

Nottinghamshire Pension Fund

EOS at Federated Hermes

Over the last quarter we made voting recommendations at **1,786** meetings (**25,127** resolutions). At **1,223** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **83** meetings and abstaining at **two** meetings. We supported management on all resolutions at the remaining **478** meetings.

Global

We made voting recommendations at **1,786** meetings (**25,127** resolutions) over the last quarter.



- Total meetings in favour **26.8%**
- Meetings against (or against AND abstain) **68.5%**
- Meetings abstained **0.1%**
- Meetings with management by exception **4.6%**

Australia and New Zealand

We made voting recommendations at **22** meetings (**124** resolutions) over the last quarter.



- Total meetings in favour **22.7%**
- Meetings against (or against AND abstain) **72.7%**
- Meetings with management by exception **4.5%**

Developed Asia

We made voting recommendations at **492** meetings (**5,743** resolutions) over the last quarter.



- Total meetings in favour **37.2%**
- Meetings against (or against AND abstain) **60.0%**
- Meetings with management by exception **2.8%**

Emerging and Frontier Markets

We made voting recommendations at **173** meetings (**2,168** resolutions) over the last quarter.



- Total meetings in favour **25.4%**
- Meetings against (or against AND abstain) **73.4%**
- Meetings with management by exception **1.2%**

Europe

We made voting recommendations at **391** meetings (**7,133** resolutions) over the last quarter.



- Total meetings in favour **20.2%**
- Meetings against (or against AND abstain) **77.0%**
- Meetings with management by exception **2.8%**

North America

We made voting recommendations at **504** meetings (**6,289** resolutions) over the last quarter.



- Total meetings in favour **10.9%**
- Meetings against (or against AND abstain) **80.2%**
- Meetings abstained **0.2%**
- Meetings with management by exception **8.7%**

United Kingdom

We made voting recommendations at **204** meetings (**3,670** resolutions) over the last quarter.

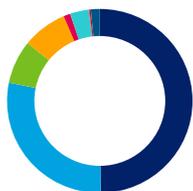


- Total meetings in favour **54.9%**
- Meetings against (or against AND abstain) **39.2%**
- Meetings abstained **0.5%**
- Meetings with management by exception **5.4%**

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

Global

We recommended voting against or abstaining on **3,565** resolutions over the last quarter.



- Board structure **49.8%**
- Remuneration **28.3%**
- Shareholder resolution **7.6%**
- Capital structure and dividends **7.8%**
- Amend articles **1.2%**
- Audit and accounts **3.3%**
- Investment/M&A **0.1%**
- Poison pill/Anti-takeover device **0.3%**
- Other **1.5%**

Australia and New Zealand

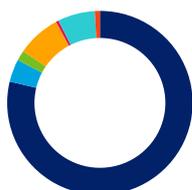
We recommended voting against or abstaining on **42** resolutions over the last quarter.



- Board structure **19.0%**
- Remuneration **61.9%**
- Shareholder resolution **7.1%**
- Capital structure and dividends **4.8%**
- Amend articles **4.8%**
- Audit and accounts **2.4%**

Developed Asia

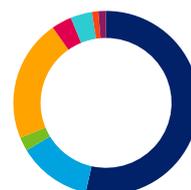
We recommended voting against or abstaining on **677** resolutions over the last quarter.



- Board structure **78.7%**
- Remuneration **4.0%**
- Shareholder resolution **1.8%**
- Capital structure and dividends **7.7%**
- Amend articles **0.4%**
- Audit and accounts **6.5%**
- Poison pill/Anti-takeover device **0.9%**

Emerging and Frontier Markets

We recommended voting against or abstaining on **452** resolutions over the last quarter.



- Board structure **53.5%**
- Remuneration **12.8%**
- Shareholder resolution **2.4%**
- Capital structure and dividends **21.5%**
- Amend articles **3.5%**
- Audit and accounts **3.8%**
- Investment/M&A **1.1%**
- Other **1.3%**

Europe

North America

United Kingdom

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