

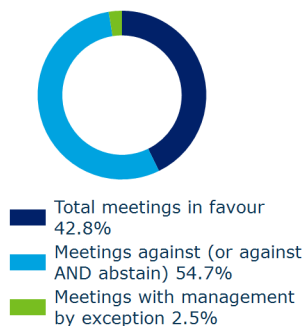
British Coal Staff Superannuation Scheme

EOS at Federated Hermes

Over the last quarter we made voting recommendations at 318 meetings (2,801 resolutions). At 174 meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at eight meetings and abstaining at zero meetings. We supported management on all resolutions at the remaining 136 meetings.

Global

We made voting recommendations at 318 meetings (2,801 resolutions) over the last quarter.



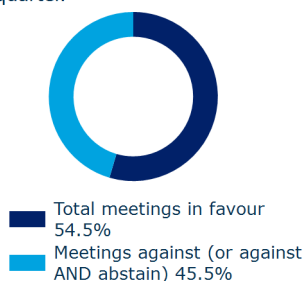
Australia & New Zealand

We made voting recommendations at three meetings (17 resolutions) over the last quarter.



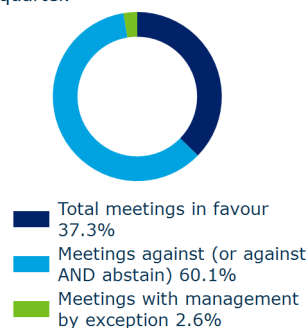
Developed Asia

We made voting recommendations at 11 meetings (103 resolutions) over the last quarter.



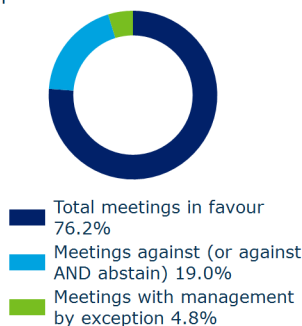
Emerging & Developing Markets

We made voting recommendations at 228 meetings (1,728 resolutions) over the last quarter.



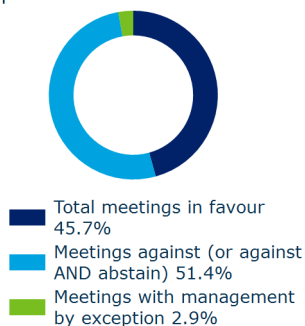
Europe

We made voting recommendations at 21 meetings (229 resolutions) over the last quarter.



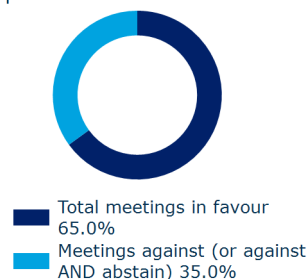
North America

We made voting recommendations at 35 meetings (349 resolutions) over the last quarter.



United Kingdom

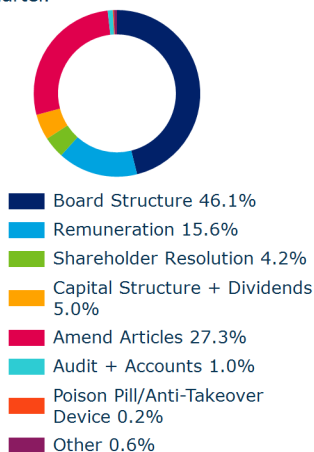
We made voting recommendations at 20 meetings (375 resolutions) over the last quarter.



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

Global

We recommended voting against or abstaining on 501 resolutions over the last quarter.



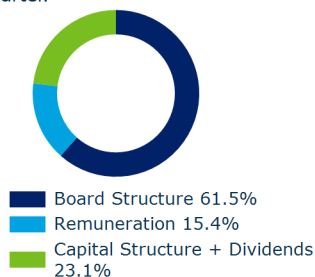
Australia & New Zealand

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



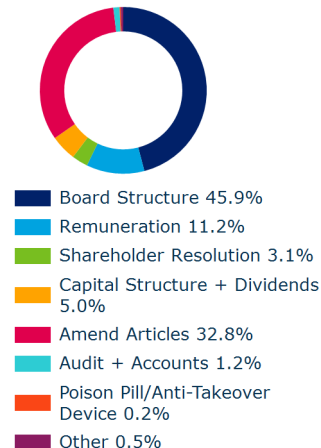
Developed Asia

We recommended voting against or abstaining on 13 resolutions over the last quarter.



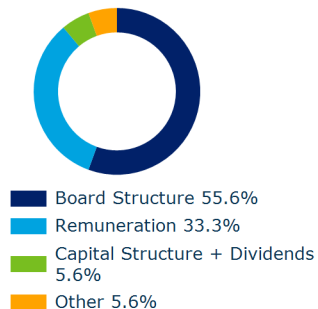
Emerging & Developing Markets

We recommended voting against or abstaining on 418 resolutions over the last quarter.



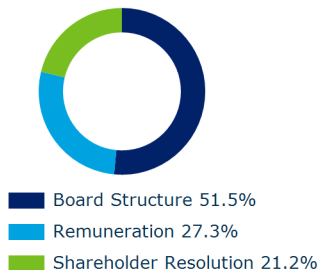
Europe

We recommended voting against or abstaining on 18 resolutions over the last quarter.



North America

We recommended voting against or abstaining on 33 resolutions over the last quarter.



United Kingdom

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

