



Voting Report, Q4 2019

P+ Hermes EOS

Over the last quarter we made voting recommendations at 142 meetings (1,210 resolutions). At 77 meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at two meetings We supported management on all resolutions at the remaining 63 meetings.

Global

We made voting recommendations at **142**meetings (**1,210**resolutions) over the last quarter.



Total meetings in favour 44.4%

Meetings against (or against AND abstain) 54.2%

Meetings with management by exception 1.4%

Australia and New Zealand

We made voting recommendations at **53**meetings (**326**resolutions) over the last quarter.



Total meetings in favour 41.5%

Meetings against (or against AND abstain) 58.5%

Developed Asia

We made voting recommendations at **16** meetings (**141** resolutions) over the last quarter.



Total meetings in favour 56.2%

Meetings against (or against AND abstain) 43.8%

Emerging and Frontier Markets

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



Total meetings in favour 50%

Meetings against (or against AND abstain) 50%

Europe

We made voting recommendations at **24**meetings (**207**resolutions) over the last quarter.



Total meetings in favour 66.7%

Meetings against (or against AND abstain) 33.3%

North America

We made voting recommendations at **33**meetings (**353**resolutions) over the last quarter.



Total meetings in favour 24.2%

Meetings against (or against AND abstain) 69.7%

Meetings with management by exception 6.1%

United Kingdom

We made voting recommendations at 12 meetings (157 resolutions) over the last quarter.



Total meetings in favour 50%

Meetings against (or against AND abstain) 50%

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Voting Report P

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

Global

We recommended voting against or abstaining on 193 resolutions over the last quarter.



Amend articles 0.5%

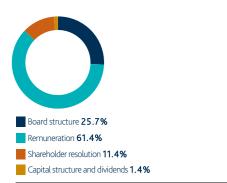
Audit and accounts 1.6%

Other **0.5%**

Australia and New Zealand

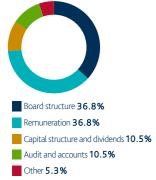
Capital structure and dividends 5.2%

We recommended voting against or abstaining on $7\,0$ resolutions over the last quarter.



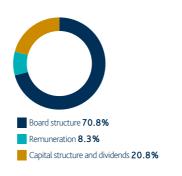
Europe

We recommended voting against or abstaining on $\bf 19$ resolutions over the last quarter.



Developed Asia

We recommended voting against or abstaining on $\bf 24$ resolutions over the last quarter.



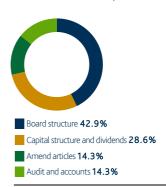
North America

We recommended voting against or abstaining on $6\,0$ resolutions over the last quarter.



Emerging and Frontier Markets

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



United Kingdom

We recommended voting against or abstaining on ${\bf 13}$ resolutions over the last quarter.

