

Mineworkers' Pension Scheme

EOS at Federated Hermes

Over the last quarter we made voting recommendations at 132 meetings (1,283 resolutions). At 82 meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at four meetings and abstaining at one meeting. We supported management on all resolutions at the remaining 45 meetings.

Global

We made voting recommendations at 132 meetings (1,283 resolutions) over the last quarter.



- Total meetings in favour 34.1%
- Meetings against (or against AND abstain) 62.1%
- Meetings abstained 0.8%
- Meetings with management by exception 3.0%

Australia & New Zealand

We made voting recommendations at two meetings (7 resolutions) over the last quarter.



- Meetings against (or against AND abstain) 100.0%

Developed Asia

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



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

Emerging & Developing Markets

We made voting recommendations at 82 meetings (615 resolutions) over the last quarter.



- Total meetings in favour 39.0%
- Meetings against (or against AND abstain) 57.3%
- Meetings abstained 1.2%
- Meetings with management by exception 2.4%

Europe

We made voting recommendations at 12 meetings (183 resolutions) over the last quarter.



- Total meetings in favour 25.0%
- Meetings against (or against AND abstain) 66.7%
- Meetings with management by exception 8.3%

North America

We made voting recommendations at 24 meetings (247 resolutions) over the last quarter.



- Total meetings in favour 16.7%
- Meetings against (or against AND abstain) 79.2%
- Meetings with management by exception 4.2%

United Kingdom

We made voting recommendations at 10 meetings (216 resolutions) over the last quarter.

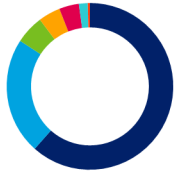


- Total meetings in favour 50.0%
- Meetings against (or against AND abstain) 50.0%

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

Global

We recommended voting against or abstaining on 234 resolutions over the last quarter.



- Board Structure 61.5%
- Remuneration 22.6%
- Shareholder Resolution 5.6%
- Capital Structure + Dividends 4.3%
- Amend Articles 3.8%
- Audit + Accounts 1.7%
- Other 0.4%

Australia & New Zealand

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



- Board Structure 50.0%
- Remuneration 50.0%

Developed Asia

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



- Board Structure 60.0%
- Capital Structure + Dividends 40.0%

Emerging & Developing Markets

We recommended voting against or abstaining on 150 resolutions over the last quarter.



- Board Structure 71.3%
- Remuneration 16.0%
- Shareholder Resolution 0.7%
- Capital Structure + Dividends 4.7%
- Amend Articles 5.3%
- Audit + Accounts 2.0%

Europe

We recommended voting against or abstaining on 17 resolutions over the last quarter.



- Board Structure 35.3%
- Remuneration 41.2%
- Capital Structure + Dividends 5.9%
- Amend Articles 5.9%
- Audit + Accounts 5.9%
- Other 5.9%

North America

We recommended voting against or abstaining on 53 resolutions over the last quarter.



- Board Structure 49.1%
- Remuneration 28.3%
- Shareholder Resolution 22.6%

United Kingdom

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



- Board Structure 14.3%
- Remuneration 85.7%