

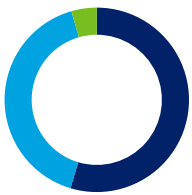
Nottinghamshire Pension Fund

EOS at Federated Hermes

Over the last quarter we made voting recommendations at **293** meetings (**3,311** resolutions). At **120** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **13** meetings. We supported management on all resolutions at the remaining **160** meetings.

Global

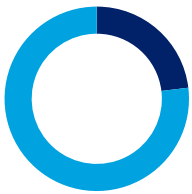
We made voting recommendations at **293** meetings (**3,311** resolutions) over the last quarter.



■ Total meetings in favour **54.6%**
 ■ Meetings against (or against AND abstain) **41.0%**
 ■ Meetings with management by exception **4.4%**

Australia and New Zealand

We made voting recommendations at **13** meetings (**76** resolutions) over the last quarter.



■ Total meetings in favour **23.1%**
 ■ Meetings against (or against AND abstain) **76.9%**

Developed Asia

We made voting recommendations at **46** meetings (**338** resolutions) over the last quarter.



■ Total meetings in favour **69.6%**
 ■ Meetings against (or against AND abstain) **28.3%**
 ■ Meetings with management by exception **2.2%**

Emerging and Frontier Markets

We made voting recommendations at **52** meetings (**356** resolutions) over the last quarter.



■ Total meetings in favour **57.7%**
 ■ Meetings against (or against AND abstain) **40.4%**
 ■ Meetings with management by exception **1.9%**

Europe

We made voting recommendations at **48** meetings (**609** resolutions) over the last quarter.



■ Total meetings in favour **41.7%**
 ■ Meetings against (or against AND abstain) **56.2%**
 ■ Meetings with management by exception **2.1%**

North America

We made voting recommendations at **28** meetings (**290** resolutions) over the last quarter.



■ Total meetings in favour **28.6%**
 ■ Meetings against (or against AND abstain) **67.9%**
 ■ Meetings with management by exception **3.6%**

United Kingdom

We made voting recommendations at **106** meetings (**1,642** resolutions) over the last quarter.

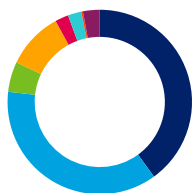


■ Total meetings in favour **63.2%**
 ■ Meetings against (or against AND abstain) **28.3%**
 ■ Meetings with management by exception **8.5%**

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

Global

We recommended voting against or abstaining on **340** resolutions over the last quarter.



- Board structure **40%**
- Remuneration **36.8%**
- Shareholder resolution **5.3%**
- Capital structure and dividends **10%**
- Amend articles **2.4%**
- Audit and accounts **2.4%**
- Poison pill/Anti-takeover device **0.3%**
- Other **2.9%**

Australia and New Zealand

We recommended voting against or abstaining on **22** resolutions over the last quarter.



- Board structure **40.9%**
- Remuneration **50%**
- Shareholder resolution **4.5%**
- Capital structure and dividends **4.5%**

Developed Asia

We recommended voting against or abstaining on **32** resolutions over the last quarter.



- Board structure **37.5%**
- Remuneration **3.1%**
- Shareholder resolution **28.1%**
- Capital structure and dividends **21.9%**
- Amend articles **6.2%**
- Other **3.1%**

Emerging and Frontier Markets

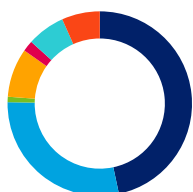
We recommended voting against or abstaining on **57** resolutions over the last quarter.



- Board structure **38.6%**
- Remuneration **26.3%**
- Capital structure and dividends **28.1%**
- Amend articles **3.5%**
- Audit and accounts **1.8%**
- Other **1.8%**

Europe

We recommended voting against or abstaining on **105** resolutions over the last quarter.



- Board structure **46.7%**
- Remuneration **28.6%**
- Shareholder resolution **1.0%**
- Capital structure and dividends **8.6%**
- Amend articles **1.9%**
- Audit and accounts **6.7%**
- Other **6.7%**

North America

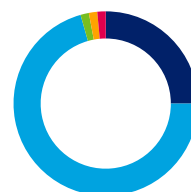
We recommended voting against or abstaining on **56** resolutions over the last quarter.



- Board structure **48.2%**
- Remuneration **35.7%**
- Shareholder resolution **12.5%**
- Amend articles **3.6%**

United Kingdom

We recommended voting against or abstaining on **68** resolutions over the last quarter.



- Board structure **25%**
- Remuneration **70.6%**
- Capital structure and dividends **1.5%**
- Poison pill/Anti-takeover device **1.5%**
- Other **1.5%**