

PPlus

EOS at Federated Hermes

Over the last quarter we made voting recommendations at **179** meetings (**1,447** resolutions). At **104** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **seven** meetings. We supported management on all resolutions at the remaining **68** meetings.

Global

We made voting recommendations at **179** meetings (**1,447** resolutions) over the last quarter.



- Total meetings in favour **38.0%**
- Meetings against (or against AND abstain) **58.1%**
- Meetings with management by exception **3.9%**

Australia and New Zealand

We made voting recommendations at **53** meetings (**344** resolutions) over the last quarter.



- Total meetings in favour **24.5%**
- Meetings against (or against AND abstain) **73.6%**
- Meetings with management by exception **1.9%**

Developed Asia

We made voting recommendations at **15** meetings (**114** resolutions) over the last quarter.



- Total meetings in favour **40%**
- Meetings against (or against AND abstain) **60%**

Emerging and Frontier Markets

We made voting recommendations at **five** meetings (**23** resolutions) over the last quarter.



- Total meetings in favour **60%**
- Meetings against (or against AND abstain) **40%**

Europe

We made voting recommendations at **53** meetings (**415** resolutions) over the last quarter.



- Total meetings in favour **60.4%**
- Meetings against (or against AND abstain) **39.6%**

North America

We made voting recommendations at **39** meetings (**392** resolutions) over the last quarter.



- Total meetings in favour **17.9%**
- Meetings against (or against AND abstain) **69.2%**
- Meetings with management by exception **12.8%**

United Kingdom

We made voting recommendations at **14** meetings (**159** resolutions) over the last quarter.



- Total meetings in favour **50%**
- Meetings against (or against AND abstain) **42.9%**
- Meetings with management by exception **7.1%**

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

Global

We recommended voting against or abstaining on **240** resolutions over the last quarter.



- Board structure **28.8%**
- Remuneration **42.1%**
- Shareholder resolution **9.6%**
- Capital structure and dividends **7.1%**
- Amend articles **5.8%**
- Audit and accounts **2.9%**
- Other **3.8%**

Australia and New Zealand

We recommended voting against or abstaining on **80** resolutions over the last quarter.



- Board structure **16.2%**
- Remuneration **67.5%**
- Shareholder resolution **7.5%**
- Capital structure and dividends **2.5%**
- Amend articles **6.2%**

Developed Asia

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



- Board structure **64%**
- Remuneration **4%**
- Capital structure and dividends **20%**
- Audit and accounts **12%**

Emerging and Frontier Markets

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



- Board structure **12.5%**
- Amend articles **25%**
- Audit and accounts **12.5%**
- Other **50%**

Europe

We recommended voting against or abstaining on **48** resolutions over the last quarter.



- Board structure **22.9%**
- Remuneration **27.1%**
- Shareholder resolution **10.4%**
- Capital structure and dividends **18.8%**
- Amend articles **8.3%**
- Audit and accounts **4.2%**
- Other **8.3%**

North America

We recommended voting against or abstaining on **66** resolutions over the last quarter.



- Board structure **40.9%**
- Remuneration **36.4%**
- Shareholder resolution **13.6%**
- Capital structure and dividends **1.5%**
- Amend articles **4.5%**
- Audit and accounts **1.5%**
- Other **1.5%**

United Kingdom

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



- Board structure **7.7%**
- Remuneration **69.2%**
- Shareholder resolution **23.1%**