

## PPlus

## Hermes EOS

Over the last quarter we made voting recommendations at **156** meetings (**2,070** resolutions). At **94** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **five** meetings and abstaining at **three** meetings. We supported management on all resolutions at the remaining **54** meetings.

### Global

We made voting recommendations at **156** meetings (**2,070** resolutions) over the last quarter.



- Total meetings in favour **34.6%**
- Meetings against (or against AND abstain) **60.3%**
- Meetings abstained **1.9%**
- Meetings with management by exception **3.2%**

### Developed Asia

We made voting recommendations at **43** meetings (**450** resolutions) over the last quarter.



- Total meetings in favour **44.2%**
- Meetings against (or against AND abstain) **55.8%**

### Emerging and Frontier Markets

We made voting recommendations at **three** meetings (**29** resolutions) over the last quarter.



- Meetings against (or against AND abstain) **100%**

### Europe

We made voting recommendations at **54** meetings (**967** resolutions) over the last quarter.



- Total meetings in favour **33.3%**
- Meetings against (or against AND abstain) **57.4%**
- Meetings abstained **5.6%**
- Meetings with management by exception **3.7%**

### North America

We made voting recommendations at **47** meetings (**522** resolutions) over the last quarter.



- Total meetings in favour **23.4%**
- Meetings against (or against AND abstain) **72.3%**
- Meetings with management by exception **4.3%**

### United Kingdom

We made voting recommendations at **nine** meetings (**102** resolutions) over the last quarter.

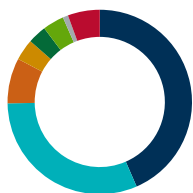


- Total meetings in favour **66.7%**
- Meetings against (or against AND abstain) **22.2%**
- Meetings with management by exception **11.1%**

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

**Global**

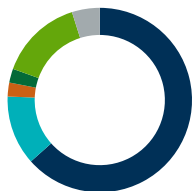
We recommended voting against or abstaining on **214** resolutions over the last quarter.



- Board structure **43.5%**
- Remuneration **31.3%**
- Shareholder resolution **7.9%**
- Capital structure and dividends **3.7%**
- Amend articles **3.3%**
- Audit and accounts **3.7%**
- Poison pill/Anti-takeover device **0.9%**
- Other **5.6%**

**Developed Asia**

We recommended voting against or abstaining on **41** resolutions over the last quarter.



- Board structure **63.4%**
- Remuneration **12.2%**
- Shareholder resolution **2.4%**
- Amend articles **2.4%**
- Audit and accounts **14.6%**
- Poison pill/Anti-takeover device **4.9%**

**Emerging and Frontier Markets**

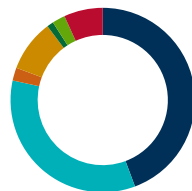
We recommended voting against or abstaining on **eight** resolutions over the last quarter.



- Board structure **12.5%**
- Amend articles **25%**
- Other **62.5%**

**Europe**

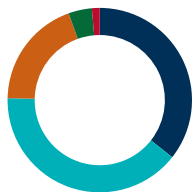
We recommended voting against or abstaining on **88** resolutions over the last quarter.



- Board structure **44.3%**
- Remuneration **34.1%**
- Shareholder resolution **2.3%**
- Capital structure and dividends **9.1%**
- Amend articles **1.1%**
- Audit and accounts **2.3%**
- Other **6.8%**

**North America**

We recommended voting against or abstaining on **73** resolutions over the last quarter.



- Board structure **35.6%**
- Remuneration **39.7%**
- Shareholder resolution **19.2%**
- Amend articles **4.1%**
- Other **1.4%**

**United Kingdom**

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



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