

British Coal Staff Superannuation Scheme

EOS at Federated Hermes

Over the last quarter we made voting recommendations at **181** meetings (**1,419** resolutions). At **60** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **four** meetings. We supported management on all resolutions at the remaining **117** meetings.

Global

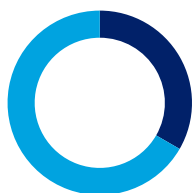
We made voting recommendations at **181** meetings (**1,419** resolutions) over the last quarter.



- Total meetings in favour **64.6%**
- Meetings against (or against AND abstain) **33.1%**
- Meetings with management by exception **2.2%**

Australia and New Zealand

We made voting recommendations at **nine** meetings (**74** resolutions) over the last quarter.



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

Developed Asia

We made voting recommendations at **six** meetings (**37** 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 **128** meetings (**946** resolutions) over the last quarter.



- Total meetings in favour **71.1%**
- Meetings against (or against AND abstain) **27.3%**
- Meetings with management by exception **1.6%**

Europe

We made voting recommendations at **22** meetings (**191** resolutions) over the last quarter.



- Total meetings in favour **59.1%**
- Meetings against (or against AND abstain) **40.9%**

North America

We made voting recommendations at **ten** meetings (**128** resolutions) over the last quarter.



- Total meetings in favour **20%**
- Meetings against (or against AND abstain) **70%**
- Meetings with management by exception **10%**

United Kingdom

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

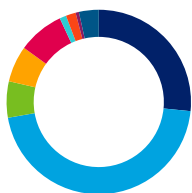


- Total meetings in favour **50%**
- Meetings against (or against AND abstain) **33.3%**
- Meetings with management by exception **16.7%**

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

Global

We recommended voting against or abstaining on **173** resolutions over the last quarter.



- Board structure **26.6%**
- Remuneration **45.7%**
- Shareholder resolution **6.4%**
- Capital structure and dividends **6.4%**
- Amend articles **8.1%**
- Audit and accounts **1.2%**
- Investment/M&A **1.7%**
- Poison pill/Anti-takeover device **0.6%**
- Other **3.5%**

Australia and New Zealand

We recommended voting against or abstaining on **13** resolutions over the last quarter.



- Board structure **15.4%**
- Remuneration **53.8%**
- Shareholder resolution **23.1%**
- Amend articles **7.7%**

Developed Asia

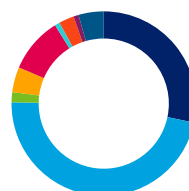
We recommended voting against or abstaining on **three** resolutions over the last quarter.



- Board structure **33.3%**
- Capital structure and dividends **66.7%**

Emerging and Frontier Markets

We recommended voting against or abstaining on **113** resolutions over the last quarter.



- Board structure **28.3%**
- Remuneration **46.9%**
- Shareholder resolution **1.8%**
- Capital structure and dividends **4.4%**
- Amend articles **9.7%**
- Audit and accounts **0.9%**
- Investment/M&A **2.7%**
- Poison pill/Anti-takeover device **0.9%**
- Other **4.4%**

Europe

We recommended voting against or abstaining on **26** resolutions over the last quarter.



- Board structure **26.9%**
- Remuneration **42.3%**
- Capital structure and dividends **15.4%**
- Amend articles **7.7%**
- Audit and accounts **3.8%**
- Other **3.8%**

North America

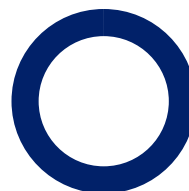
We recommended voting against or abstaining on **14** resolutions over the last quarter.



- Board structure **28.6%**
- Remuneration **28.6%**
- Shareholder resolution **42.9%**

United Kingdom

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



- Remuneration **100%**