

British Coal Staff Superannuation Scheme

EOS at Federated Hermes

Over the last quarter we made voting recommendations at **181 meetings (1,212 resolutions)**. At **72 meetings** we recommended opposing one or more resolutions. We recommended voting with management by exception at **three meetings** and abstaining at **two meetings**. We supported management on all resolutions at the remaining **104 meetings**.

Global

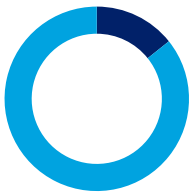
We made voting recommendations at **181 meetings (1,212 resolutions)** over the last quarter.



- Total meetings in favour **57.5%**
- Meetings against (or against AND abstain) **39.8%**
- Meetings abstained **1.1%**
- Meetings with management by exception **1.7%**

Australia and New Zealand

We made voting recommendations at **seven meetings (65 resolutions)** over the last quarter.



- Total meetings in favour **14.3%**
- Meetings against (or against AND abstain) **85.7%**

Developed Asia

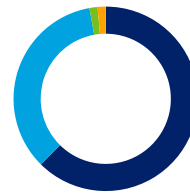
We made voting recommendations at **six meetings (20 resolutions)** over the last quarter.



- Total meetings in favour **83.3%**
- Meetings against (or against AND abstain) **16.7%**

Emerging and Frontier Markets

We made voting recommendations at **141 meetings (851 resolutions)** over the last quarter.



- Total meetings in favour **62.4%**
- Meetings against (or against AND abstain) **34.8%**
- Meetings abstained **1.4%**
- Meetings with management by exception **1.4%**

Europe

We made voting recommendations at **ten meetings (86 resolutions)** over the last quarter.



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

North America

We made voting recommendations at **14 meetings (147 resolutions)** over the last quarter.



- Total meetings in favour **28.6%**
- Meetings against (or against AND abstain) **64.3%**
- Meetings with management by exception **7.1%**

United Kingdom

We made voting recommendations at **three meetings (43 resolutions)** over the last quarter.

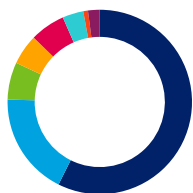


- Total meetings in favour **33.3%**
- Meetings against (or against AND abstain) **66.7%**

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

Global

We recommended voting against or abstaining on **244** resolutions over the last quarter.



- Board structure **57.4%**
- Remuneration **18.0%**
- Shareholder resolution **6.6%**
- Capital structure and dividends **5.3%**
- Amend articles **6.1%**
- Audit and accounts **3.7%**
- Investment/M&A **0.8%**
- Other **2.0%**

Australia and New Zealand

We recommended voting against or abstaining on **17** resolutions over the last quarter.



- Board structure **35.3%**
- Remuneration **47.1%**
- Shareholder resolution **11.8%**
- Other **5.9%**

Developed Asia

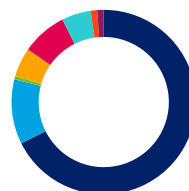
We recommended voting against or abstaining on **five** resolutions over the last quarter.



- Board structure **40%**
- Remuneration **20%**
- Capital structure and dividends **40%**

Emerging and Frontier Markets

We recommended voting against or abstaining on **176** resolutions over the last quarter.



- Board structure **67.6%**
- Remuneration **11.4%**
- Shareholder resolution **0.6%**
- Capital structure and dividends **5.1%**
- Amend articles **8.0%**
- Audit and accounts **5.1%**
- Investment/M&A **1.1%**
- Other **1.1%**

Europe

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



- Board structure **11.1%**
- Remuneration **44.4%**
- Capital structure and dividends **22.2%**
- Amend articles **11.1%**
- Other **11.1%**

North America

We recommended voting against or abstaining on **34** resolutions over the last quarter.



- Board structure **35.3%**
- Remuneration **29.4%**
- Shareholder resolution **35.3%**

United Kingdom

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



- Remuneration **33.3%**
- Shareholder resolution **33.3%**
- Other **33.3%**