Federated Federated Fermes

Voting Report, Q4 2020

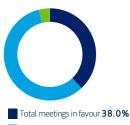
PPlus

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.



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.



Developed Asia

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



Emerging and Frontier Markets

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



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.

Meetings with management by exception 12.8%



United Kingdom

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



Global

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



Australia and New Zealand

We recommended voting against or abstaining on ${\bf 8}\,{\bf 0}$ resolutions over the last quarter.



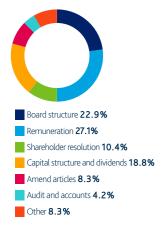
Board structure 16.2%

Remuneration 67.5%

- Shareholder resolution 7.5%
- Capital structure and dividends 2.5%
- Amend articles 6.2%

Europe

We recommended voting against or abstaining on ${\bf 48}$ resolutions over the last quarter.



For professional investors only

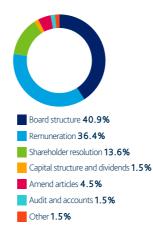
Developed Asia

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



North America

We recommended voting against or abstaining on **6 6** resolutions over the last quarter.



Emerging and Frontier Markets

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



United Kingdom

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

