

British Coal Staff Superannuation Scheme

EOS at Federated Hermes

Over the last quarter we made voting recommendations at 109 meetings (831 resolutions). At 57 meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at three meetings and abstaining at zero meetings. We supported management on all resolutions at the remaining 49 meetings.

Global

We made voting recommendations at 109 meetings (831 resolutions) over the last quarter.



- Total meetings in favour 45.0%
- Meetings against (or against AND abstain) 52.3%
- Meetings with management by exception 2.8%

Australia & New Zealand

We made voting recommendations at two meetings (9 resolutions) over the last quarter.



- Meetings against (or against AND abstain) 100.0%

Developed Asia

We made voting recommendations at six meetings (47 resolutions) over the last quarter.



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

Emerging & Developing Markets

We made voting recommendations at 73 meetings (503 resolutions) over the last quarter.



- Total meetings in favour 39.7%
- Meetings against (or against AND abstain) 57.5%
- Meetings with management by exception 2.7%

Europe

We made voting recommendations at 13 meetings (96 resolutions) over the last quarter.



- Total meetings in favour 69.2%
- Meetings against (or against AND abstain) 30.8%

North America

We made voting recommendations at six meetings (59 resolutions) over the last quarter.



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

United Kingdom

We made voting recommendations at nine meetings (117 resolutions) over the last quarter.



- Total meetings in favour 55.6%
- Meetings against (or against AND abstain) 33.3%
- Meetings with management by exception 11.1%

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

Global

We recommended voting against or abstaining on 195 resolutions over the last quarter.



- Board Structure 40.0%
- Remuneration 23.6%
- Shareholder Resolution 11.8%
- Capital Structure + Dividends 7.7%
- Amend Articles 11.8%
- Audit + Accounts 3.6%
- Other 1.5%

Australia & New Zealand

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



- Board Structure 50.0%
- Remuneration 50.0%

Developed Asia

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



- Board Structure 38.9%
- Shareholder Resolution 50.0%
- Capital Structure + Dividends 11.1%

Emerging & Developing Markets

We recommended voting against or abstaining on 151 resolutions over the last quarter.



- Board Structure 40.4%
- Remuneration 22.5%
- Shareholder Resolution 7.9%
- Capital Structure + Dividends 8.6%
- Amend Articles 15.2%
- Audit + Accounts 4.6%
- Other 0.7%

Europe

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



- Board Structure 33.3%
- Remuneration 33.3%
- Other 33.3%

North America

We recommended voting against or abstaining on 11 resolutions over the last quarter.



- Board Structure 54.5%
- Remuneration 27.3%
- Shareholder Resolution 18.2%

United Kingdom

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



- Remuneration 100.0%