meetings against (or against AND abstain) **20%**

### Developed Asia

We made voting recommendations at **232** meetings (**1,914** resolutions) over the last quarter.



- Total meetings in favour **57.8%**
- Meetings against (or against AND abstain) **42.2%**

### Emerging and Frontier Markets

We made voting recommendations at **27** meetings (**239** resolutions) over the last quarter.



- Total meetings in favour **22.2%**
- Meetings against (or against AND abstain) **77.8%**

### Europe

We made voting recommendations at **83** meetings (**1,520** resolutions) over the last quarter.



- Total meetings in favour **21.7%**
- Meetings against (or against AND abstain) **71.1%**
- Meetings abstained **3.6%**
- Meetings with management by exception **3.6%**

### North America

We made voting recommendations at **39** meetings (**472** resolutions) over the last quarter.



- Total meetings in favour **17.9%**
- Meetings against (or against AND abstain) **71.8%**
- Meetings with management by exception **10.3%**

### United Kingdom

We made voting recommendations at **55** meetings (**704** resolutions) over the last quarter.



- Total meetings in favour **67.3%**
- Meetings against (or against AND abstain) **25.5%**
- Meetings with management by exception **7.3%**

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

**Global**

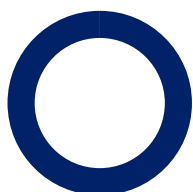
We recommended voting against or abstaining on **599** resolutions over the last quarter.



- Board structure **50.9%**
- Remuneration **24.0%**
- Shareholder resolution **6.5%**
- Capital structure and dividends **3.2%**
- Amend articles **3.0%**
- Audit and accounts **8.0%**
- Other **4.3%**

**Australia and New Zealand**

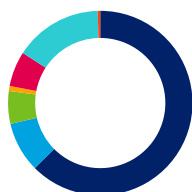
We recommended voting against or abstaining on **two** resolutions over the last quarter.



- Remuneration **100%**

**Developed Asia**

We recommended voting against or abstaining on **227** resolutions over the last quarter.



- Board structure **62.6%**
- Remuneration **8.8%**
- Shareholder resolution **5.7%**
- Capital structure and dividends **0.9%**
- Amend articles **6.2%**
- Audit and accounts **15.4%**
- Other **0.4%**

**Emerging and Frontier Markets**

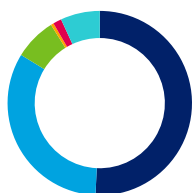
We recommended voting against or abstaining on **59** resolutions over the last quarter.



- Board structure **30.5%**
- Remuneration **30.5%**
- Shareholder resolution **1.7%**
- Capital structure and dividends **1.7%**
- Amend articles **1.7%**
- Audit and accounts **16.9%**
- Other **16.9%**

**Europe**

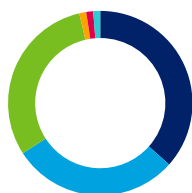
We recommended voting against or abstaining on **203** resolutions over the last quarter.



- Board structure **50.7%**
- Remuneration **33.0%**
- Capital structure and dividends **7.4%**
- Amend articles **0.5%**
- Audit and accounts **1.5%**
- Other **6.9%**

**North America**

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



- Board structure **36.6%**
- Remuneration **29.3%**
- Shareholder resolution **30.5%**
- Capital structure and dividends **1.2%**
- Amend articles **1.2%**
- Other **1.2%**

**United Kingdom**

We recommended voting against or abstaining on **26** resolutions over the last quarter.



- Board structure **46.2%**
- Remuneration **50%**
- Amend articles **3.8%**