

Nottinghamshire Pension Fund

EOS at Federated Hermes

Over the last quarter we made voting recommendations at 1,743 meetings (25,209 resolutions). At 1,272 meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at 90 meetings and abstaining at two meetings. We supported management on all resolutions at the remaining 379 meetings.

Global

We made voting recommendations at 1,743 meetings (25,209 resolutions) over the last quarter.



- Total meetings in favour 21.7%
- Meetings against (or against AND abstain) 73.0%
- Meetings abstained 0.1%
- Meetings with management by exception 5.2%

Australia & New Zealand

We made voting recommendations at 16 meetings (119 resolutions) over the last quarter.



- Total meetings in favour 25.0%
- Meetings against (or against AND abstain) 75.0%

Developed Asia

We made voting recommendations at 479 meetings (5,640 resolutions) over the last quarter.



- Total meetings in favour 26.5%
- Meetings against (or against AND abstain) 71.2%
- Meetings with management by exception 2.3%

Emerging & Developing Markets

We made voting recommendations at 167 meetings (2,278 resolutions) over the last quarter.



- Total meetings in favour 21.0%
- Meetings against (or against AND abstain) 75.4%
- Meetings with management by exception 3.6%

Europe

We made voting recommendations at 375 meetings (7,072 resolutions) over the last quarter.



- Total meetings in favour 18.1%
- Meetings against (or against AND abstain) 78.9%
- Meetings with management by exception 2.9%

North America

We made voting recommendations at 501 meetings (6,537 resolutions) over the last quarter.



- Total meetings in favour 12.6%
- Meetings against (or against AND abstain) 76.0%
- Meetings with management by exception 11.4%

United Kingdom

We made voting recommendations at 205 meetings (3,563 resolutions) over the last quarter.



- Total meetings in favour 40.0%
- Meetings against (or against AND abstain) 56.6%
- Meetings abstained 1.0%
- Meetings with management by exception 2.4%

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

Global

We recommended voting against or abstaining on 3,713 resolutions over the last quarter.



- Board Structure 52.1%
- Remuneration 25.5%
- Shareholder Resolution 10.5%
- Capital Structure + Dividends 4.2%
- Amend Articles 1.6%
- Audit + Accounts 3.5%
- Investment/M&A 0.1%
- Poison Pill/Anti-Takeover Device 0.2%
- Other 2.2%

Australia & New Zealand

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



- Board Structure 34.4%
- Remuneration 53.1%
- Capital Structure + Dividends 6.3%
- Audit + Accounts 3.1%
- Other 3.1%

Developed Asia

We recommended voting against or abstaining on 849 resolutions over the last quarter.



- Board Structure 82.7%
- Remuneration 2.8%
- Shareholder Resolution 3.7%
- Capital Structure + Dividends 4.2%
- Amend Articles 0.5%
- Audit + Accounts 5.7%
- Poison Pill/Anti-Takeover Device 0.5%

Emerging & Developing Markets

We recommended voting against or abstaining on 462 resolutions over the last quarter.



- Board Structure 46.3%
- Remuneration 18.2%
- Shareholder Resolution 1.9%
- Capital Structure + Dividends 16.0%
- Amend Articles 5.0%
- Audit + Accounts 6.7%
- Investment/M&A 0.6%
- Other 5.2%

Europe

We recommended voting against or abstaining on 1,047 resolutions over the last quarter.



- Board Structure 38.7%
- Remuneration 42.9%
- Shareholder Resolution 4.5%
- Capital Structure + Dividends 4.1%
- Amend Articles 2.5%
- Audit + Accounts 2.1%
- Poison Pill/Anti-Takeover Device 0.2%
- Other 5.1%

North America

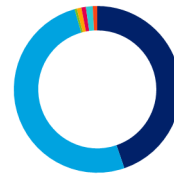
We recommended voting against or abstaining on 1,095 resolutions over the last quarter.



- Board Structure 45.8%
- Remuneration 23.4%
- Shareholder Resolution 27.7%
- Amend Articles 0.5%
- Audit + Accounts 2.5%
- Other 0.3%

United Kingdom

We recommended voting against or abstaining on 228 resolutions over the last quarter.



- Board Structure 44.7%
- Remuneration 50.9%
- Shareholder Resolution 0.4%
- Capital Structure + Dividends 0.9%
- Amend Articles 0.9%
- Poison Pill/Anti-Takeover Device 1.3%
- Other 0.9%