

British Coal Staff Superannuation Scheme

EOS at Federated Hermes

Over the last quarter we made voting recommendations at 1,200 meetings (15,575 resolutions). At 783 meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at 29 meetings and abstaining at four meetings. We supported management on all resolutions at the remaining 384 meetings.

Global

We made voting recommendations at 1,200 meetings (15,575 resolutions) over the last quarter.



- Total meetings in favour 32.0%
- Meetings against (or against AND abstain) 65.3%
- Meetings abstained 0.3%
- Meetings with management by exception 2.4%

Australia & New Zealand

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



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

Developed Asia

We made voting recommendations at 200 meetings (2,353 resolutions) over the last quarter.



- Total meetings in favour 36.0%
- Meetings against (or against AND abstain) 61.0%
- Meetings with management by exception 3.0%

Emerging & Developing Markets

We made voting recommendations at 372 meetings (4,291 resolutions) over the last quarter.



- Total meetings in favour 37.9%
- Meetings against (or against AND abstain) 59.9%
- Meetings abstained 1.1%
- Meetings with management by exception 1.1%

Europe

We made voting recommendations at 186 meetings (3,729 resolutions) over the last quarter.



- Total meetings in favour 17.2%
- Meetings against (or against AND abstain) 80.1%
- Meetings with management by exception 2.7%

North America

We made voting recommendations at 394 meetings (4,263 resolutions) over the last quarter.



- Total meetings in favour 29.9%
- Meetings against (or against AND abstain) 66.5%
- Meetings with management by exception 3.6%

United Kingdom

We made voting recommendations at 45 meetings (919 resolutions) over the last quarter.

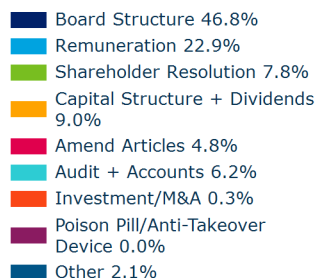


- Total meetings in favour 42.2%
- Meetings against (or against AND abstain) 57.8%

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

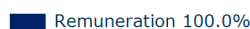
Global

We recommended voting against or abstaining on 2,225 resolutions over the last quarter.



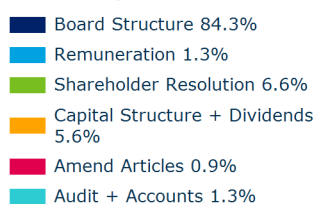
Australia & New Zealand

We recommended voting against or abstaining on one resolution over the last quarter.



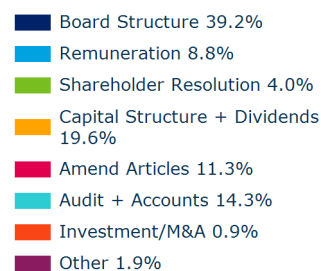
Developed Asia

We recommended voting against or abstaining on 319 resolutions over the last quarter.



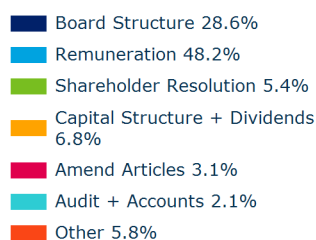
Emerging & Developing Markets

We recommended voting against or abstaining on 750 resolutions over the last quarter.



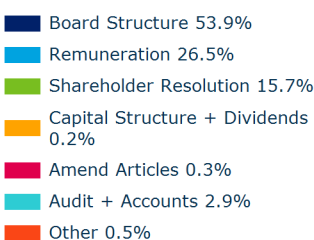
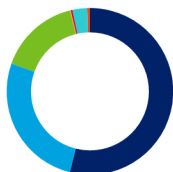
Europe

We recommended voting against or abstaining on 517 resolutions over the last quarter.



North America

We recommended voting against or abstaining on 592 resolutions over the last quarter.



United Kingdom

We recommended voting against or abstaining on 46 resolutions over the last quarter.

