

## British Coal Staff Superannuation Scheme

## EOS at Federated Hermes

Over the last quarter we made voting recommendations at **630** meetings (**8,379** resolutions). At **365** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **67** meetings. We supported management on all resolutions at the remaining **198** meetings.

### Global

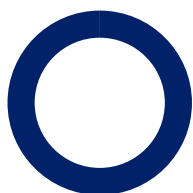
We made voting recommendations at **630** meetings (**8,379** resolutions) over the last quarter.



- Total meetings in favour **31.4%**
- Meetings against (or against AND abstain) **57.9%**
- Meetings with management by exception **10.6%**

### Australia and New Zealand

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



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

### Developed Asia

We made voting recommendations at **105** meetings (**1,194** resolutions) over the last quarter.



- Total meetings in favour **52.4%**
- Meetings against (or against AND abstain) **43.8%**
- Meetings with management by exception **3.8%**

### Emerging and Frontier Markets

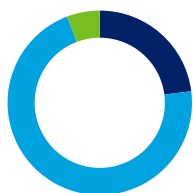
We made voting recommendations at **261** meetings (**3,062** resolutions) over the last quarter.



- Total meetings in favour **35.6%**
- Meetings against (or against AND abstain) **62.8%**
- Meetings with management by exception **1.5%**

### Europe

We made voting recommendations at **87** meetings (**1,530** resolutions) over the last quarter.



- Total meetings in favour **23.0%**
- Meetings against (or against AND abstain) **71.3%**
- Meetings with management by exception **5.7%**

### North America

We made voting recommendations at **144** meetings (**1,965** resolutions) over the last quarter.



- Total meetings in favour **15.3%**
- Meetings against (or against AND abstain) **52.1%**
- Meetings with management by exception **32.6%**

### United Kingdom

We made voting recommendations at **31** meetings (**617** resolutions) over the last quarter.

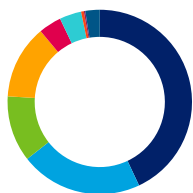


- Total meetings in favour **25.8%**
- Meetings against (or against AND abstain) **51.6%**
- Meetings with management by exception **22.6%**

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

**Global**

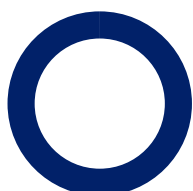
We recommended voting against or abstaining on **1,228** resolutions over the last quarter.



- Board structure 43.0%
- Remuneration 21.4%
- Shareholder resolution 11.6%
- Capital structure and dividends 12.9%
- Amend articles 4.0%
- Audit and accounts 3.8%
- Investment/M&A 0.5%
- Poison pill/Anti-takeover device 0.2%
- Other 2.5%

**Australia and New Zealand**

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



- Remuneration 100%

**Developed Asia**

We recommended voting against or abstaining on **114** resolutions over the last quarter.



- Board structure 68.4%
- Remuneration 3.5%
- Shareholder resolution 6.1%
- Capital structure and dividends 15.8%
- Audit and accounts 5.3%
- Poison pill/Anti-takeover device 0.9%

**Emerging and Frontier Markets**

We recommended voting against or abstaining on **616** resolutions over the last quarter.



- Board structure 55.4%
- Remuneration 7.1%
- Shareholder resolution 2.8%
- Capital structure and dividends 17.7%
- Amend articles 6.8%
- Audit and accounts 4.9%
- Investment/M&A 1.0%
- Other 4.4%

**Europe**

We recommended voting against or abstaining on **189** resolutions over the last quarter.



- Board structure 16.9%
- Remuneration 46.0%
- Shareholder resolution 8.5%
- Capital structure and dividends 16.9%
- Amend articles 3.2%
- Audit and accounts 5.3%
- Poison pill/Anti-takeover device 1.1%
- Other 2.1%

**North America**

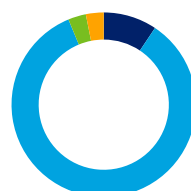
We recommended voting against or abstaining on **273** resolutions over the last quarter.



- Board structure 27.1%
- Remuneration 35.5%
- Shareholder resolution 37.0%
- Amend articles 0.4%

**United Kingdom**

We recommended voting against or abstaining on **32** resolutions over the last quarter.



- Board structure 9.4%
- Remuneration 84.4%
- Shareholder resolution 3.1%
- Audit and accounts 3.1%