

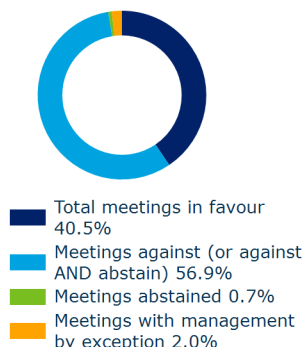
## British Coal Staff Superannuation Scheme

## EOS at Federated Hermes

Over the last quarter we made voting recommendations at 153 meetings (1,469 resolutions). At 87 meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at three meetings and abstaining at one meeting. We supported management on all resolutions at the remaining 62 meetings.

### Global

We made voting recommendations at 153 meetings (1,469 resolutions) over the last quarter.

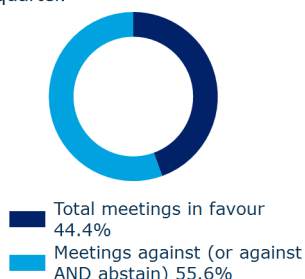


### Australia & New Zealand

No Voting Activity

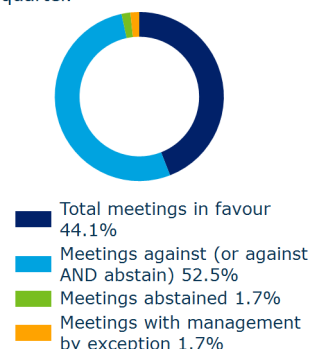
### Developed Asia

We made voting recommendations at 45 meetings (410 resolutions) over the last quarter.



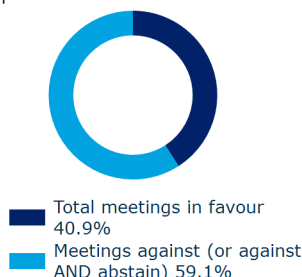
### Emerging & Developing Markets

We made voting recommendations at 59 meetings (328 resolutions) over the last quarter.



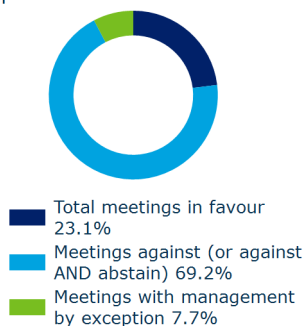
### Europe

We made voting recommendations at 22 meetings (415 resolutions) over the last quarter.



### North America

We made voting recommendations at 26 meetings (290 resolutions) over the last quarter.



### United Kingdom

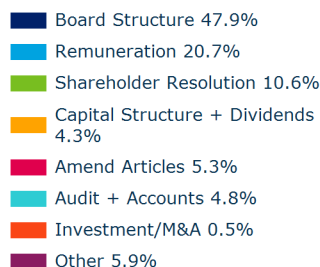
We made voting recommendations at one meeting (26 resolutions) over the last quarter.



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

## Global

We recommended voting against or abstaining on 188 resolutions over the last quarter.

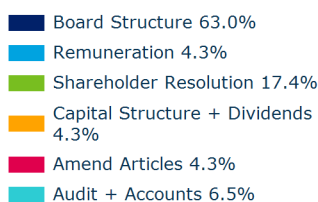


## Australia & New Zealand

No voting against or abstaining recommendations

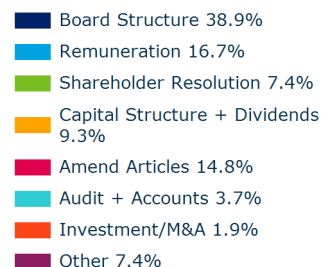
## Developed Asia

We recommended voting against or abstaining on 46 resolutions over the last quarter.



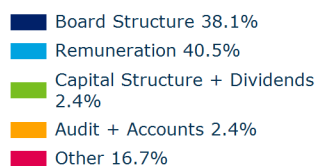
## Emerging & Developing Markets

We recommended voting against or abstaining on 54 resolutions over the last quarter.



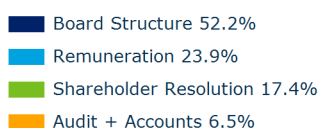
## Europe

We recommended voting against or abstaining on 42 resolutions over the last quarter.



## North America

We recommended voting against or abstaining on 46 resolutions over the last quarter.



## United Kingdom

No voting against or abstaining recommendations