

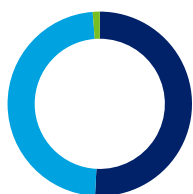
PPlus

EOS at Federated Hermes

Over the last quarter we made voting recommendations at **488** meetings (**3,200** resolutions). At **234** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **six** meetings. We supported management on all resolutions at the remaining **248** meetings.

Global

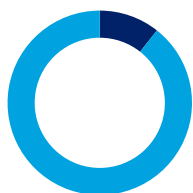
We made voting recommendations at **488** meetings (**3,200** resolutions) over the last quarter.



- Total meetings in favour **50.8%**
- Meetings against (or against AND abstain) **48.0%**
- Meetings with management by exception **1.2%**

Australia and New Zealand

We made voting recommendations at **47** meetings (**279** resolutions) over the last quarter.



- Total meetings in favour **10.6%**
- Meetings against (or against AND abstain) **89.4%**
- Meetings with management by exception **0%**

Developed Asia

We made voting recommendations at **26** meetings (**161** resolutions) over the last quarter.



- Total meetings in favour **53.8%**
- Meetings against (or against AND abstain) **42.3%**
- Meetings with management by exception **3.8%**

Emerging and Frontier Markets

We made voting recommendations at **324** meetings (**1,908** resolutions) over the last quarter.



- Total meetings in favour **58.0%**
- Meetings against (or against AND abstain) **41.0%**
- Meetings with management by exception **0.9%**

Europe

We made voting recommendations at **38** meetings (**308** resolutions) over the last quarter.



- Total meetings in favour **52.6%**
- Meetings against (or against AND abstain) **47.4%**
- Meetings with management by exception **0%**

North America

We made voting recommendations at **43** meetings (**425** resolutions) over the last quarter.



- Total meetings in favour **32.6%**
- Meetings against (or against AND abstain) **62.8%**
- Meetings with management by exception **4.7%**

United Kingdom

We made voting recommendations at **ten** meetings (**119** resolutions) over the last quarter.

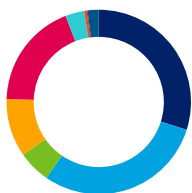


- Total meetings in favour **70%**
- Meetings against (or against AND abstain) **30%**
- Meetings with management by exception **0%**

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

Global

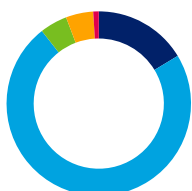
We recommended voting against or abstaining on **666** resolutions over the last quarter.



- Board structure **29.9%**
- Remuneration **29.7%**
- Shareholder resolution **5.7%**
- Capital structure and dividends **10.2%**
- Amend articles **18.6%**
- Audit and accounts **3.3%**
- Investment/M&A **0.5%**
- Poison pill/Anti-takeover device **0.2%**
- Other **2.0%**

Australia and New Zealand

We recommended voting against or abstaining on **104** resolutions over the last quarter.



- Board structure **16.3%**
- Remuneration **73.1%**
- Shareholder resolution **4.8%**
- Amend articles **4.8%**
- Audit and accounts **1.0%**

Developed Asia

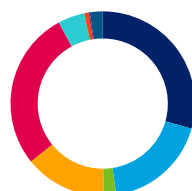
We recommended voting against or abstaining on **34** resolutions over the last quarter.



- Board structure **55.9%**
- Remuneration **14.7%**
- Capital structure and dividends **14.7%**
- Amend articles **14.7%**

Emerging and Frontier Markets

We recommended voting against or abstaining on **405** resolutions over the last quarter.



- Board structure **29.4%**
- Remuneration **18.3%**
- Shareholder resolution **2.2%**
- Capital structure and dividends **14.3%**
- Amend articles **27.9%**
- Audit and accounts **4.7%**
- Investment/M&A **0.7%**
- Poison pill/Anti-takeover device **0.2%**
- Other **2.2%**

Europe

We recommended voting against or abstaining on **34** resolutions over the last quarter.



- Board structure **17.6%**
- Remuneration **44.1%**
- Shareholder resolution **2.9%**
- Capital structure and dividends **14.7%**
- Amend articles **2.9%**
- Audit and accounts **5.9%**
- Other **11.8%**

North America

We recommended voting against or abstaining on **85** resolutions over the last quarter.



- Board structure **43.5%**
- Remuneration **29.4%**
- Shareholder resolution **27.1%**

United Kingdom

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



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