

DIP

Hermes EOS

Over the last quarter we made voting recommendations at **1,299** meetings (**17,636** resolutions). At **890** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **57** meetings and abstaining at **four** meetings. We supported management on all resolutions at the remaining **348** meetings.

Global

We made voting recommendations at **1,299** meetings (**17,636** resolutions) over the last quarter.



- Total meetings in favour **26.8%**
- Meetings against (or against AND abstain) **68.5%**
- Meetings abstained **0.3%**
- Meetings with management by exception **4.4%**

Australia and New Zealand

We made voting recommendations at **14** meetings (**78** resolutions) over the last quarter.



- Total meetings in favour **50%**
- Meetings against (or against AND abstain) **50%**

Developed Asia

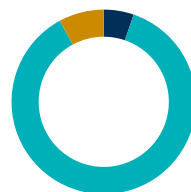
We made voting recommendations at **272** meetings (**3,493** resolutions) over the last quarter.



- Total meetings in favour **39.7%**
- Meetings against (or against AND abstain) **59.2%**
- Meetings with management by exception **1.1%**

Emerging and Frontier Markets

We made voting recommendations at **38** meetings (**400** resolutions) over the last quarter.



- Total meetings in favour **5.3%**
- Meetings against (or against AND abstain) **86.8%**
- Meetings with management by exception **7.9%**

Europe

We made voting recommendations at **296** meetings (**4,938** resolutions) over the last quarter.



- Total meetings in favour **33.8%**
- Meetings against (or against AND abstain) **63.5%**
- Meetings with management by exception **2.7%**

North America

We made voting recommendations at **607** meetings (**7,307** resolutions) over the last quarter.



- Total meetings in favour **16.8%**
- Meetings against (or against AND abstain) **76.8%**
- Meetings abstained **0.5%**
- Meetings with management by exception **5.9%**

United Kingdom

We made voting recommendations at **72** meetings (**1,420** resolutions) over the last quarter.

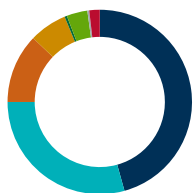


- Total meetings in favour **40.3%**
- Meetings against (or against AND abstain) **48.6%**
- Meetings abstained **1.4%**
- Meetings with management by exception **9.7%**

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

Global

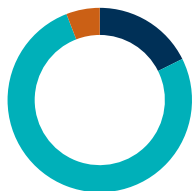
We recommended voting against or abstaining on **2,408** resolutions over the last quarter.



- Board structure **45.7%**
- Remuneration **29.3%**
- Shareholder resolution **12.2%**
- Capital structure and dividends **6.6%**
- Amend articles **0.4%**
- Audit and accounts **3.7%**
- Poison pill/Anti-takeover device **0.3%**
- Other **1.8%**

Australia and New Zealand

We recommended voting against or abstaining on **17** resolutions over the last quarter.



- Board structure **17.6%**
- Remuneration **76.5%**
- Shareholder resolution **5.9%**

Developed Asia

We recommended voting against or abstaining on **345** resolutions over the last quarter.



- Board structure **69.6%**
- Remuneration **3.2%**
- Shareholder resolution **2.0%**
- Capital structure and dividends **11.6%**
- Amend articles **0.3%**
- Audit and accounts **12.5%**
- Poison pill/Anti-takeover device **0.9%**

Emerging and Frontier Markets

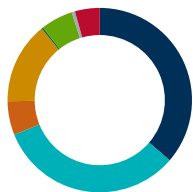
We recommended voting against or abstaining on **98** resolutions over the last quarter.



- Board structure **44.9%**
- Remuneration **20.4%**
- Shareholder resolution **1.0%**
- Capital structure and dividends **16.3%**
- Amend articles **5.1%**
- Audit and accounts **4.1%**
- Other **8.2%**

Europe

We recommended voting against or abstaining on **691** resolutions over the last quarter.



- Board structure **36.3%**
- Remuneration **32.6%**
- Shareholder resolution **5.9%**
- Capital structure and dividends **14.3%**
- Amend articles **0.3%**
- Audit and accounts **5.6%**
- Poison pill/Anti-takeover device **0.6%**
- Other **4.3%**

North America

We recommended voting against or abstaining on **1,186** resolutions over the last quarter.



- Board structure **45.4%**
- Remuneration **33.5%**
- Shareholder resolution **20.2%**
- Capital structure and dividends **0.1%**
- Amend articles **0.1%**
- Audit and accounts **0.2%**
- Other **0.5%**

United Kingdom

We recommended voting against or abstaining on **71** resolutions over the last quarter.



- Board structure **32.4%**
- Remuneration **56.3%**
- Shareholder resolution **4.2%**
- Capital structure and dividends **4.2%**
- Amend articles **1.4%**
- Poison pill/Anti-takeover device **1.4%**