

**British Coal Staff Superannuation Scheme**

**EOS at Federated Hermes**

Over the last quarter we made voting recommendations at 118 meetings (726 resolutions). At 56 meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at zero meetings and abstaining at zero meetings. We supported management on all resolutions at the remaining 62 meetings.

**Global**

We made voting recommendations at 118 meetings (726 resolutions) over the last quarter.



- Total meetings in favour 52.5%
- Meetings against (or against AND abstain) 47.5%

**Australia & New Zealand**

We made voting recommendations at 15 meetings (80 resolutions) over the last quarter.



- Total meetings in favour 13.3%
- Meetings against (or against AND abstain) 86.7%

**Developed Asia**

We made voting recommendations at four meetings (26 resolutions) over the last quarter.



- Total meetings in favour 25.0%
- Meetings against (or against AND abstain) 75.0%

**Emerging & Developing Markets**

We made voting recommendations at 66 meetings (303 resolutions) over the last quarter.



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

**Europe**

We made voting recommendations at six meetings (49 resolutions) over the last quarter.



- Total meetings in favour 100.0%

**North America**

We made voting recommendations at 25 meetings (245 resolutions) over the last quarter.



- Total meetings in favour 32.0%
- Meetings against (or against AND abstain) 68.0%

**United Kingdom**

We made voting recommendations at two meetings (23 resolutions) over the last quarter.



- Total meetings in favour 50.0%
- Meetings against (or against AND abstain) 50.0%

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

**Global**

We recommended voting against or abstaining on 149 resolutions over the last quarter.



- Board Structure 51.0%
- Remuneration 27.5%
- Shareholder Resolution 6.7%
- Capital Structure + Dividends 4.0%
- Amend Articles 8.1%
- Audit + Accounts 0.7%
- Investment/M&A 2.0%

**Australia & New Zealand**

We recommended voting against or abstaining on 29 resolutions over the last quarter.



- Board Structure 20.7%
- Remuneration 65.5%
- Shareholder Resolution 3.4%
- Capital Structure + Dividends 6.9%
- Audit + Accounts 3.4%

**Developed Asia**

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



- Board Structure 100.0%

**Emerging & Developing Markets**

We recommended voting against or abstaining on 77 resolutions over the last quarter.



- Board Structure 63.6%
- Remuneration 11.7%
- Shareholder Resolution 2.6%
- Capital Structure + Dividends 5.2%
- Amend Articles 13.0%
- Investment/M&A 3.9%

**Europe**

No voting against or abstaining recommendations

**North America**

We recommended voting against or abstaining on 38 resolutions over the last quarter.



- Board Structure 42.1%
- Remuneration 34.2%
- Shareholder Resolution 18.4%
- Amend Articles 5.3%

**United Kingdom**

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



- Board Structure 100.0%