

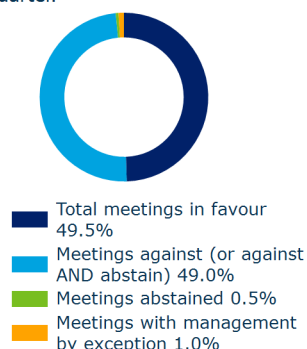
British Coal Staff Superannuation Scheme

EOS at Federated Hermes

Over the last quarter we made voting recommendations at 382 meetings (2,585 resolutions). At 187 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 189 meetings.

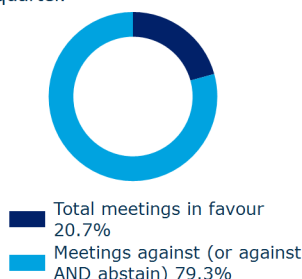
Global

We made voting recommendations at 382 meetings (2,585 resolutions) over the last quarter.



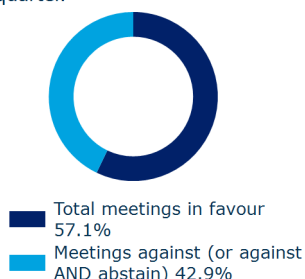
Australia & New Zealand

We made voting recommendations at 29 meetings (202 resolutions) over the last quarter.



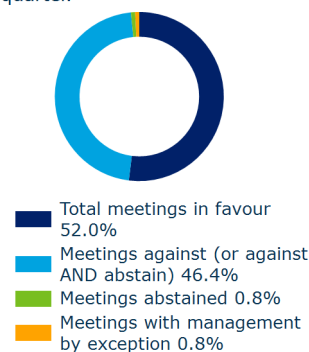
Developed Asia

We made voting recommendations at 14 meetings (100 resolutions) over the last quarter.



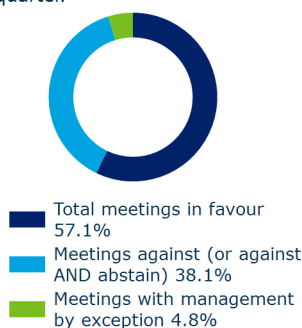
Emerging & Developing Markets

We made voting recommendations at 252 meetings (1,437 resolutions) over the last quarter.



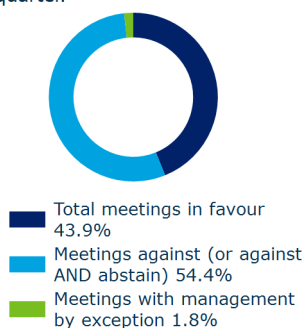
Europe

We made voting recommendations at 21 meetings (184 resolutions) over the last quarter.



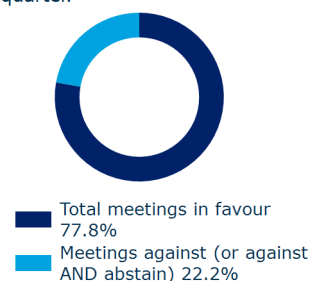
North America

We made voting recommendations at 57 meetings (557 resolutions) over the last quarter.



United Kingdom

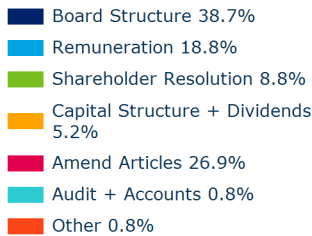
We made voting recommendations at nine meetings (105 resolutions) over the last quarter.



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

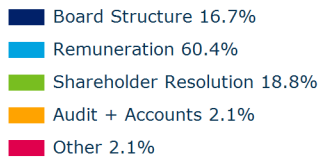
Global

We recommended voting against or abstaining on 520 resolutions over the last quarter.



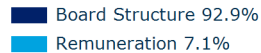
Australia & New Zealand

We recommended voting against or abstaining on 48 resolutions over the last quarter.



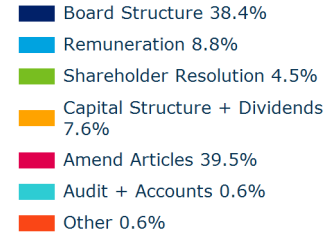
Developed Asia

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



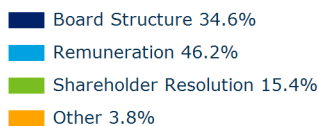
Emerging & Developing Markets

We recommended voting against or abstaining on 354 resolutions over the last quarter.



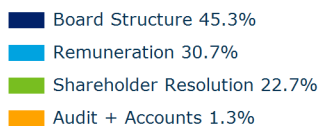
Europe

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



North America

We recommended voting against or abstaining on 75 resolutions over the last quarter.



United Kingdom

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

