

Wiltshire Pension Fund

EOS at Federated Hermes

Over the last quarter we made voting recommendations at **14** meetings (**118** resolutions). At **nine** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **one** meeting. We supported management on all resolutions at the remaining **four** meetings.

Global

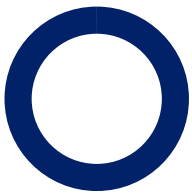
We made voting recommendations at **14** meetings (**118** resolutions) over the last quarter.



- Total meetings in favour **28.6%**
- Meetings against (or against AND abstain) **64.3%**
- Meetings with management by exception **7.1%**

Australia and New Zealand

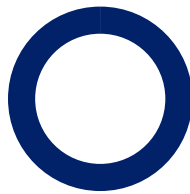
We made voting recommendations at **one** meeting (**ten** resolutions) over the last quarter.



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

Developed Asia

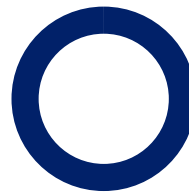
We made voting recommendations at **one** meeting (**four** resolutions) over the last quarter.



- Total meetings in favour **100%**

Emerging and Frontier Markets

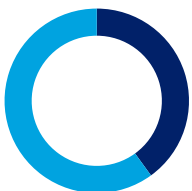
We made voting recommendations at **one** meeting (**one** resolution) over the last quarter.



- Total meetings in favour **100%**

Europe

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



- Total meetings in favour **40%**
- Meetings against (or against AND abstain) **60%**

North America

We made voting recommendations at **five** meetings (**66** resolutions) over the last quarter.



- Meetings against (or against AND abstain) **80%**
- Meetings with management by exception **20%**

United Kingdom

We made voting recommendations at **one** meeting (**15** resolutions) over the last quarter.



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

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

Global

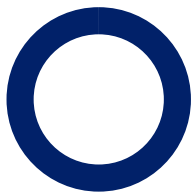
We recommended voting against or abstaining on **17** resolutions over the last quarter.



- Board structure **29.4%**
- Remuneration **29.4%**
- Shareholder resolution **23.5%**
- Other **17.6%**

Australia and New Zealand

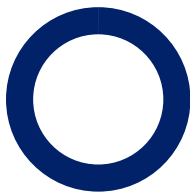
We recommended voting against or abstaining on **one** resolution over the last quarter.



- Remuneration **100%**

Europe

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



- Other **100%**

North America

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



- Board structure **30%**
- Remuneration **30%**
- Shareholder resolution **40%**

United Kingdom

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



- Board structure **66.7%**
- Remuneration **33.3%**