

## Nottinghamshire Pension Fund

## EOS at Federated Hermes

Over the last quarter we made voting recommendations at **335** meetings (**2,465** resolutions). At **162** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **six** meetings and abstaining at **one** meeting. We supported management on all resolutions at the remaining **166** meetings.

### Global

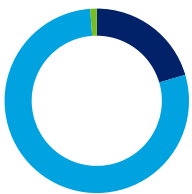
We made voting recommendations at **335** meetings (**2,465** resolutions) over the last quarter.



- Total meetings in favour **49.6%**
- Meetings against (or against AND abstain) **48.4%**
- Meetings abstained **0.3%**
- Meetings with management by exception **1.8%**

### Australia and New Zealand

We made voting recommendations at **88** meetings (**531** resolutions) over the last quarter.



- Total meetings in favour **20.5%**
- Meetings against (or against AND abstain) **78.4%**
- Meetings with management by exception **1.1%**

### Developed Asia

We made voting recommendations at **39** meetings (**236** resolutions) over the last quarter.



- Total meetings in favour **64.1%**
- Meetings against (or against AND abstain) **35.9%**

### Emerging and Frontier Markets

We made voting recommendations at **34** meetings (**144** resolutions) over the last quarter.



- Total meetings in favour **79.4%**
- Meetings against (or against AND abstain) **17.6%**
- Meetings with management by exception **2.9%**

### Europe

We made voting recommendations at **74** meetings (**508** resolutions) over the last quarter.



- Total meetings in favour **62.2%**
- Meetings against (or against AND abstain) **36.5%**
- Meetings abstained **1.4%**

### North America

We made voting recommendations at **37** meetings (**380** resolutions) over the last quarter.



- Total meetings in favour **18.9%**
- Meetings against (or against AND abstain) **73.0%**
- Meetings with management by exception **8.1%**

### United Kingdom

We made voting recommendations at **63** meetings (**666** resolutions) over the last quarter.



- Total meetings in favour **68.3%**
- Meetings against (or against AND abstain) **30.2%**
- Meetings with management by exception **1.6%**

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

**Global**

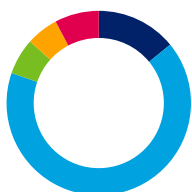
We recommended voting against or abstaining on **3 47** resolutions over the last quarter.



- Board structure **24.8%**
- Remuneration **47.6%**
- Shareholder resolution **9.5%**
- Capital structure and dividends **8.6%**
- Amend articles **5.8%**
- Audit and accounts **1.7%**
- Other **2.0%**

**Australia and New Zealand**

We recommended voting against or abstaining on **1 42** resolutions over the last quarter.



- Board structure **14.1%**
- Remuneration **66.2%**
- Shareholder resolution **6.3%**
- Capital structure and dividends **5.6%**
- Amend articles **7.7%**

**Developed Asia**

We recommended voting against or abstaining on **3 4** resolutions over the last quarter.



- Board structure **61.8%**
- Remuneration **8.8%**
- Capital structure and dividends **17.6%**
- Audit and accounts **11.8%**

**Emerging and Frontier Markets**

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



- Board structure **27.3%**
- Remuneration **27.3%**
- Capital structure and dividends **18.2%**
- Amend articles **18.2%**
- Other **9.1%**

**Europe**

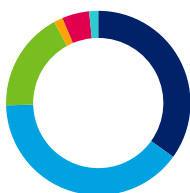
We recommended voting against or abstaining on **6 1** resolutions over the last quarter.



- Board structure **21.3%**
- Remuneration **24.6%**
- Shareholder resolution **16.4%**
- Capital structure and dividends **19.7%**
- Amend articles **6.6%**
- Audit and accounts **3.3%**
- Other **8.2%**

**North America**

We recommended voting against or abstaining on **6 3** resolutions over the last quarter.



- Board structure **34.9%**
- Remuneration **39.7%**
- Shareholder resolution **17.5%**
- Capital structure and dividends **1.6%**
- Amend articles **4.8%**
- Other **1.6%**

**United Kingdom**

We recommended voting against or abstaining on **3 6** resolutions over the last quarter.



- Board structure **19.4%**
- Remuneration **69.4%**
- Shareholder resolution **8.3%**
- Capital structure and dividends **2.8%**