

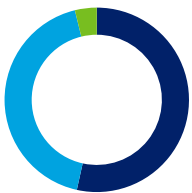
Nottinghamshire Pension Fund

EOS at Federated Hermes

Over the last quarter we made voting recommendations at **288** meetings (**3,339** resolutions). At **123** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **11** meetings. We supported management on all resolutions at the remaining **154** meetings.

Global

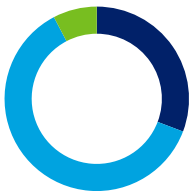
We made voting recommendations at **288** meetings (**3,339** resolutions) over the last quarter.



■ Total meetings in favour **53.5%**
 ■ Meetings against (or against AND abstain) **42.7%**
 ■ Meetings with management by exception **3.8%**

Australia and New Zealand

We made voting recommendations at **13** meetings (**66** resolutions) over the last quarter.



■ Total meetings in favour **30.8%**
 ■ Meetings against (or against AND abstain) **61.5%**
 ■ Meetings with management by exception **7.7%**

Developed Asia

We made voting recommendations at **44** meetings (**335** resolutions) over the last quarter.



■ Total meetings in favour **50%**
 ■ Meetings against (or against AND abstain) **50%**

Emerging and Frontier Markets

We made voting recommendations at **43** meetings (**328** resolutions) over the last quarter.



■ Total meetings in favour **48.8%**
 ■ Meetings against (or against AND abstain) **48.8%**
 ■ Meetings with management by exception **2.3%**

Europe

We made voting recommendations at **40** meetings (**550** resolutions) over the last quarter.



■ Total meetings in favour **47.5%**
 ■ Meetings against (or against AND abstain) **50%**
 ■ Meetings with management by exception **2.5%**

North America

We made voting recommendations at **32** meetings (**341** resolutions) over the last quarter.



■ Total meetings in favour **15.6%**
 ■ Meetings against (or against AND abstain) **71.9%**
 ■ Meetings with management by exception **12.5%**

United Kingdom

We made voting recommendations at **116** meetings (**1,719** resolutions) over the last quarter.

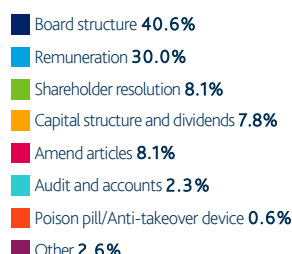
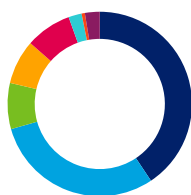


■ Total meetings in favour **71.6%**
 ■ Meetings against (or against AND abstain) **25%**
 ■ Meetings with management by exception **3.4%**

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 47** resolutions over the last quarter.



Australia and New Zealand

We recommended voting against or abstaining on **2 4** resolutions over the last quarter.



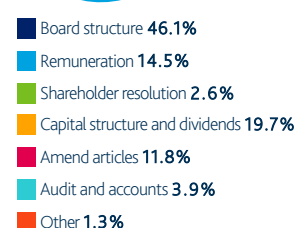
Developed Asia

We recommended voting against or abstaining on **4 1** resolutions over the last quarter.



Emerging and Frontier Markets

We recommended voting against or abstaining on **7 6** resolutions over the last quarter.



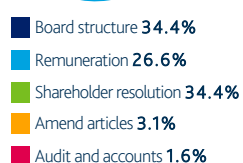
Europe

We recommended voting against or abstaining on **9 8** resolutions over the last quarter.



North America

We recommended voting against or abstaining on **6 4** resolutions over the last quarter.



United Kingdom

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

