

Nottinghamshire Pension Fund

EOS at Federated Hermes

Over the last quarter we made voting recommendations at **328** meetings (**2,486** resolutions). At **173** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **five** meetings. We supported management on all resolutions at the remaining **150** meetings.

Global

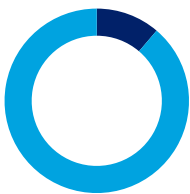
We made voting recommendations at **328** meetings (**2,486** resolutions) over the last quarter.



- Total meetings in favour **45.7%**
- Meetings against (or against AND abstain) **52.7%**
- Meetings with management by exception **1.5%**

Australia and New Zealand

We made voting recommendations at **89** meetings (**538** resolutions) over the last quarter.



- Total meetings in favour **11.2%**
- Meetings against (or against AND abstain) **88.8%**

Developed Asia

We made voting recommendations at **46** meetings (**311** resolutions) over the last quarter.



- Total meetings in favour **63.0%**
- Meetings against (or against AND abstain) **34.8%**
- Meetings with management by exception **2.2%**

Emerging and Frontier Markets

We made voting recommendations at **51** meetings (**227** resolutions) over the last quarter.



- Total meetings in favour **64.7%**
- Meetings against (or against AND abstain) **33.3%**
- Meetings with management by exception **2.0%**

Europe

We made voting recommendations at **47** meetings (**343** resolutions) over the last quarter.



- Total meetings in favour **55.3%**
- Meetings against (or against AND abstain) **44.7%**

North America

We made voting recommendations at **36** meetings (**388** resolutions) over the last quarter.



- Total meetings in favour **25%**
- Meetings against (or against AND abstain) **69.4%**
- Meetings with management by exception **5.6%**

United Kingdom

We made voting recommendations at **59** meetings (**679** resolutions) over the last quarter.



- Total meetings in favour **72.9%**
- Meetings against (or against AND abstain) **25.4%**
- Meetings with management by exception **1.7%**

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

Global

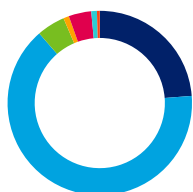
We recommended voting against or abstaining on **473** resolutions over the last quarter.



- Board structure 33.4%
- Remuneration 45.0%
- Shareholder resolution 8.0%
- Capital structure and dividends 3.6%
- Amend articles 5.7%
- Audit and accounts 2.5%
- Other 1.7%

Australia and New Zealand

We recommended voting against or abstaining on **202** resolutions over the last quarter.



- Board structure 23.8%
- Remuneration 64.9%
- Shareholder resolution 5.0%
- Capital structure and dividends 1.0%
- Amend articles 4.0%
- Audit and accounts 1.0%
- Other 0.5%

Developed Asia

We recommended voting against or abstaining on **45** resolutions over the last quarter.



- Board structure 57.8%
- Remuneration 17.8%
- Capital structure and dividends 13.3%
- Amend articles 11.1%

Emerging and Frontier Markets

We recommended voting against or abstaining on **66** resolutions over the last quarter.



- Board structure 39.4%
- Remuneration 24.2%
- Capital structure and dividends 6.1%
- Amend articles 18.2%
- Audit and accounts 9.1%
- Other 3.0%

Europe

We recommended voting against or abstaining on **42** resolutions over the last quarter.



- Board structure 26.2%
- Remuneration 33.3%
- Shareholder resolution 4.8%
- Capital structure and dividends 11.9%
- Amend articles 4.8%
- Audit and accounts 9.5%
- Other 9.5%

North America

We recommended voting against or abstaining on **83** resolutions over the last quarter.



- Board structure 42.2%
- Remuneration 28.9%
- Shareholder resolution 28.9%

United Kingdom

We recommended voting against or abstaining on **35** resolutions over the last quarter.



- Board structure 34.3%
- Remuneration 57.1%
- Shareholder resolution 5.7%
- Other 2.9%