

Q4 2024

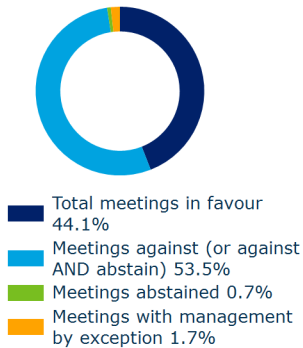
Nottinghamshire Pension Fund

EOS at Federated Hermes

Over the last quarter we made voting recommendations at 286 meetings (2,210 resolutions). At 153 meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at five meetings and abstaining at two meetings. We supported management on all resolutions at the remaining 126 meetings.

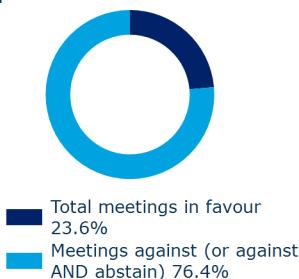
Global

We made voting recommendations at 286 meetings (2,210 resolutions) over the last quarter.



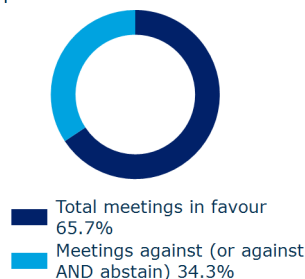
Australia & New Zealand

We made voting recommendations at 89 meetings (549 resolutions) over the last quarter.



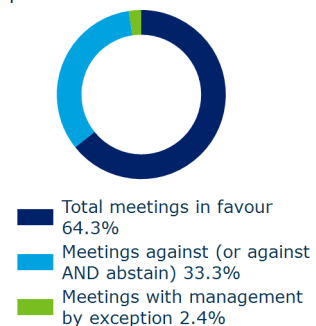
Developed Asia

We made voting recommendations at 35 meetings (239 resolutions) over the last quarter.



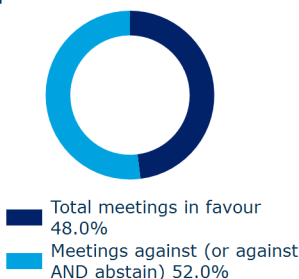
Emerging & Developing Markets

We made voting recommendations at 42 meetings (187 resolutions) over the last quarter.



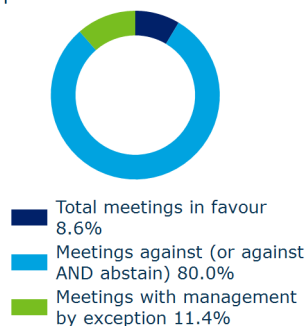
Europe

We made voting recommendations at 25 meetings (160 resolutions) over the last quarter.



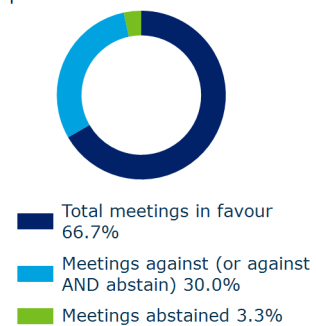
North America

We made voting recommendations at 35 meetings (413 resolutions) over the last quarter.



United Kingdom

We made voting recommendations at 60 meetings (662 resolutions) over the last quarter.



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

Global

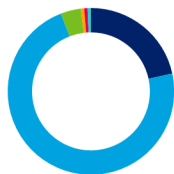
We recommended voting against or abstaining on 347 resolutions over the last quarter.



Board Structure	38.3%
Remuneration	45.5%
Shareholder Resolution	6.3%
Capital Structure + Dividends	2.9%
Amend Articles	3.7%
Audit + Accounts	1.4%
Poison Pill/Anti-Takeover Device	0.3%
Other	1.4%

Australia & New Zealand

We recommended voting against or abstaining on 153 resolutions over the last quarter.



Board Structure	21.6%
Remuneration	72.5%
Shareholder Resolution	3.9%
Amend Articles	0.7%
Audit + Accounts	0.7%
Other	0.7%

Developed Asia

We recommended voting against or abstaining on 34 resolutions over the last quarter.



Board Structure	73.5%
Remuneration	2.9%
Capital Structure + Dividends	14.7%
Amend Articles	2.9%
Audit + Accounts	5.9%

Emerging & Developing Markets

We recommended voting against or abstaining on 28 resolutions over the last quarter.



Board Structure	46.4%
Remuneration	10.7%
Shareholder Resolution	7.1%
Capital Structure + Dividends	14.3%
Amend Articles	17.9%
Other	3.6%

Europe

We recommended voting against or abstaining on 29 resolutions over the last quarter.



Board Structure	37.9%
Remuneration	31.0%
Shareholder Resolution	6.9%
Amend Articles	13.8%
Audit + Accounts	3.4%
Other	6.9%

North America

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



Board Structure	50.0%
Remuneration	27.9%
Shareholder Resolution	17.6%
Amend Articles	1.5%
Audit + Accounts	1.5%
Other	1.5%

United Kingdom

We recommended voting against or abstaining on 35 resolutions over the last quarter.



Board Structure	48.6%
Remuneration	42.9%
Capital Structure + Dividends	2.9%
Amend Articles	2.9%
Poison Pill/Anti-Takeover Device	2.9%