

## Worcestershire Pension Fund

## EOS at Federated Hermes

Over the last quarter we made voting recommendations at **163** meetings (**1,996** resolutions). At **103** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **seven** meetings and abstaining at **one** meeting. We supported management on all resolutions at the remaining **52** meetings.

### Global

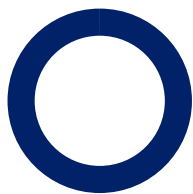
We made voting recommendations at **163** meetings (**1,996** resolutions) over the last quarter.



- Total meetings in favour **31.9%**
- Meetings against (or against AND abstain) **63.2%**
- Meetings abstained **0.6%**
- Meetings with management by exception **4.3%**

### Australia and New Zealand

We made voting recommendations at **one** meeting (**19** resolutions) over the last quarter.



- Meetings with management by exception **100%**

### Developed Asia

We made voting recommendations at **55** meetings (**620** resolutions) over the last quarter.



- Total meetings in favour **32.7%**
- Meetings against (or against AND abstain) **65.5%**
- Meetings with management by exception **1.8%**

### Emerging and Frontier Markets

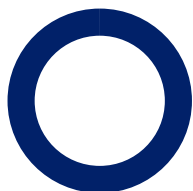
We made voting recommendations at **100** meetings (**1,269** resolutions) over the last quarter.



- Total meetings in favour **32%**
- Meetings against (or against AND abstain) **62%**
- Meetings abstained **1%**
- Meetings with management by exception **5%**

### Europe

We made voting recommendations at **two** meetings (**22** resolutions) over the last quarter.



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

### North America

We made voting recommendations at **three** meetings (**26** resolutions) over the last quarter.



- Total meetings in favour **33.3%**
- Meetings against (or against AND abstain) **66.7%**

### United Kingdom

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

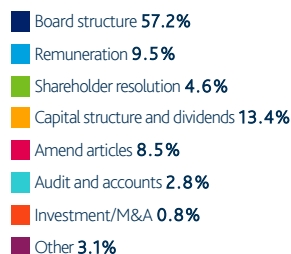
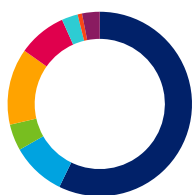


- Total meetings in favour **50%**
- Meetings against (or against AND abstain) **50%**

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

### Global

We recommended voting against or abstaining on **388** resolutions over the last quarter.



### Australia and New Zealand

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



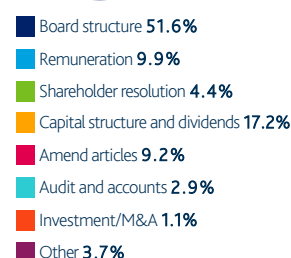
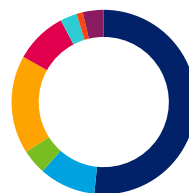
### Developed Asia

We recommended voting against or abstaining on **102** resolutions over the last quarter.



### Emerging and Frontier Markets

We recommended voting against or abstaining on **273** resolutions over the last quarter.



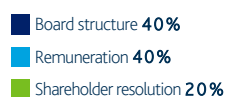
### Europe

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



### North America

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



### United Kingdom

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

