

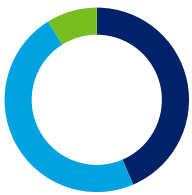
## PPlus

## EOS at Federated Hermes

Over the last quarter we made voting recommendations at **147** meetings (**1,878** resolutions). At **70** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **13** meetings. We supported management on all resolutions at the remaining **64** meetings.

### Global

We made voting recommendations at **147** meetings (**1,878** resolutions) over the last quarter.



- Total meetings in favour **43.5%**
- Meetings against (or against AND abstain) **47.6%**
- Meetings with management by exception **8.8%**

### Australia and New Zealand

We made voting recommendations at **seven** meetings (**40** resolutions) over the last quarter.



- Total meetings in favour **71.4%**
- Meetings against (or against AND abstain) **28.6%**

### Developed Asia

We made voting recommendations at **20** meetings (**209** resolutions) over the last quarter.



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

### Emerging and Frontier Markets

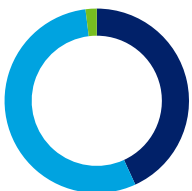
We made voting recommendations at **seven** meetings (**60** resolutions) over the last quarter.



- Total meetings in favour **28.6%**
- Meetings against (or against AND abstain) **42.9%**
- Meetings with management by exception **28.6%**

### Europe

We made voting recommendations at **51** meetings (**677** resolutions) over the last quarter.



- Total meetings in favour **43.1%**
- Meetings against (or against AND abstain) **54.9%**
- Meetings with management by exception **2.0%**

### North America

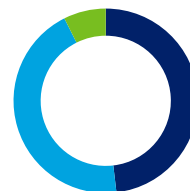
We made voting recommendations at **35** meetings (**354** resolutions) over the last quarter.



- Total meetings in favour **34.3%**
- Meetings against (or against AND abstain) **42.9%**
- Meetings with management by exception **22.9%**

### United Kingdom

We made voting recommendations at **27** meetings (**538** resolutions) over the last quarter.

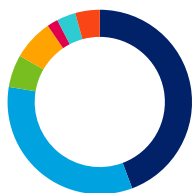


- Total meetings in favour **48.1%**
- Meetings against (or against AND abstain) **44.4%**
- Meetings with management by exception **7.4%**

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

**Global**

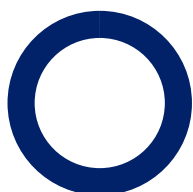
We recommended voting against or abstaining on **210** resolutions over the last quarter.



- Board structure **44.3%**
- Remuneration **33.3%**
- Shareholder resolution **5.7%**
- Capital structure and dividends **7.1%**
- Amend articles **1.9%**
- Audit and accounts **3.3%**
- Other **4.3%**

**Australia and New Zealand**

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



- Remuneration **100%**

**Developed Asia**

We recommended voting against or abstaining on **22** resolutions over the last quarter.



- Board structure **72.7%**
- Capital structure and dividends **18.2%**
- Audit and accounts **9.1%**

**Emerging and Frontier Markets**

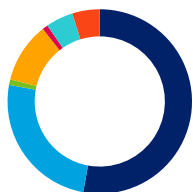
We recommended voting against or abstaining on **12** resolutions over the last quarter.



- Board structure **33.3%**
- Remuneration **8.3%**
- Amend articles **25%**
- Other **33.3%**

**Europe**

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



- Board structure **52.9%**
- Remuneration **25%**
- Shareholder resolution **1.0%**
- Capital structure and dividends **10.6%**
- Amend articles **1.0%**
- Audit and accounts **4.8%**
- Other **4.8%**

**North America**

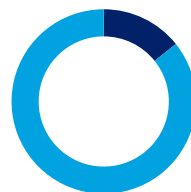
We recommended voting against or abstaining on **46** resolutions over the last quarter.



- Board structure **32.6%**
- Remuneration **43.5%**
- Shareholder resolution **23.9%**

**United Kingdom**

We recommended voting against or abstaining on **21** resolutions over the last quarter.



- Board structure **14.3%**
- Remuneration **85.7%**