

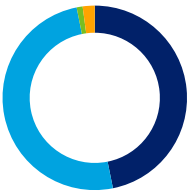
British Coal Staff Superannuation Scheme

EOS at Federated Hermes

Over the last quarter we made voting recommendations at **190** meetings (**1,543** resolutions). At **95** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **four** meetings and abstaining at **two** meetings. We supported management on all resolutions at the remaining **89** meetings.

Global

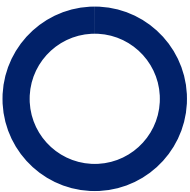
We made voting recommendations at **190** meetings (**1,543** resolutions) over the last quarter.



- Total meetings in favour **46.8%**
- Meetings against (or against AND abstain) **50%**
- Meetings abstained **1.1%**
- Meetings with management by exception **2.1%**

Australia and New Zealand

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



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

Developed Asia

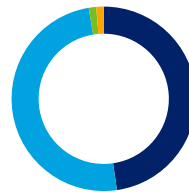
We made voting recommendations at **seven** meetings (**50** resolutions) over the last quarter.



- Total meetings in favour **71.4%**
- Meetings against (or against AND abstain) **28.6%**

Emerging and Frontier Markets

We made voting recommendations at **153** meetings (**1,059** resolutions) over the last quarter.



- Total meetings in favour **47.7%**
- Meetings against (or against AND abstain) **49.7%**
- Meetings abstained **1.3%**
- Meetings with management by exception **1.3%**

Europe

We made voting recommendations at **13** meetings (**155** resolutions) over the last quarter.



- Total meetings in favour **46.2%**
- Meetings against (or against AND abstain) **53.8%**

North America

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



- Total meetings in favour **20%**
- Meetings against (or against AND abstain) **60%**
- Meetings with management by exception **20%**

United Kingdom

We made voting recommendations at **11** meetings (**214** resolutions) over the last quarter.

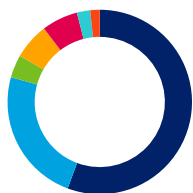


- Total meetings in favour **36.4%**
- Meetings against (or against AND abstain) **54.5%**
- Meetings with management by exception **9.1%**

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

Global

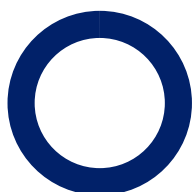
We recommended voting against or abstaining on **300** resolutions over the last quarter.



- Board structure 55.7%
- Remuneration 23.7%
- Shareholder resolution 4%
- Capital structure and dividends 6.3%
- Amend articles 6.3%
- Audit and accounts 2.3%
- Other 1.7%

Australia and New Zealand

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



- Remuneration 100%

Developed Asia

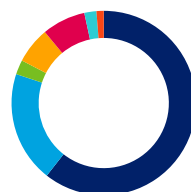
We recommended voting against or abstaining on **four** resolutions over the last quarter.



- Board structure 25%
- Capital structure and dividends 50%
- Amend articles 25%

Emerging and Frontier Markets

We recommended voting against or abstaining on **236** resolutions over the last quarter.



- Board structure 60.6%
- Remuneration 19.5%
- Shareholder resolution 2.5%
- Capital structure and dividends 6.4%
- Amend articles 7.6%
- Audit and accounts 2.1%
- Other 1.3%

Europe

We recommended voting against or abstaining on **26** resolutions over the last quarter.



- Board structure 38.5%
- Remuneration 34.6%
- Shareholder resolution 3.8%
- Capital structure and dividends 7.7%
- Audit and accounts 7.7%
- Other 7.7%

North America

We recommended voting against or abstaining on **16** resolutions over the last quarter.



- Board structure 43.8%
- Remuneration 25%
- Shareholder resolution 31.2%

United Kingdom

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



- Board structure 40%
- Remuneration 60%