

British Coal Staff Superannuation Scheme

EOS at Federated Hermes

Over the last quarter we made voting recommendations at **204** meetings (**2,042** resolutions). At **82** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **ten** meetings. We supported management on all resolutions at the remaining **112** meetings.

Global

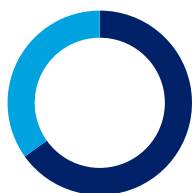
We made voting recommendations at **204** meetings (**2,042** resolutions) over the last quarter.



- Total meetings in favour **54.9%**
- Meetings against (or against AND abstain) **40.2%**
- Meetings with management by exception **4.9%**

Developed Asia

We made voting recommendations at **43** meetings (**391** resolutions) over the last quarter.



- Total meetings in favour **65.1%**
- Meetings against (or against AND abstain) **34.9%**

Emerging and Frontier Markets

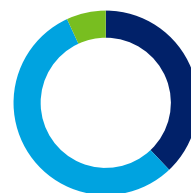
We made voting recommendations at **105** meetings (**751** resolutions) over the last quarter.



- Total meetings in favour **62.9%**
- Meetings against (or against AND abstain) **35.2%**
- Meetings with management by exception **1.9%**

Europe

We made voting recommendations at **29** meetings (**602** resolutions) over the last quarter.



- Total meetings in favour **37.9%**
- Meetings against (or against AND abstain) **55.2%**
- Meetings with management by exception **6.9%**

North America

We made voting recommendations at **23** meetings (**255** resolutions) over the last quarter.



- Total meetings in favour **21.7%**
- Meetings against (or against AND abstain) **52.2%**
- Meetings with management by exception **26.1%**

United Kingdom

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



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

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

Global

We recommended voting against or abstaining on **246** resolutions over the last quarter.



- Board structure **41.9%**
- Remuneration **26.4%**
- Shareholder resolution **8.1%**
- Capital structure and dividends **9.3%**
- Amend articles **6.5%**
- Audit and accounts **4.1%**
- Other **3.7%**

Developed Asia

We recommended voting against or abstaining on **33** resolutions over the last quarter.



- Board structure **72.7%**
- Remuneration **9.1%**
- Amend articles **3.0%**
- Audit and accounts **15.2%**

Emerging and Frontier Markets

We recommended voting against or abstaining on **139** resolutions over the last quarter.



- Board structure **41.7%**
- Remuneration **20.1%**
- Shareholder resolution **5.0%**
- Capital structure and dividends **15.1%**
- Amend articles **10.8%**
- Audit and accounts **2.9%**
- Other **4.3%**

Europe

We recommended voting against or abstaining on **42** resolutions over the last quarter.



- Board structure **23.8%**
- Remuneration **42.9%**
- Shareholder resolution **19.0%**
- Capital structure and dividends **4.8%**
- Audit and accounts **2.4%**
- Other **7.1%**

North America

We recommended voting against or abstaining on **29** resolutions over the last quarter.



- Board structure **34.5%**
- Remuneration **48.3%**
- Shareholder resolution **17.2%**

United Kingdom

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



- Board structure **33.3%**
- Remuneration **66.7%**