

## PPlus

## EOS at Federated Hermes

Over the last quarter we made voting recommendations at **425** meetings (**3,431** resolutions). At **208** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **ten** meetings and abstaining at **one** meeting. We supported management on all resolutions at the remaining **206** meetings.

### Global

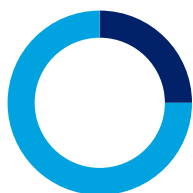
We made voting recommendations at **425** meetings (**3,431** resolutions) over the last quarter.



- Total meetings in favour **48.5%**
- Meetings against (or against AND abstain) **48.9%**
- Meetings abstained **0.2%**
- Meetings with management by exception **2.4%**

### Australia and New Zealand

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



- Total meetings in favour **25%**
- Meetings against (or against AND abstain) **75%**

### Developed Asia

We made voting recommendations at **30** meetings (**216** resolutions) over the last quarter.



- Total meetings in favour **60%**
- Meetings against (or against AND abstain) **36.7%**
- Meetings with management by exception **3.3%**

### Emerging and Frontier Markets

We made voting recommendations at **288** meetings (**1,859** resolutions) over the last quarter.



- Total meetings in favour **52.4%**
- Meetings against (or against AND abstain) **46.5%**
- Meetings abstained **0.3%**
- Meetings with management by exception **0.7%**

### Europe

We made voting recommendations at **37** meetings (**466** resolutions) over the last quarter.



- Total meetings in favour **40.5%**
- Meetings against (or against AND abstain) **56.8%**
- Meetings with management by exception **2.7%**

### North America

We made voting recommendations at **36** meetings (**365** resolutions) over the last quarter.



- Total meetings in favour **19.4%**
- Meetings against (or against AND abstain) **77.8%**
- Meetings with management by exception **2.8%**

### United Kingdom

We made voting recommendations at **26** meetings (**478** resolutions) over the last quarter.

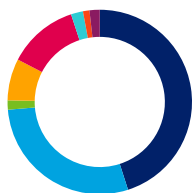


- Total meetings in favour **50%**
- Meetings against (or against AND abstain) **30.8%**
- Meetings with management by exception **19.2%**

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

**Global**

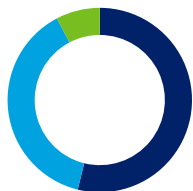
We recommended voting against or abstaining on **615** resolutions over the last quarter.



- Board structure **45.0%**
- Remuneration **28.6%**
- Shareholder resolution **1.6%**
- Capital structure and dividends **7.3%**
- Amend articles **12.4%**
- Audit and accounts **2.1%**
- Investment/M&A **1.1%**
- Other **1.8%**

**Australia and New Zealand**

We recommended voting against or abstaining on **13** resolutions over the last quarter.



- Board structure **53.8%**
- Remuneration **38.5%**
- Capital structure and dividends **7.7%**

**Developed Asia**

We recommended voting against or abstaining on **25** resolutions over the last quarter.



- Board structure **64%**
- Capital structure and dividends **24%**
- Amend articles **12%**

**Emerging and Frontier Markets**

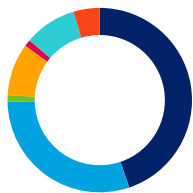
We recommended voting against or abstaining on **394** resolutions over the last quarter.



- Board structure **43.1%**
- Remuneration **26.6%**
- Shareholder resolution **0.3%**
- Capital structure and dividends **7.6%**
- Amend articles **17.5%**
- Audit and accounts **1.3%**
- Investment/M&A **1.8%**
- Other **1.8%**

**Europe**

We recommended voting against or abstaining on **87** resolutions over the last quarter.



- Board structure **44.8%**
- Remuneration **29.9%**
- Shareholder resolution **1.1%**
- Capital structure and dividends **9.2%**
- Amend articles **1.1%**
- Audit and accounts **9.2%**
- Other **4.6%**

**North America**

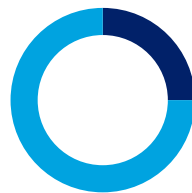
We recommended voting against or abstaining on **76** resolutions over the last quarter.



- Board structure **52.6%**
- Remuneration **32.9%**
- Shareholder resolution **10.5%**
- Amend articles **3.9%**

**United Kingdom**

We recommended voting against or abstaining on **20** resolutions over the last quarter.



- Board structure **25%**
- Remuneration **75%**