

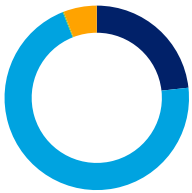
Nottinghamshire Pension Fund

EOS at Federated Hermes

Over the last quarter we made voting recommendations at **1,781** meetings (**25,544** resolutions). At **1,260** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **104** meetings and abstaining at **three** meetings. We supported management on all resolutions at the remaining **414** meetings.

Global

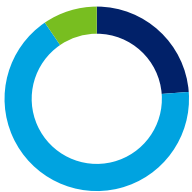
We made voting recommendations at **1,781** meetings (**25,544** resolutions) over the last quarter.



- Total meetings in favour **23.2%**
- Meetings against (or against AND abstain) **70.7%**
- Meetings abstained **0.2%**
- Meetings with management by exception **5.8%**

Australia and New Zealand

We made voting recommendations at **21** meetings (**128** resolutions) over the last quarter.



- Total meetings in favour **23.8%**
- Meetings against (or against AND abstain) **66.7%**
- Meetings with management by exception **9.5%**

Developed Asia

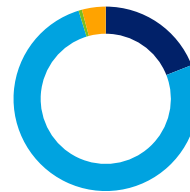
We made voting recommendations at **479** meetings (**5,856** resolutions) over the last quarter.



- Total meetings in favour **30.5%**
- Meetings against (or against AND abstain) **68.7%**
- Meetings with management by exception **0.8%**

Emerging and Frontier Markets

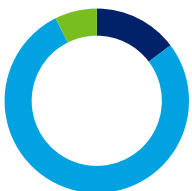
We made voting recommendations at **168** meetings (**2,342** resolutions) over the last quarter.



- Total meetings in favour **19.0%**
- Meetings against (or against AND abstain) **76.2%**
- Meetings abstained **0.6%**
- Meetings with management by exception **4.2%**

Europe

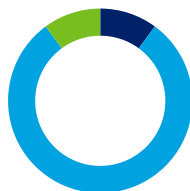
We made voting recommendations at **380** meetings (**6,912** resolutions) over the last quarter.



- Total meetings in favour **14.7%**
- Meetings against (or against AND abstain) **77.9%**
- Meetings with management by exception **7.4%**

North America

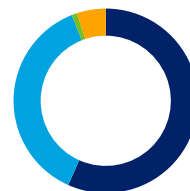
We made voting recommendations at **516** meetings (**6,530** resolutions) over the last quarter.



- Total meetings in favour **10.1%**
- Meetings against (or against AND abstain) **79.8%**
- Meetings with management by exception **10.1%**

United Kingdom

We made voting recommendations at **217** meetings (**3,776** resolutions) over the last quarter.



- Total meetings in favour **56.7%**
- Meetings against (or against AND abstain) **37.3%**
- Meetings abstained **0.9%**
- Meetings with management by exception **5.1%**

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

Global

We recommended voting against or abstaining on **3,894** resolutions over the last quarter.



- Board structure **49.2%**
- Remuneration **25.8%**
- Shareholder resolution **11.4%**
- Capital structure and dividends **6.5%**
- Amend articles **2.2%**
- Audit and accounts **2.9%**
- Investment/M&A **0.1%**
- Poison pill/Anti-takeover device **0.2%**
- Other **1.9%**

Australia and New Zealand

We recommended voting against or abstaining on **54** resolutions over the last quarter.



- Board structure **22.2%**
- Remuneration **57.4%**
- Shareholder resolution **13.0%**
- Audit and accounts **1.9%**
- Other **5.6%**

Developed Asia

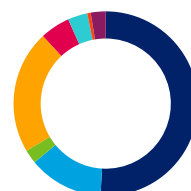
We recommended voting against or abstaining on **787** resolutions over the last quarter.



- Board structure **79.0%**
- Remuneration **2.9%**
- Shareholder resolution **4.3%**
- Capital structure and dividends **5.6%**
- Amend articles **4.4%**
- Audit and accounts **3.3%**
- Poison pill/Anti-takeover device **0.4%**

Emerging and Frontier Markets

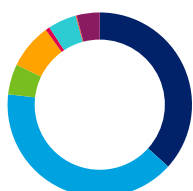
We recommended voting against or abstaining on **495** resolutions over the last quarter.



- Board structure **50.9%**
- Remuneration **13.1%**
- Shareholder resolution **2.4%**
- Capital structure and dividends **21.6%**
- Amend articles **5.3%**
- Audit and accounts **3.4%**
- Investment/M&A **0.6%**
- Other **2.6%**

Europe

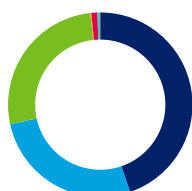
We recommended voting against or abstaining on **1,185** resolutions over the last quarter.



- Board structure **36.7%**
- Remuneration **40.1%**
- Shareholder resolution **5.3%**
- Capital structure and dividends **7.9%**
- Amend articles **0.8%**
- Audit and accounts **5.0%**
- Poison pill/Anti-takeover device **0.2%**
- Other **4.1%**

North America

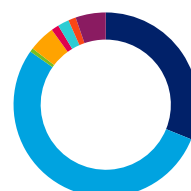
We recommended voting against or abstaining on **1,222** resolutions over the last quarter.



- Board structure **44.8%**
- Remuneration **26.8%**
- Shareholder resolution **26.7%**
- Capital structure and dividends **0.2%**
- Amend articles **1.1%**
- Audit and accounts **0.4%**
- Other **0.1%**

United Kingdom

We recommended voting against or abstaining on **151** resolutions over the last quarter.



- Board structure **31.1%**
- Remuneration **53.6%**
- Shareholder resolution **0.7%**
- Capital structure and dividends **4.6%**
- Amend articles **1.3%**
- Audit and accounts **2.0%**
- Poison pill/Anti-takeover device **1.3%**
- Other **5.3%**