

British Coal Staff Superannuation Scheme

EOS at Federated Hermes

Over the last quarter we made voting recommendations at **718** meetings (**9,308** resolutions). At **466** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **30** meetings and abstaining at **three** meetings. We supported management on all resolutions at the remaining **219** meetings.

Global

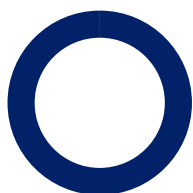
We made voting recommendations at **718** meetings (**9,308** resolutions) over the last quarter.



- Total meetings in favour **30.5%**
- Meetings against (or against AND abstain) **64.9%**
- Meetings abstained **0.4%**
- Meetings with management by exception **4.2%**

Australia and New Zealand

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



- Total meetings in favour **100%**

Developed Asia

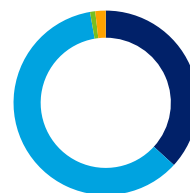
We made voting recommendations at **109** meetings (**1,295** resolutions) over the last quarter.



- Total meetings in favour **45.9%**
- Meetings against (or against AND abstain) **51.4%**
- Meetings with management by exception **2.8%**

Emerging and Frontier Markets

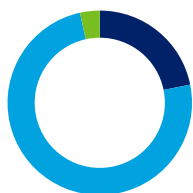
We made voting recommendations at **329** meetings (**3,730** resolutions) over the last quarter.



- Total meetings in favour **36.8%**
- Meetings against (or against AND abstain) **60.5%**
- Meetings abstained **0.9%**
- Meetings with management by exception **1.8%**

Europe

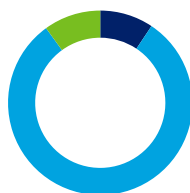
We made voting recommendations at **87** meetings (**1,520** resolutions) over the last quarter.



- Total meetings in favour **21.8%**
- Meetings against (or against AND abstain) **74.7%**
- Meetings with management by exception **3.4%**

North America

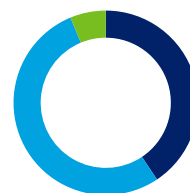
We made voting recommendations at **160** meetings (**2,140** resolutions) over the last quarter.



- Total meetings in favour **9.4%**
- Meetings against (or against AND abstain) **80.6%**
- Meetings with management by exception **10%**

United Kingdom

We made voting recommendations at **32** meetings (**622** resolutions) over the last quarter.

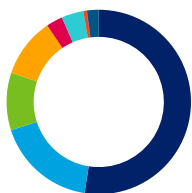


- Total meetings in favour **40.6%**
- Meetings against (or against AND abstain) **53.1%**
- Meetings with management by exception **6.2%**

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

Global

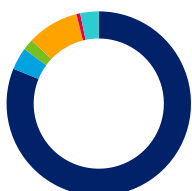
We recommended voting against or abstaining on **1,559** resolutions over the last quarter.



- Board structure **52.5%**
- Remuneration **17.6%**
- Shareholder resolution **10.1%**
- Capital structure and dividends **10.5%**
- Amend articles **2.9%**
- Audit and accounts **3.8%**
- Investment/M&A **0.6%**
- Poison pill/Anti-takeover device **0.1%**
- Other **2.1%**

Developed Asia

We recommended voting against or abstaining on **154** resolutions over the last quarter.



- Board structure **81.2%**
- Remuneration **3.9%**
- Shareholder resolution **1.9%**
- Capital structure and dividends **9.1%**
- Amend articles **0.6%**
- Audit and accounts **3.2%**

Emerging and Frontier Markets

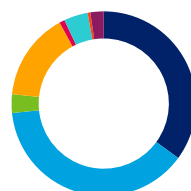
We recommended voting against or abstaining on **775** resolutions over the last quarter.



- Board structure **57.7%**
- Remuneration **7.7%**
- Shareholder resolution **4.5%**
- Capital structure and dividends **15.0%**
- Amend articles **4.8%**
- Audit and accounts **5.8%**
- Investment/M&A **1.2%**
- Other **3.4%**

Europe

We recommended voting against or abstaining on **214** resolutions over the last quarter.



- Board structure **35.0%**
- Remuneration **38.3%**
- Shareholder resolution **3.3%**
- Capital structure and dividends **15.4%**
- Amend articles **0.9%**
- Audit and accounts **4.2%**
- Poison pill/Anti-takeover device **0.5%**
- Other **2.3%**

North America

We recommended voting against or abstaining on **383** resolutions over the last quarter.



- Board structure **42.8%**
- Remuneration **27.9%**
- Shareholder resolution **29.0%**
- Amend articles **0.3%**

United Kingdom

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



- Board structure **21.2%**
- Remuneration **57.6%**
- Shareholder resolution **3.0%**
- Amend articles **12.1%**
- Audit and accounts **3.0%**
- Other **3.0%**