

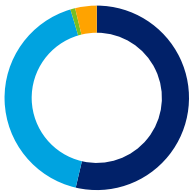
## West Midlands

## EOS at Federated Hermes

Over the last quarter we made voting recommendations at **477** meetings (**4,996** resolutions). At **199** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **18** meetings and abstaining at **four** meetings. We supported management on all resolutions at the remaining **256** meetings.

### Global

We made voting recommendations at **477** meetings (**4,996** resolutions) over the last quarter.



- Total meetings in favour **53.7%**
- Meetings against (or against AND abstain) **41.7%**
- Meetings abstained **0.8%**
- Meetings with management by exception **3.8%**

### Australia and New Zealand

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



- Total meetings in favour **66.7%**
- Meetings against (or against AND abstain) **33.3%**

### Developed Asia

We made voting recommendations at **212** meetings (**1,675** resolutions) over the last quarter.



- Total meetings in favour **62.3%**
- Meetings against (or against AND abstain) **37.3%**
- Meetings with management by exception **0.5%**

### Emerging and Frontier Markets

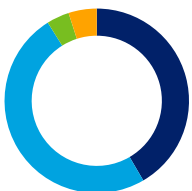
We made voting recommendations at **48** meetings (**449** resolutions) over the last quarter.



- Total meetings in favour **35.4%**
- Meetings against (or against AND abstain) **60.4%**
- Meetings with management by exception **4.2%**

### Europe

We made voting recommendations at **101** meetings (**1,715** resolutions) over the last quarter.



- Total meetings in favour **41.6%**
- Meetings against (or against AND abstain) **49.5%**
- Meetings abstained **4.0%**
- Meetings with management by exception **5.0%**

### North America

We made voting recommendations at **45** meetings (**487** resolutions) over the last quarter.



- Total meetings in favour **20%**
- Meetings against (or against AND abstain) **62.2%**
- Meetings with management by exception **17.8%**

### United Kingdom

We made voting recommendations at **68** meetings (**662** resolutions) over the last quarter.



- Total meetings in favour **79.4%**
- Meetings against (or against AND abstain) **17.6%**
- Meetings with management by exception **2.9%**

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

**Global**

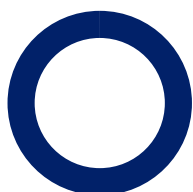
We recommended voting against or abstaining on **511** resolutions over the last quarter.



- Board structure **48.9%**
- Remuneration **29.2%**
- Shareholder resolution **4.5%**
- Capital structure and dividends **2.7%**
- Amend articles **4.1%**
- Audit and accounts **6.8%**
- Other **3.7%**

**Australia and New Zealand**

We recommended voting against or abstaining on **one** resolution over the last quarter.



- Remuneration **100%**

**Developed Asia**

We recommended voting against or abstaining on **163** resolutions over the last quarter.



- Board structure **68.1%**
- Remuneration **9.8%**
- Shareholder resolution **0.6%**
- Capital structure and dividends **1.8%**
- Amend articles **6.7%**
- Audit and accounts **12.9%**

**Emerging and Frontier Markets**

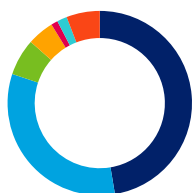
We recommended voting against or abstaining on **79** resolutions over the last quarter.



- Board structure **27.8%**
- Remuneration **31.6%**
- Shareholder resolution **1.3%**
- Capital structure and dividends **3.8%**
- Amend articles **10.1%**
- Audit and accounts **13.9%**
- Other **11.4%**

**Europe**

We recommended voting against or abstaining on **171** resolutions over the last quarter.



- Board structure **47.4%**
- Remuneration **32.7%**
- Shareholder resolution **6.4%**
- Capital structure and dividends **4.7%**
- Amend articles **1.2%**
- Audit and accounts **1.8%**
- Other **5.8%**

**North America**

We recommended voting against or abstaining on **70** resolutions over the last quarter.



- Board structure **42.9%**
- Remuneration **42.9%**
- Shareholder resolution **14.3%**

**United Kingdom**

We recommended voting against or abstaining on **27** resolutions over the last quarter.



- Board structure **22.2%**
- Remuneration **77.8%**