

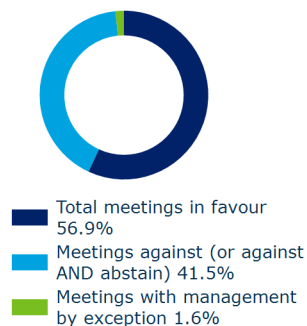
British Coal Staff Superannuation Scheme

EOS at Federated Hermes

Over the last quarter we made voting recommendations at 123 meetings (597 resolutions). At 51 meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at two meetings and abstaining at zero meetings. We supported management on all resolutions at the remaining 70 meetings.

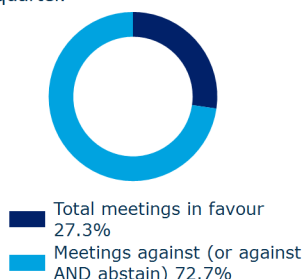
Global

We made voting recommendations at 123 meetings (597 resolutions) over the last quarter.



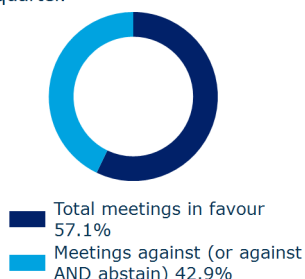
Australia & New Zealand

We made voting recommendations at 11 meetings (66 resolutions) over the last quarter.



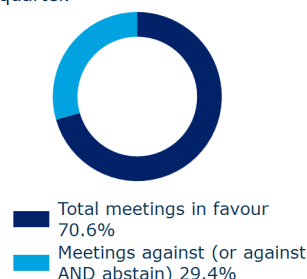
Developed Asia

We made voting recommendations at seven meetings (46 resolutions) over the last quarter.



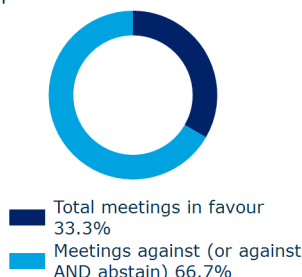
Emerging & Developing Markets

We made voting recommendations at 85 meetings (312 resolutions) over the last quarter.



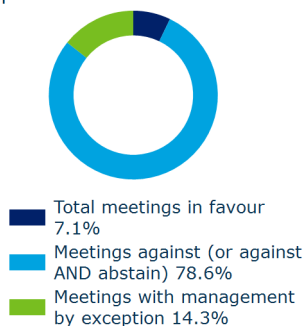
Europe

We made voting recommendations at six meetings (30 resolutions) over the last quarter.



North America

We made voting recommendations at 14 meetings (143 resolutions) over the last quarter.



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 101 resolutions over the last quarter.



Board Structure	53.5%
Remuneration	30.7%
Shareholder Resolution	6.9%
Capital Structure + Dividends	5.0%
Amend Articles	2.0%
Audit + Accounts	2.0%

Australia & New Zealand

We recommended voting against or abstaining on 13 resolutions over the last quarter.



Board Structure	15.4%
Remuneration	84.6%

Developed Asia

We recommended voting against or abstaining on 12 resolutions over the last quarter.



Board Structure	75.0%
Capital Structure + Dividends	16.7%
Audit + Accounts	8.3%

Emerging & Developing Markets

We recommended voting against or abstaining on 40 resolutions over the last quarter.



Board Structure	57.5%
Remuneration	20.0%
Shareholder Resolution	12.5%
Capital Structure + Dividends	7.5%
Amend Articles	2.5%

Europe

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



Board Structure	50.0%
Remuneration	33.3%
Amend Articles	16.7%

North America

We recommended voting against or abstaining on 30 resolutions over the last quarter.



Board Structure	56.7%
Remuneration	33.3%
Shareholder Resolution	6.7%
Audit + Accounts	3.3%

United Kingdom

No voting against or abstaining recommendations