

Nottinghamshire Pension Fund

EOS at Federated Hermes

Over the last quarter we made voting recommendations at 270 meetings (3,252 resolutions). At 143 meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at six meetings and abstaining at zero meetings. We supported management on all resolutions at the remaining 121 meetings.

Global

We made voting recommendations at 270 meetings (3,252 resolutions) over the last quarter.



- Total meetings in favour 44.8%
- Meetings against (or against AND abstain) 53.0%
- Meetings with management by exception 2.2%

Australia & New Zealand

We made voting recommendations at 13 meetings (47 resolutions) over the last quarter.



- Total meetings in favour 30.8%
- Meetings against (or against AND abstain) 69.2%

Developed Asia

We made voting recommendations at 47 meetings (342 resolutions) over the last quarter.



- Total meetings in favour 61.7%
- Meetings against (or against AND abstain) 38.3%

Emerging & Developing Markets

We made voting recommendations at 43 meetings (421 resolutions) over the last quarter.



- Total meetings in favour 53.5%
- Meetings against (or against AND abstain) 46.5%

Europe

We made voting recommendations at 40 meetings (502 resolutions) over the last quarter.



- Total meetings in favour 32.5%
- Meetings against (or against AND abstain) 62.5%
- Meetings with management by exception 5.0%

North America

We made voting recommendations at 26 meetings (323 resolutions) over the last quarter.



- Total meetings in favour 23.1%
- Meetings against (or against AND abstain) 65.4%
- Meetings with management by exception 11.5%

United Kingdom

We made voting recommendations at 101 meetings (1,617 resolutions) over the last quarter.



- Total meetings in favour 45.5%
- Meetings against (or against AND abstain) 53.5%
- Meetings with management by exception 1.0%

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

Global

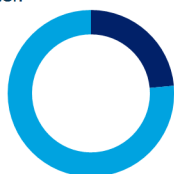
We recommended voting against or abstaining on 380 resolutions over the last quarter.



- Board Structure 51.8%
- Remuneration 29.7%
- Shareholder Resolution 6.3%
- Capital Structure + Dividends 6.8%
- Amend Articles 1.3%
- Audit + Accounts 2.1%
- Other 1.8%

Australia & New Zealand

We recommended voting against or abstaining on 17 resolutions over the last quarter.



- Board Structure 23.5%
- Remuneration 76.5%

Developed Asia

We recommended voting against or abstaining on 43 resolutions over the last quarter.



- Board Structure 79.1%
- Shareholder Resolution 7.0%
- Capital Structure + Dividends 9.3%
- Audit + Accounts 4.7%

Emerging & Developing Markets

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



- Board Structure 65.8%
- Remuneration 12.7%
- Capital Structure + Dividends 15.2%
- Audit + Accounts 1.3%
- Other 5.1%

Europe

We recommended voting against or abstaining on 82 resolutions over the last quarter.



- Board Structure 37.8%
- Remuneration 37.8%
- Capital Structure + Dividends 11.0%
- Amend Articles 6.1%
- Audit + Accounts 4.9%
- Other 2.4%

North America

We recommended voting against or abstaining on 53 resolutions over the last quarter.



- Board Structure 34.0%
- Remuneration 24.5%
- Shareholder Resolution 39.6%
- Audit + Accounts 1.9%

United Kingdom

We recommended voting against or abstaining on 106 resolutions over the last quarter.



- Board Structure 54.7%
- Remuneration 43.4%
- Capital Structure + Dividends 0.9%
- Other 0.9%