

British Coal Staff Superannuation Scheme

EOS at Federated Hermes

Over the last quarter we made voting recommendations at **1,223** meetings (**16,499** resolutions). At **822** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **64** meetings and abstaining at **four** meetings. We supported management on all resolutions at the remaining **333** meetings.

Global

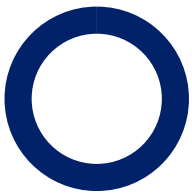
We made voting recommendations at **1,223** meetings (**16,499** resolutions) over the last quarter.



- Total meetings in favour **27.2%**
- Meetings against (or against AND abstain) **67.2%**
- Meetings abstained **0.3%**
- Meetings with management by exception **5.2%**

Australia and New Zealand

We made voting recommendations at **one** meeting (**three** resolutions) over the last quarter.



- Total meetings in favour **100%**

Developed Asia

We made voting recommendations at **254** meetings (**2,942** resolutions) over the last quarter.



- Total meetings in favour **38.2%**
- Meetings against (or against AND abstain) **60.6%**
- Meetings with management by exception **1.2%**

Emerging and Frontier Markets

We made voting recommendations at **518** meetings (**6,220** resolutions) over the last quarter.



- Total meetings in favour **30.3%**
- Meetings against (or against AND abstain) **67.4%**
- Meetings abstained **0.8%**
- Meetings with management by exception **1.5%**

Europe

We made voting recommendations at **165** meetings (**3,238** resolutions) over the last quarter.



- Total meetings in favour **16.4%**
- Meetings against (or against AND abstain) **72.1%**
- Meetings with management by exception **11.5%**

North America

We made voting recommendations at **238** meetings (**3,090** resolutions) over the last quarter.



- Total meetings in favour **12.2%**
- Meetings against (or against AND abstain) **75.6%**
- Meetings with management by exception **12.2%**

United Kingdom

We made voting recommendations at **47** meetings (**1,006** resolutions) over the last quarter.

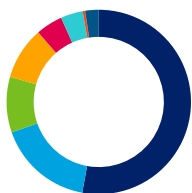


- Total meetings in favour **46.8%**
- Meetings against (or against AND abstain) **42.6%**
- Meetings with management by exception **10.6%**

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

Global

We recommended voting against or abstaining on **2,960** resolutions over the last quarter.



- Board structure **52.9%**
- Remuneration **16.8%**
- Shareholder resolution **9.7%**
- Capital structure and dividends **9.2%**
- Amend articles **4.7%**
- Audit and accounts **3.9%**
- Investment/M&A **0.4%**
- Poison pill/Anti-takeover device **0.1%**
- Other **2.4%**

Developed Asia

We recommended voting against or abstaining on **448** resolutions over the last quarter.



- Board structure **80.8%**
- Remuneration **2.2%**
- Shareholder resolution **4.2%**
- Capital structure and dividends **4.7%**
- Amend articles **5.1%**
- Audit and accounts **2.7%**
- Poison pill/Anti-takeover device **0.2%**

Emerging and Frontier Markets

We recommended voting against or abstaining on **1,389** resolutions over the last quarter.



- Board structure **55.8%**
- Remuneration **8.1%**
- Shareholder resolution **4.6%**
- Capital structure and dividends **14.7%**
- Amend articles **7.3%**
- Audit and accounts **5.0%**
- Investment/M&A **0.8%**
- Other **3.7%**

Europe

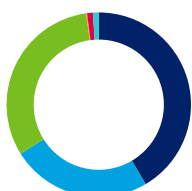
We recommended voting against or abstaining on **489** resolutions over the last quarter.



- Board structure **34.2%**
- Remuneration **42.1%**
- Shareholder resolution **3.7%**
- Capital structure and dividends **9.6%**
- Amend articles **1.4%**
- Audit and accounts **5.7%**
- Other **3.3%**

North America

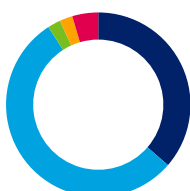
We recommended voting against or abstaining on **590** resolutions over the last quarter.



- Board structure **41.5%**
- Remuneration **24.6%**
- Shareholder resolution **31.7%**
- Capital structure and dividends **0.2%**
- Amend articles **1.0%**
- Audit and accounts **1.0%**

United Kingdom

We recommended voting against or abstaining on **44** resolutions over the last quarter.



- Board structure **36.4%**
- Remuneration **54.5%**
- Amend articles **2.3%**
- Poison pill/Anti-takeover device **2.3%**
- Other **4.5%**