Federated Hermes
EOS

Unilever APF kring Forward

EOS at Federated Hermes

Over the last quarter we made voting recommendations at 552 meetings (4,232 resolutions). At 302 meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at four meetings and abstaining at zero meetings. We supported management on all resolutions at the remaining 246 meetings.

Global

We made voting recommendations at 552 meetings (4,232 resolutions) over the last quarter.

- Total meetings in favour 44.6%
- Meetings against (or against AND abstain) 54.7%
- Meetings with management by exception 0.7%

Australia & New Zealand

We made voting recommendations at one meeting (4 resolutions) over the last quarter.

- Meetings against (or against AND abstain) 100.0%

Developed Asia

We made voting recommendations at 151 meetings (1,206 resolutions) over the last quarter.

- Total meetings in favour 37.1%
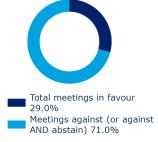- Meetings against (or against AND abstain) 62.3%
- Meetings with management by exception 0.7%

Emerging & Developing Markets

We made voting recommendations at 347 meetings (2,005 resolutions) over the last quarter.

- Total meetings in favour 51.0%
- Meetings against (or against AND abstain) 48.7%
- Meetings with management by exception 0.3%

Europe

We made voting recommendations at 31 meetings (725 resolutions) over the last quarter.

- Total meetings in favour 29.0%
- Meetings against (or against AND abstain) 71.0%

North America

We made voting recommendations at 20 meetings (255 resolutions) over the last quarter.

- Total meetings in favour 15.0%
- Meetings against (or against AND abstain) 75.0%
- Meetings with management by exception 10.0%

United Kingdom

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

- Total meetings in favour 50.0%
- Meetings against (or against AND abstain) 50.0%

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

Global

We recommended voting against or abstaining on 761 resolutions over the last quarter.

- ■ Board Structure 51.5%
- ■ Remuneration 15.8%
- ■ Shareholder Resolution 5.7%
- ■ Capital Structure + Dividends 2.6%
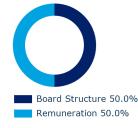- ■ Amend Articles 14.3%
- ■ Audit + Accounts 6.2%
- ■ Investment/M&A 0.5%
- ■ Other 3.4%

Australia & New Zealand

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

- ■ Board Structure 50.0%
- ■ Remuneration 50.0%

Developed Asia

We recommended voting against or abstaining on 218 resolutions over the last quarter.

- ■ Board Structure 67.4%
- ■ Remuneration 10.1%
- ■ Shareholder Resolution 4.6%
- ■ Amend Articles 3.7%
- ■ Audit + Accounts 14.2%

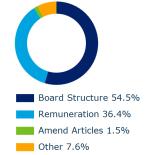## Emerging & Developing Markets

We recommended voting against or abstaining on 434 resolutions over the last quarter.

- ■ Board Structure 44.0%
- ■ Remuneration 13.8%
- ■ Shareholder Resolution 5.3%
- ■ Capital Structure + Dividends 4.6%
- ■ Amend Articles 23.0%
- ■ Audit + Accounts 3.5%
- ■ Investment/M&A 0.9%
- ■ Other 4.8%

Europe

We recommended voting against or abstaining on 66 resolutions over the last quarter.

- ■ Board Structure 54.5%
- ■ Remuneration 36.4%
- ■ Amend Articles 1.5%
- ■ Other 7.6%

North America

We recommended voting against or abstaining on 40 resolutions over the last quarter.

- ■ Board Structure 40.0%
- ■ Remuneration 32.5%
- ■ Shareholder Resolution 25.0%
- ■ Audit + Accounts 2.5%

United Kingdom

We recommended voting against or abstaining on one resolution over the last quarter.

- ■ Board Structure 100.0%