

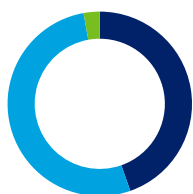
## British Coal Staff Superannuation Scheme

## EOS at Federated Hermes

Over the last quarter we made voting recommendations at **177** meetings (**1,544** resolutions). At **93** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **five** meetings. We supported management on all resolutions at the remaining **79** meetings.

### Global

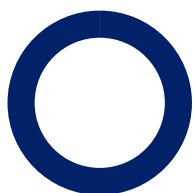
We made voting recommendations at **177** meetings (**1,544** resolutions) over the last quarter.



- Total meetings in favour **44.6%**
- Meetings against (or against AND abstain) **52.5%**
- Meetings with management by exception **2.8%**

### Australia and New Zealand

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



- Total meetings in favour **100%**

### Developed Asia

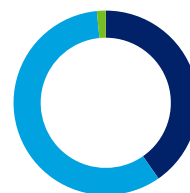
We made voting recommendations at **seven** meetings (**58** resolutions) over the last quarter.



- Total meetings in favour **57.1%**
- Meetings against (or against AND abstain) **42.9%**

### Emerging and Frontier Markets

We made voting recommendations at **129** meetings (**976** resolutions) over the last quarter.



- Total meetings in favour **40.3%**
- Meetings against (or against AND abstain) **58.1%**
- Meetings with management by exception **1.6%**

### Europe

We made voting recommendations at **15** meetings (**121** resolutions) over the last quarter.



- Total meetings in favour **73.3%**
- Meetings against (or against AND abstain) **26.7%**

### North America

We made voting recommendations at **ten** meetings (**102** resolutions) over the last quarter.



- Total meetings in favour **30%**
- Meetings against (or against AND abstain) **50%**
- Meetings with management by exception **20%**

### United Kingdom

We made voting recommendations at **15** meetings (**282** resolutions) over the last quarter.



- Total meetings in favour **53.3%**
- Meetings against (or against AND abstain) **40%**
- Meetings with management by exception **6.7%**

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

**Global**

We recommended voting against or abstaining on **286** resolutions over the last quarter.



- Board structure **44.4%**
- Remuneration **18.9%**
- Shareholder resolution **6.6%**
- Capital structure and dividends **9.1%**
- Amend articles **15.7%**
- Audit and accounts **3.5%**
- Other **1.7%**

**Developed Asia**

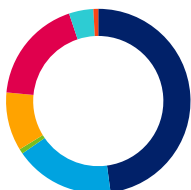
We recommended voting against or abstaining on **five** resolutions over the last quarter.



- Board structure **40%**
- Remuneration **20%**
- Capital structure and dividends **40%**

**Emerging and Frontier Markets**

We recommended voting against or abstaining on **234** resolutions over the last quarter.



- Board structure **47.9%**
- Remuneration **17.5%**
- Shareholder resolution **0.9%**
- Capital structure and dividends **10.3%**
- Amend articles **18.4%**
- Audit and accounts **4.3%**
- Other **0.9%**

**Europe**

We recommended voting against or abstaining on **14** resolutions over the last quarter.



- Board structure **42.9%**
- Remuneration **21.4%**
- Shareholder resolution **14.3%**
- Amend articles **7.1%**
- Other **14.3%**

**North America**

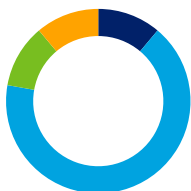
We recommended voting against or abstaining on **24** resolutions over the last quarter.



- Board structure **25%**
- Remuneration **12.5%**
- Shareholder resolution **58.3%**
- Amend articles **4.2%**

**United Kingdom**

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



- Board structure **11.1%**
- Remuneration **66.7%**
- Shareholder resolution **11.1%**
- Other **11.1%**