

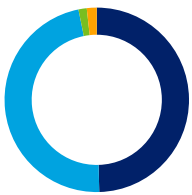
## British Coal Staff Superannuation Scheme

## EOS at Federated Hermes

Over the last quarter we made voting recommendations at **345** meetings (**3,283** resolutions). At **163** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **six** meetings and abstaining at **five** meetings. We supported management on all resolutions at the remaining **171** meetings.

### Global

We made voting recommendations at **345** meetings (**3,283** resolutions) over the last quarter.



- Total meetings in favour **49.6%**
- Meetings against (or against AND abstain) **47.2%**
- Meetings abstained **1.4%**
- Meetings with management by exception **1.7%**

### Australia and New Zealand

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



- Total meetings in favour **50%**
- Meetings against (or against AND abstain) **50%**

### Developed Asia

We made voting recommendations at **62** meetings (**583** resolutions) over the last quarter.



- Total meetings in favour **61.3%**
- Meetings against (or against AND abstain) **38.7%**

### Emerging and Frontier Markets

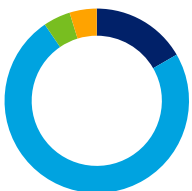
We made voting recommendations at **206** meetings (**1,375** resolutions) over the last quarter.



- Total meetings in favour **54.4%**
- Meetings against (or against AND abstain) **44.2%**
- Meetings abstained **1.5%**

### Europe

We made voting recommendations at **42** meetings (**939** resolutions) over the last quarter.



- Total meetings in favour **16.7%**
- Meetings against (or against AND abstain) **73.8%**
- Meetings abstained **4.8%**
- Meetings with management by exception **4.8%**

### North America

We made voting recommendations at **22** meetings (**282** resolutions) over the last quarter.



- Total meetings in favour **18.2%**
- Meetings against (or against AND abstain) **68.2%**
- Meetings with management by exception **13.6%**

### United Kingdom

We made voting recommendations at **11** meetings (**93** resolutions) over the last quarter.



- Total meetings in favour **81.8%**
- Meetings against (or against AND abstain) **9.1%**
- Meetings with management by exception **9.1%**

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

**Global**

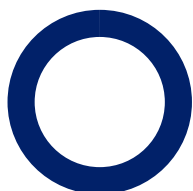
We recommended voting against or abstaining on **593** resolutions over the last quarter.



- Board structure **58.7%**
- Remuneration **19.6%**
- Shareholder resolution **6.1%**
- Capital structure and dividends **2.7%**
- Amend articles **5.6%**
- Audit and accounts **3.7%**
- Investment/M&A **0.2%**
- Other **3.5%**

**Australia and New Zealand**

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



- Remuneration **100%**

**Developed Asia**

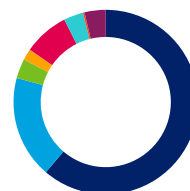
We recommended voting against or abstaining on **57** resolutions over the last quarter.



- Board structure **68.4%**
- Remuneration **3.5%**
- Shareholder resolution **3.5%**
- Amend articles **8.8%**
- Audit and accounts **15.8%**

**Emerging and Frontier Markets**

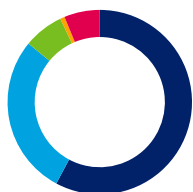
We recommended voting against or abstaining on **351** resolutions over the last quarter.



- Board structure **61.3%**
- Remuneration **17.9%**
- Shareholder resolution **3.4%**
- Capital structure and dividends **2.0%**
- Amend articles **8.0%**
- Audit and accounts **3.4%**
- Investment/M&A **0.3%**
- Other **3.7%**

**Europe**

We recommended voting against or abstaining on **128** resolutions over the last quarter.



- Board structure **57.8%**
- Remuneration **28.1%**
- Capital structure and dividends **7.0%**
- Audit and accounts **0.8%**
- Other **6.2%**

**North America**

We recommended voting against or abstaining on **53** resolutions over the last quarter.



- Board structure **35.8%**
- Remuneration **22.6%**
- Shareholder resolution **41.5%**

**United Kingdom**

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



- Board structure **50%**
- Remuneration **50%**