

Brunel

Hermes EOS

Over the last quarter we made voting recommendations at **23** meetings (**410** resolutions). At **14** meetings we recommended opposing one or more resolutions. We supported management on all resolutions at the remaining **nine** meetings.

Global

We made voting recommendations at **23** meetings (**410** resolutions) over the last quarter.



■ Total meetings in favour **39.1%**
■ Meetings against (or against AND abstain) **60.9%**

Emerging and Frontier Markets

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



■ Meetings against (or against AND abstain) **100%**

Europe

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



■ Total meetings in favour **44.4%**
■ Meetings against (or against AND abstain) **55.6%**

United Kingdom

We made voting recommendations at **13** meetings (**215** resolutions) over the last quarter.



■ Total meetings in favour **38.5%**
■ Meetings against (or against AND abstain) **61.5%**

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

Global

We recommended voting against or abstaining on **32** resolutions over the last quarter.



- Board structure **50%**
- Remuneration **43.8%**
- Shareholder resolution **3.1%**
- Amend articles **3.1%**

Emerging and Frontier Markets

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



- Remuneration **66.7%**
- Amend articles **33.3%**

Europe

We recommended voting against or abstaining on **13** resolutions over the last quarter.



- Board structure **38.5%**
- Remuneration **53.8%**
- Shareholder resolution **7.7%**

United Kingdom

We recommended voting against or abstaining on **16** resolutions over the last quarter.



- Board structure **68.8%**
- Remuneration **31.2%**