

PPlus

EOS at Federated Hermes

Over the last quarter we made voting recommendations at **1,185** meetings (**17,159** resolutions). At **713** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **178** meetings and abstaining at **nine** meetings. We supported management on all resolutions at the remaining **284** meetings.

Global

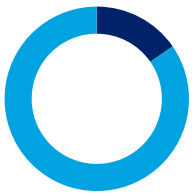
We made voting recommendations at **1,185** meetings (**17,159** resolutions) over the last quarter.



- Total meetings in favour **24.0%**
- Meetings against (or against AND abstain) **60.2%**
- Meetings abstained **0.8%**
- Meetings with management by exception **15.0%**

Australia and New Zealand

We made voting recommendations at **13** meetings (**89** resolutions) over the last quarter.



- Total meetings in favour **15.4%**
- Meetings against (or against AND abstain) **84.6%**

Developed Asia

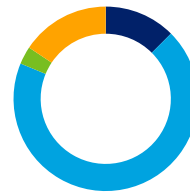
We made voting recommendations at **265** meetings (**3,248** resolutions) over the last quarter.



- Total meetings in favour **40.8%**
- Meetings against (or against AND abstain) **55.8%**
- Meetings with management by exception **3.4%**

Emerging and Frontier Markets

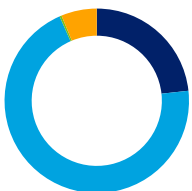
We made voting recommendations at **32** meetings (**324** resolutions) over the last quarter.



- Total meetings in favour **12.5%**
- Meetings against (or against AND abstain) **68.8%**
- Meetings with management by exception **15.6%**
- Meetings abstained **3.1%**

Europe

We made voting recommendations at **288** meetings (**5,547** resolutions) over the last quarter.



- Total meetings in favour **23.3%**
- Meetings against (or against AND abstain) **70.1%**
- Meetings with management by exception **6.2%**
- Meetings abstained **0.3%**

North America

We made voting recommendations at **521** meetings (**6,560** resolutions) over the last quarter.



- Total meetings in favour **17.3%**
- Meetings against (or against AND abstain) **56.0%**
- Meetings with management by exception **26.3%**
- Meetings abstained **0.2%**

United Kingdom

We made voting recommendations at **66** meetings (**1,391** resolutions) over the last quarter.

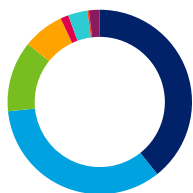


- Total meetings in favour **19.7%**
- Meetings against (or against AND abstain) **57.6%**
- Meetings with management by exception **13.6%**
- Meetings abstained **9.1%**

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

Global

We recommended voting against or abstaining on **2,127** resolutions over the last quarter.



- Board structure **39.3%**
- Remuneration **34.1%**
- Shareholder resolution **12.4%**
- Capital structure and dividends **7.2%**
- Amend articles **1.4%**
- Audit and accounts **3.4%**
- Poison pill/Anti-takeover device **0.3%**
- Other **1.9%**

Australia and New Zealand

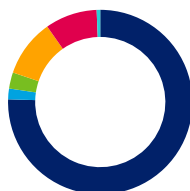
We recommended voting against or abstaining on **25** resolutions over the last quarter.



- Board structure **16%**
- Remuneration **56%**
- Shareholder resolution **28%**

Developed Asia

We recommended voting against or abstaining on **318** resolutions over the last quarter.



- Board structure **75.5%**
- Remuneration **1.9%**
- Shareholder resolution **2.8%**
- Capital structure and dividends **10.1%**
- Audit and accounts **9.1%**
- Poison pill/Anti-takeover device **0.6%**

Emerging and Frontier Markets

We recommended voting against or abstaining on **65** resolutions over the last quarter.



- Board structure **46.2%**
- Remuneration **24.6%**
- Shareholder resolution **3.1%**
- Capital structure and dividends **16.9%**
- Amend articles **3.1%**
- Other **6.2%**

Europe

We recommended voting against or abstaining on **740** resolutions over the last quarter.



- Board structure **31.5%**
- Remuneration **37.4%**
- Shareholder resolution **4.1%**
- Capital structure and dividends **14.7%**
- Amend articles **3.2%**
- Audit and accounts **4.2%**
- Poison pill/Anti-takeover device **0.3%**
- Other **4.6%**

North America

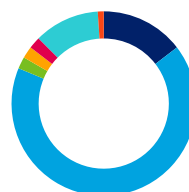
We recommended voting against or abstaining on **883** resolutions over the last quarter.



- Board structure **35.7%**
- Remuneration **39.4%**
- Shareholder resolution **24.2%**
- Amend articles **0.2%**
- Audit and accounts **0.1%**
- Poison pill/Anti-takeover device **0.1%**
- Other **0.2%**

United Kingdom

We recommended voting against or abstaining on **96** resolutions over the last quarter.



- Board structure **14.6%**
- Remuneration **66.7%**
- Shareholder resolution **2.1%**
- Capital structure and dividends **2.1%**
- Amend articles **2.1%**
- Audit and accounts **11.5%**
- Poison pill/Anti-takeover device **1.0%**