

British Coal Staff Superannuation Scheme

EOS at Federated Hermes

Over the last quarter we made voting recommendations at 648 meetings (9,023 resolutions). At 421 meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at 43 meetings and abstaining at two meetings. We supported management on all resolutions at the remaining 182 meetings.

Global

We made voting recommendations at 648 meetings (9,023 resolutions) over the last quarter.



- Total meetings in favour 28.1%
- Meetings against (or against AND abstain) 65.0%
- Meetings abstained 0.3%
- Meetings with management by exception 6.6%

Australia & New Zealand

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



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

Developed Asia

We made voting recommendations at 130 meetings (1,456 resolutions) over the last quarter.



- Total meetings in favour 46.2%
- Meetings against (or against AND abstain) 50.8%
- Meetings with management by exception 3.1%

Emerging & Developing Markets

We made voting recommendations at 202 meetings (2,306 resolutions) over the last quarter.



- Total meetings in favour 38.1%
- Meetings against (or against AND abstain) 60.4%
- Meetings abstained 0.5%
- Meetings with management by exception 1.0%

Europe

We made voting recommendations at 115 meetings (2,321 resolutions) over the last quarter.



- Total meetings in favour 18.3%
- Meetings against (or against AND abstain) 76.5%
- Meetings abstained 0.9%
- Meetings with management by exception 4.3%

North America

We made voting recommendations at 174 meetings (2,387 resolutions) over the last quarter.



- Total meetings in favour 8.6%
- Meetings against (or against AND abstain) 77.0%
- Meetings with management by exception 14.4%

United Kingdom

We made voting recommendations at 24 meetings (539 resolutions) over the last quarter.



- Total meetings in favour 33.3%
- Meetings against (or against AND abstain) 41.7%
- Meetings with management by exception 25.0%

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

Global

We recommended voting against or abstaining on 1,489 resolutions over the last quarter.



- Board Structure 44.3%
- Remuneration 20.3%
- Shareholder Resolution 13.3%
- Capital Structure + Dividends 9.4%
- Amend Articles 5.4%
- Audit + Accounts 4.7%
- Investment/M&A 0.3%
- Poison Pill/Anti-Takeover Device 0.1%
- Other 2.1%

Australia & New Zealand

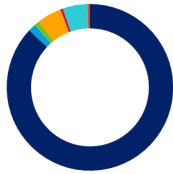
We recommended voting against or abstaining on one resolution over the last quarter.



- Board Structure 100.0%

Developed Asia

We recommended voting against or abstaining on 208 resolutions over the last quarter.



- Board Structure 87.0%
- Remuneration 1.4%
- Shareholder Resolution 1.0%
- Capital Structure + Dividends 4.8%
- Amend Articles 0.5%
- Audit + Accounts 4.8%
- Poison Pill/Anti-Takeover Device 0.5%

Emerging & Developing Markets

We recommended voting against or abstaining on 514 resolutions over the last quarter.



- Board Structure 40.5%
- Remuneration 12.3%
- Shareholder Resolution 3.5%
- Capital Structure + Dividends 18.1%
- Amend Articles 14.4%
- Audit + Accounts 6.6%
- Investment/M&A 1.0%
- Other 3.7%

Europe

We recommended voting against or abstaining on 295 resolutions over the last quarter.



- Board Structure 28.1%
- Remuneration 42.0%
- Shareholder Resolution 6.4%
- Capital Structure + Dividends 12.2%
- Amend Articles 1.4%
- Audit + Accounts 5.8%
- Other 4.1%

North America

We recommended voting against or abstaining on 447 resolutions over the last quarter.



- Board Structure 40.7%
- Remuneration 21.7%
- Shareholder Resolution 35.6%
- Amend Articles 0.2%
- Audit + Accounts 1.8%

United Kingdom

We recommended voting against or abstaining on 24 resolutions over the last quarter.



- Board Structure 20.8%
- Remuneration 66.7%
- Capital Structure + Dividends 4.2%
- Audit + Accounts 4.2%
- Poison Pill/Anti-Takeover Device 4.2%