

Mineworkers' Pension Scheme

EOS at Federated Hermes

Over the last quarter we made voting recommendations at 745 meetings (10,226 resolutions). At 481 meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at 44 meetings and abstaining at three meetings. We supported management on all resolutions at the remaining 217 meetings.

Global

We made voting recommendations at 745 meetings (10,226 resolutions) over the last quarter.



- Total meetings in favour 29.1%
- Meetings against (or against AND abstain) 64.6%
- Meetings abstained 0.4%
- Meetings with management by exception 5.9%

Australia & 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) 33.3%
- Meetings with management by exception 33.3%

Developed Asia

We made voting recommendations at 155 meetings (1,690 resolutions) over the last quarter.



- Total meetings in favour 43.9%
- Meetings against (or against AND abstain) 53.5%
- Meetings with management by exception 2.6%

Emerging & Developing Markets

We made voting recommendations at 268 meetings (3,187 resolutions) over the last quarter.



- Total meetings in favour 36.9%
- Meetings against (or against AND abstain) 61.6%
- Meetings abstained 0.7%
- Meetings with management by exception 0.7%

Europe

We made voting recommendations at 124 meetings (2,417 resolutions) over the last quarter.



- Total meetings in favour 18.5%
- Meetings against (or against AND abstain) 75.8%
- Meetings abstained 0.8%
- Meetings with management by exception 4.8%

North America

We made voting recommendations at 165 meetings (2,238 resolutions) over the last quarter.



- Total meetings in favour 9.7%
- Meetings against (or against AND abstain) 75.2%
- Meetings with management by exception 15.2%

United Kingdom

We made voting recommendations at 30 meetings (680 resolutions) over the last quarter.



- Total meetings in favour 33.3%
- Meetings against (or against AND abstain) 46.7%
- Meetings with management by exception 20.0%

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

Global

We recommended voting against or abstaining on 1,726 resolutions over the last quarter.



- Board Structure 47.5%
- Remuneration 19.3%
- Shareholder Resolution 11.5%
- Capital Structure + Dividends 8.5%
- Amend Articles 5.0%
- Audit + Accounts 5.2%
- Investment/M&A 0.4%
- Poison Pill/Anti-Takeover Device 0.1%
- Other 2.5%

Australia & New Zealand

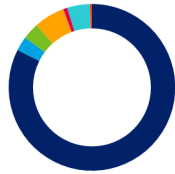
We recommended voting against or abstaining on one resolution over the last quarter.



- Board Structure 100.0%

Developed Asia

We recommended voting against or abstaining on 250 resolutions over the last quarter.



- Board Structure 82.4%
- Remuneration 2.8%
- Shareholder Resolution 3.2%
- Capital Structure + Dividends 6.0%
- Amend Articles 0.8%
- Audit + Accounts 4.4%
- Poison Pill/Anti-Takeover Device 0.4%

Emerging & Developing Markets

We recommended voting against or abstaining on 713 resolutions over the last quarter.



- Board Structure 48.1%
- Remuneration 11.6%
- Shareholder Resolution 3.9%
- Capital Structure + Dividends 12.9%
- Amend Articles 10.9%
- Audit + Accounts 7.2%
- Investment/M&A 1.0%
- Other 4.3%

Europe

We recommended voting against or abstaining on 315 resolutions over the last quarter.



- Board Structure 28.9%
- Remuneration 40.0%
- Shareholder Resolution 7.3%
- Capital Structure + Dividends 12.1%
- Amend Articles 1.6%
- Audit + Accounts 6.0%
- Other 4.1%

North America

We recommended voting against or abstaining on 415 resolutions over the last quarter.



- Board Structure 41.4%
- Remuneration 22.7%
- Shareholder Resolution 33.7%
- Amend Articles 0.2%
- Audit + Accounts 1.9%

United Kingdom

We recommended voting against or abstaining on 32 resolutions over the last quarter.



- Board Structure 18.8%
- Remuneration 71.9%
- Capital Structure + Dividends 3.1%
- Audit + Accounts 3.1%
- Poison Pill/Anti-Takeover Device 3.1%