

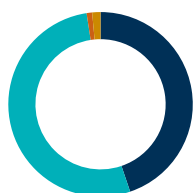
Nottinghamshire Pension Fund

Hermes EOS

Over the last quarter we made voting recommendations at **413** meetings (**4,396** resolutions). At **218** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **six** meetings and abstaining at **four** meetings. We supported management on all resolutions at the remaining **185** meetings.

Global

We made voting recommendations at **413** meetings (**4,396** resolutions) over the last quarter.



- Total meetings in favour **44.8%**
- Meetings against (or against AND abstain) **52.8%**
- Meetings abstained **1.0%**
- Meetings with management by exception **1.5%**

Australia and New Zealand

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



- Meetings against (or against AND abstain) **100%**

Developed Asia

We made voting recommendations at **205** meetings (**1,688** resolutions) over the last quarter.



- Total meetings in favour **48.3%**
- Meetings against (or against AND abstain) **51.2%**
- Meetings abstained **0.5%**

Emerging and Frontier Markets

We made voting recommendations at **41** meetings (**393** resolutions) over the last quarter.



- Total meetings in favour **43.9%**
- Meetings against (or against AND abstain) **56.1%**

Europe

We made voting recommendations at **66** meetings (**1,047** resolutions) over the last quarter.



- Total meetings in favour **37.9%**
- Meetings against (or against AND abstain) **54.5%**
- Meetings abstained **4.5%**
- Meetings with management by exception **3.0%**

North America

We made voting recommendations at **48** meetings (**548** resolutions) over the last quarter.



- Total meetings in favour **20.8%**
- Meetings against (or against AND abstain) **77.1%**
- Meetings with management by exception **2.1%**

United Kingdom

We made voting recommendations at **51** meetings (**707** resolutions) over the last quarter.

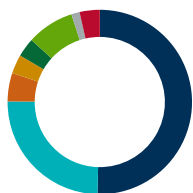


- Total meetings in favour **64.7%**
- Meetings against (or against AND abstain) **29.4%**
- Meetings with management by exception **5.9%**

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

Global

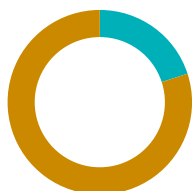
We recommended voting against or abstaining on **482** resolutions over the last quarter.



- Board structure **50.4%**
- Remuneration **24.7%**
- Shareholder resolution **5.0%**
- Capital structure and dividends **3.3%**
- Amend articles **3.3%**
- Audit and accounts **8.3%**
- Poison pill/Anti-takeover device **1.5%**
- Other **3.5%**

Australia and New Zealand

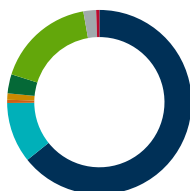
We recommended voting against or abstaining on **five** resolutions over the last quarter.



- Remuneration **20%**
- Capital structure and dividends **80%**

Developed Asia

We recommended voting against or abstaining on **179** resolutions over the last quarter.



- Board structure **64.2%**
- Remuneration **10.6%**
- Shareholder resolution **0.6%**
- Capital structure and dividends **1.1%**
- Amend articles **3.4%**
- Audit and accounts **17.3%**
- Poison pill/Anti-takeover device **2.2%**
- Other **0.6%**

Emerging and Frontier Markets

We recommended voting against or abstaining on **86** resolutions over the last quarter.



- Board structure **52.3%**
- Remuneration **19.8%**
- Shareholder resolution **5.8%**
- Capital structure and dividends **1.2%**
- Amend articles **4.7%**
- Audit and accounts **8.1%**
- Other **8.1%**

Europe

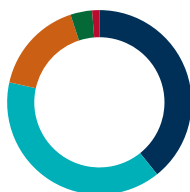
We recommended voting against or abstaining on **103** resolutions over the last quarter.



- Board structure **42.7%**
- Remuneration **32.0%**
- Shareholder resolution **4.9%**
- Capital structure and dividends **7.8%**
- Amend articles **2.9%**
- Audit and accounts **1.9%**
- Other **7.8%**

North America

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



- Board structure **39.2%**
- Remuneration **39.2%**
- Shareholder resolution **16.5%**
- Amend articles **3.8%**
- Other **1.3%**

United Kingdom

We recommended voting against or abstaining on **30** resolutions over the last quarter.



- Board structure **26.7%**
- Remuneration **60%**
- Capital structure and dividends **3.3%**
- Poison pill/Anti-takeover device **10%**