

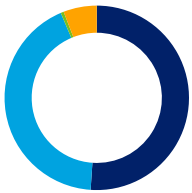
## British Coal Staff Superannuation Scheme

## EOS at Federated Hermes

Over the last quarter we made voting recommendations at **188** meetings (**1,635** resolutions). At **80** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **11** meetings and abstaining at **one** meeting. We supported management on all resolutions at the remaining **96** meetings.

### Global

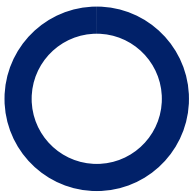
We made voting recommendations at **188** meetings (**1,635** resolutions) over the last quarter.



- Total meetings in favour **51.1%**
- Meetings against (or against AND abstain) **42.6%**
- Meetings abstained **0.5%**
- Meetings with management by exception **5.9%**

### Developed Asia

We made voting recommendations at **four** meetings (**17** resolutions) over the last quarter.



- Total meetings in favour **100%**

### Emerging and Frontier Markets

We made voting recommendations at **154** meetings (**1,205** resolutions) over the last quarter.



- Total meetings in favour **54.5%**
- Meetings against (or against AND abstain) **40.9%**
- Meetings abstained **0.6%**
- Meetings with management by exception **3.9%**

### Europe

We made voting recommendations at **17** meetings (**204** resolutions) over the last quarter.



- Total meetings in favour **47.1%**
- Meetings against (or against AND abstain) **47.1%**
- Meetings with management by exception **5.9%**

### North America

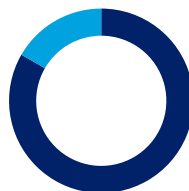
We made voting recommendations at **seven** meetings (**80** resolutions) over the last quarter.



- Meetings against (or against AND abstain) **57.1%**
- Meetings with management by exception **42.9%**

### United Kingdom

We made voting recommendations at **six** meetings (**129** resolutions) over the last quarter.



- Meetings against (or against AND abstain) **83.3%**
- Meetings with management by exception **16.7%**

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

**Global**

We recommended voting against or abstaining on **280** resolutions over the last quarter.



- Board structure **57.5%**
- Remuneration **20.4%**
- Shareholder resolution **3.2%**
- Capital structure and dividends **7.9%**
- Amend articles **3.2%**
- Audit and accounts **3.6%**
- Other **4.3%**

**Emerging and Frontier Markets**

We recommended voting against or abstaining on **219** resolutions over the last quarter.



- Board structure **62.6%**
- Remuneration **14.6%**
- Shareholder resolution **2.7%**
- Capital structure and dividends **7.3%**
- Amend articles **4.1%**
- Audit and accounts **3.7%**
- Other **5.0%**

**Europe**

We recommended voting against or abstaining on **36** resolutions over the last quarter.



- Board structure **41.7%**
- Remuneration **33.3%**
- Capital structure and dividends **16.7%**
- Audit and accounts **5.6%**
- Other **2.8%**

**North America**

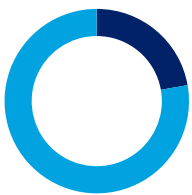
We recommended voting against or abstaining on **16** resolutions over the last quarter.



- Board structure **43.8%**
- Remuneration **37.5%**
- Shareholder resolution **18.8%**

**United Kingdom**

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



- Board structure **22.2%**
- Remuneration **77.8%**