

## Nottinghamshire Pension Fund

## EOS at Federated Hermes

Over the last quarter we made voting recommendations at **329** meetings (**3,991** resolutions). At **160** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **23** meetings and abstaining at **one** meeting. We supported management on all resolutions at the remaining **145** meetings.

### Global

We made voting recommendations at **329** meetings (**3,991** resolutions) over the last quarter.



- Total meetings in favour **44.1%**
- Meetings against (or against AND abstain) **48.6%**
- Meetings abstained **0.3%**
- Meetings with management by exception **7.0%**

### Australia and New Zealand

We made voting recommendations at **ten** meetings (**52** resolutions) over the last quarter.



- Total meetings in favour **60%**
- Meetings against (or against AND abstain) **40%**

### Developed Asia

We made voting recommendations at **55** meetings (**478** resolutions) over the last quarter.



- Total meetings in favour **50.9%**
- Meetings against (or against AND abstain) **49.1%**

### Emerging and Frontier Markets

We made voting recommendations at **61** meetings (**632** resolutions) over the last quarter.



- Total meetings in favour **29.5%**
- Meetings against (or against AND abstain) **60.7%**
- Meetings with management by exception **9.8%**

### Europe

We made voting recommendations at **68** meetings (**918** resolutions) over the last quarter.



- Total meetings in favour **41.2%**
- Meetings against (or against AND abstain) **57.4%**
- Meetings with management by exception **1.5%**

### North America

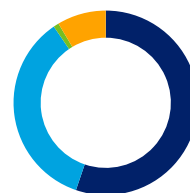
We made voting recommendations at **30** meetings (**308** resolutions) over the last quarter.



- Total meetings in favour **23.3%**
- Meetings against (or against AND abstain) **53.3%**
- Meetings with management by exception **23.3%**

### United Kingdom

We made voting recommendations at **105** meetings (**1,603** resolutions) over the last quarter.

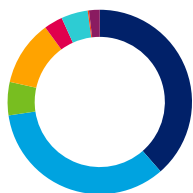


- Total meetings in favour **55.2%**
- Meetings against (or against AND abstain) **35.2%**
- Meetings abstained **1.0%**
- Meetings with management by exception **8.6%**

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

**Global**

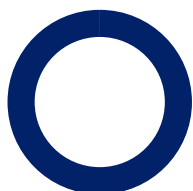
We recommended voting against or abstaining on **428** resolutions over the last quarter.



- Board structure **38.6%**
- Remuneration **34.1%**
- Shareholder resolution **5.8%**
- Capital structure and dividends **11.4%**
- Amend articles **3.3%**
- Audit and accounts **4.7%**
- Poison pill/Anti-takeover device **0.2%**
- Other **1.9%**

**Australia and New Zealand**

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



- Remuneration **100%**

**Developed Asia**

We recommended voting against or abstaining on **55** resolutions over the last quarter.



- Board structure **67.3%**
- Remuneration **1.8%**
- Capital structure and dividends **14.5%**
- Amend articles **3.6%**
- Audit and accounts **12.7%**

**Emerging and Frontier Markets**

We recommended voting against or abstaining on **107** resolutions over the last quarter.



- Board structure **39.3%**
- Remuneration **27.1%**
- Shareholder resolution **3.7%**
- Capital structure and dividends **16.8%**
- Amend articles **6.5%**
- Audit and accounts **3.7%**
- Other **2.8%**

**Europe**

We recommended voting against or abstaining on **127** resolutions over the last quarter.



- Board structure **39.4%**
- Remuneration **33.9%**
- Shareholder resolution **0.8%**
- Capital structure and dividends **11.8%**
- Amend articles **3.1%**
- Audit and accounts **7.1%**
- Other **3.9%**

**North America**

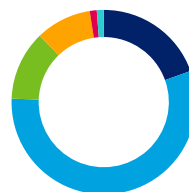
We recommended voting against or abstaining on **50** resolutions over the last quarter.



- Board structure **40%**
- Remuneration **40%**
- Shareholder resolution **20%**

**United Kingdom**

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



- Board structure **19.5%**
- Remuneration **56.1%**
- Shareholder resolution **12.2%**
- Capital structure and dividends **9.8%**
- Amend articles **1.2%**
- Poison pill/Anti-takeover device **1.2%**