

British Coal Staff Superannuation Scheme

EOS at Federated Hermes

Over the last quarter we made voting recommendations at 145 meetings (1,495 resolutions). At 78 meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at nine meetings and abstaining at one meeting. We supported management on all resolutions at the remaining 57 meetings.

Global

We made voting recommendations at 145 meetings (1,495 resolutions) over the last quarter.



- Total meetings in favour 39.3%
- Meetings against (or against AND abstain) 53.8%
- Meetings abstained 0.7%
- Meetings with management by exception 6.2%

Australia & New Zealand

We made voting recommendations at one meeting (7 resolutions) over the last quarter.



- Meetings against (or against AND abstain) 100.0%

Developed Asia

We made voting recommendations at 31 meetings (275 resolutions) over the last quarter.



- Total meetings in favour 54.8%
- Meetings against (or against AND abstain) 45.2%

Emerging & Developing Markets

We made voting recommendations at 68 meetings (431 resolutions) over the last quarter.



- Total meetings in favour 51.5%
- Meetings against (or against AND abstain) 47.1%
- Meetings with management by exception 1.5%

Europe

We made voting recommendations at 31 meetings (604 resolutions) over the last quarter.



- Total meetings in favour 12.9%
- Meetings against (or against AND abstain) 71.0%
- Meetings abstained 3.2%
- Meetings with management by exception 12.9%

North America

We made voting recommendations at 14 meetings (178 resolutions) over the last quarter.



- Total meetings in favour 7.1%
- Meetings against (or against AND abstain) 64.3%
- Meetings with management by exception 28.6%

United Kingdom

No Voting Activity

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

Global

We recommended voting against or abstaining on 224 resolutions over the last quarter.



- Board Structure 49.6%
- Remuneration 25.4%
- Shareholder Resolution 4.9%
- Capital Structure + Dividends 4.0%
- Amend Articles 4.9%
- Audit + Accounts 3.1%
- Investment/M&A 1.8%
- Other 6.3%

Australia & New Zealand

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



- Board Structure 33.3%
- Remuneration 66.7%

Developed Asia

We recommended voting against or abstaining on 18 resolutions over the last quarter.



- Board Structure 61.1%
- Remuneration 16.7%
- Amend Articles 11.1%
- Audit + Accounts 11.1%

Emerging & Developing Markets

We recommended voting against or abstaining on 86 resolutions over the last quarter.



- Board Structure 55.8%
- Remuneration 10.5%
- Shareholder Resolution 4.7%
- Capital Structure + Dividends 8.1%
- Amend Articles 5.8%
- Audit + Accounts 2.3%
- Investment/M&A 4.7%
- Other 8.1%

Europe

We recommended voting against or abstaining on 83 resolutions over the last quarter.



- Board Structure 43.4%
- Remuneration 37.3%
- Capital Structure + Dividends 2.4%
- Amend Articles 4.8%
- Audit + Accounts 3.6%
- Other 8.4%

North America

We recommended voting against or abstaining on 34 resolutions over the last quarter.



- Board Structure 44.1%
- Remuneration 35.3%
- Shareholder Resolution 20.6%

United Kingdom

No voting against or abstaining recommendations