

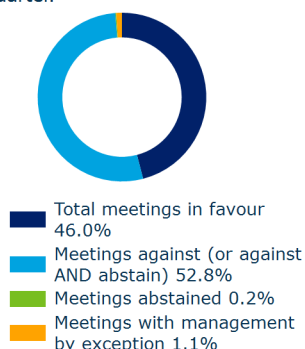
HESTA

EOS at Federated Hermes

Over the last quarter we made voting recommendations at 557 meetings (3,828 resolutions). At 294 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 256 meetings.

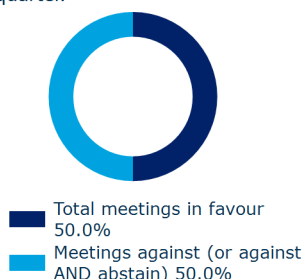
Global

We made voting recommendations at 557 meetings (3,828 resolutions) over the last quarter.



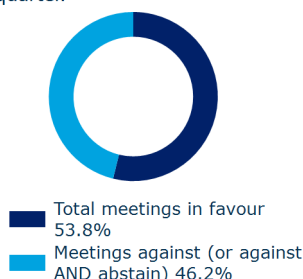
Australia & New Zealand

We made voting recommendations at two meetings (8 resolutions) over the last quarter.



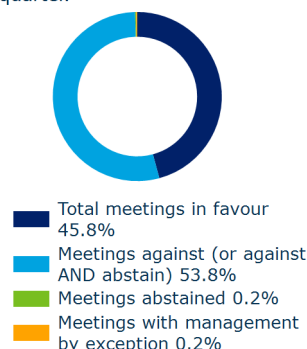
Developed Asia

We made voting recommendations at 13 meetings (77 resolutions) over the last quarter.



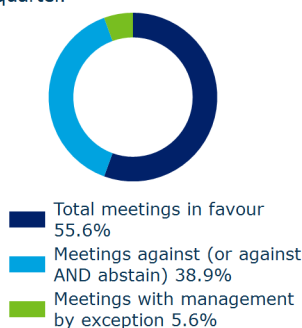
Emerging & Developing Markets

We made voting recommendations at 476 meetings (3,018 resolutions) over the last quarter.



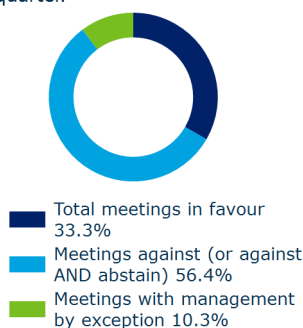
Europe

We made voting recommendations at 18 meetings (164 resolutions) over the last quarter.



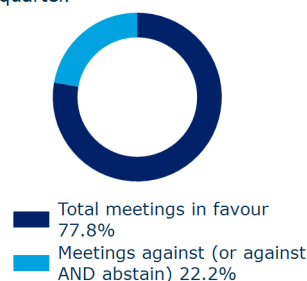
North America

We made voting recommendations at 39 meetings (456 resolutions) over the last quarter.



United Kingdom

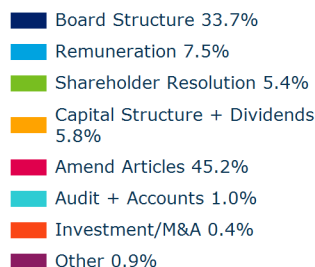
We made voting recommendations at nine meetings (105 resolutions) over the last quarter.



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

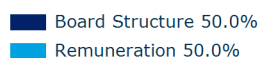
Global

We recommended voting against or abstaining on 956 resolutions over the last quarter.



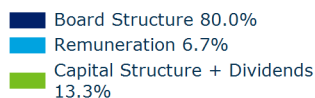
Australia & New Zealand

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



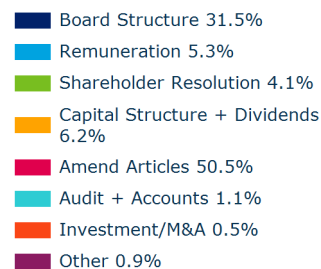
Developed Asia

We recommended voting against or abstaining on 15 resolutions over the last quarter.



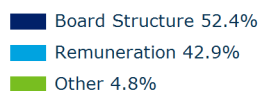
Emerging & Developing Markets

We recommended voting against or abstaining on 856 resolutions over the last quarter.



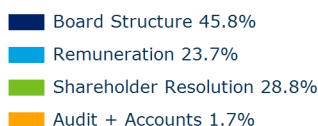
Europe

We recommended voting against or abstaining on 21 resolutions over the last quarter.



North America

We recommended voting against or abstaining on 59 resolutions over the last quarter.



United Kingdom

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

