

## Mineworkers Pension Scheme

## EOS at Federated Hermes

Over the last quarter we made voting recommendations at **156** meetings (**1,348** resolutions). At **86** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **four** meetings. We supported management on all resolutions at the remaining **66** meetings.

### Global

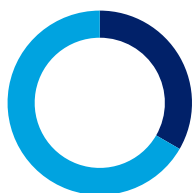
We made voting recommendations at **156** meetings (**1,348** resolutions) over the last quarter.



- Total meetings in favour **42.3%**
- Meetings against (or against AND abstain) **55.1%**
- Meetings with management by exception **2.6%**

### Australia and 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) **66.7%**

### Developed Asia

We made voting recommendations at **seven** meetings (**60** resolutions) over the last quarter.



- Total meetings in favour **28.6%**
- Meetings against (or against AND abstain) **71.4%**

### Emerging and Frontier Markets

We made voting recommendations at **112** meetings (**864** resolutions) over the last quarter.



- Total meetings in favour **39.3%**
- Meetings against (or against AND abstain) **58.9%**
- Meetings with management by exception **1.8%**

### Europe

We made voting recommendations at **15** meetings (**148** resolutions) over the last quarter.



- Total meetings in favour **73.3%**
- Meetings against (or against AND abstain) **26.7%**

### North America

We made voting recommendations at **ten** meetings (**102** resolutions) over the last quarter.



- Total meetings in favour **30%**
- Meetings against (or against AND abstain) **50%**
- Meetings with management by exception **20%**

### United Kingdom

We made voting recommendations at **nine** meetings (**160** resolutions) over the last quarter.

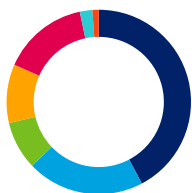


- Total meetings in favour **55.6%**
- Meetings against (or against AND abstain) **44.4%**

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

**Global**

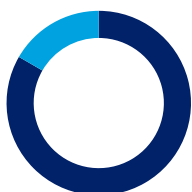
We recommended voting against or abstaining on **272** resolutions over the last quarter.



- Board structure **42.3%**
- Remuneration **20.6%**
- Shareholder resolution **8.5%**
- Capital structure and dividends **10.3%**
- Amend articles **15.1%**
- Audit and accounts **2.2%**
- Other **1.1%**

**Australia and New Zealand**

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



- Board structure **83.3%**
- Remuneration **16.7%**

**Developed Asia**

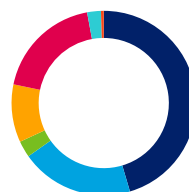
We recommended voting against or abstaining on **seven** resolutions over the last quarter.



- Board structure **42.9%**
- Remuneration **14.3%**
- Capital structure and dividends **28.6%**
- Amend articles **14.3%**

**Emerging and Frontier Markets**

We recommended voting against or abstaining on **207** resolutions over the last quarter.



- Board structure **45.4%**
- Remuneration **19.8%**
- Shareholder resolution **2.9%**
- Capital structure and dividends **10.1%**
- Amend articles **18.8%**
- Audit and accounts **2.4%**
- Other **0.5%**

**Europe**

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



- Board structure **25%**
- Remuneration **33.3%**
- Shareholder resolution **8.3%**
- Capital structure and dividends **20.8%**
- Audit and accounts **4.2%**
- Other **8.3%**

**North America**

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



- Board structure **25%**
- Remuneration **12.5%**
- Shareholder resolution **58.3%**
- Amend articles **4.2%**

**United Kingdom**

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



- Board structure **25%**
- Remuneration **50%**
- Shareholder resolution **25%**