Federated Hermes EOS

Voting Report

Q3 2025

Unilever APF kring Forward

EOS at Federated Hermes

Over the last quarter we made voting recommendations at 529 meetings (3,892 resolutions). At 310 meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at eight meetings and abstaining at one meeting. We supported management on all resolutions at the remaining 210 meetings.

Global

We made voting recommendations at 529 meetings (3,892 resolutions) over the last quarter.

- Total meetings in favour 39.7%
- Meetings against (or against AND abstain) 58.6%
- Meetings abstained 0.2%
- Meetings with management by exception 1.5%

Australia & New Zealand

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

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

Developed Asia

We made voting recommendations at 11 meetings (39 resolutions) over the last quarter.

- Total meetings in favour 54.5%
- Meetings against (or against AND abstain) 45.5%

Emerging & Developing Markets

We made voting recommendations at 494 meetings (3,577 resolutions) over the last quarter.

- Total meetings in favour 38.1%
- Meetings against (or against AND abstain) 60.3%
- Meetings abstained 0.2%
- Meetings with management by exception 1.4%

Europe

We made voting recommendations at eight meetings (59 resolutions) over the last quarter.

- Total meetings in favour 75.0%
- Meetings against (or against AND abstain) 25.0%

North America

We made voting recommendations at seven meetings (75 resolutions) over the last quarter.

- Total meetings in favour 57.1%
- Meetings against (or against AND abstain) 28.6%
- Meetings with management by exception 14.3%

United Kingdom

We made voting recommendations at six meetings (128 resolutions) over the last quarter.

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

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

Global

We recommended voting against or abstaining on 870 resolutions over the last quarter.

- Board Structure 44.4%
- Remuneration 9.7%
- Shareholder Resolution 2.4%
- Capital Structure + Dividends 3.7%
- Amend Articles 36.8%
- Audit + Accounts 1.8%
- Investment/M&A 0.1%
- Other 1.1%

Australia & New Zealand

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

- Board Structure 60.0%
- Remuneration 40.0%

Developed Asia

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

- Board Structure 50.0%
- Remuneration 12.5%
- Capital Structure + Dividends 25.0%
- Amend Articles 12.5%

Emerging & Developing Markets

We recommended voting against or abstaining on 846 resolutions over the last quarter.

- Board Structure 44.2%
- Remuneration 9.2%
- Shareholder Resolution 2.2%
- Capital Structure + Dividends 3.5%
- Amend Articles 37.6%
- Audit + Accounts 1.9%
- Investment/M&A 0.1%
- Other 1.2%

Europe

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

- Board Structure 50.0%
- Remuneration 50.0%

North America

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

- Board Structure 25.0%
- Shareholder Resolution 50.0%
- Amend Articles 25.0%

United Kingdom

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

- Board Structure 66.7%
- Remuneration 33.3%