

Mineworkers Pension Scheme

Hermes EOS

Over the last quarter we made voting recommendations at **1,348** meetings (**16,469** resolutions). At **846** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **eight** meetings and abstaining at **seven** meetings. We supported management on all resolutions at the remaining **487** meetings.

Global

We made voting recommendations at **1,348** meetings (**16,469** resolutions) over the last quarter.



- Total meetings in favour **36.1%**
- Meetings against (or against AND abstain) **62.8%**
- Meetings abstained **0.5%**
- Meetings with management by exception **0.6%**

Australia and New Zealand

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



- Total meetings in favour **50%**
- Meetings against (or against AND abstain) **50%**

Developed Asia

We made voting recommendations at **217** meetings (**2,302** resolutions) over the last quarter.



- Total meetings in favour **53.5%**
- Meetings against (or against AND abstain) **45.6%**
- Meetings with management by exception **0.9%**

Emerging and Frontier Markets

We made voting recommendations at **791** meetings (**9,198** resolutions) over the last quarter.



- Total meetings in favour **32.2%**
- Meetings against (or against AND abstain) **66.8%**
- Meetings abstained **0.9%**
- Meetings with management by exception **0.1%**

Europe

We made voting recommendations at **128** meetings (**1,966** resolutions) over the last quarter.



- Total meetings in favour **35.9%**
- Meetings against (or against AND abstain) **64.1%**

North America

We made voting recommendations at **165** meetings (**2,179** resolutions) over the last quarter.



- Total meetings in favour **26.7%**
- Meetings against (or against AND abstain) **70.3%**
- Meetings with management by exception **3.0%**

United Kingdom

We made voting recommendations at **43** meetings (**798** resolutions) over the last quarter.



- Total meetings in favour **55.8%**
- Meetings against (or against AND abstain) **44.2%**

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

Global

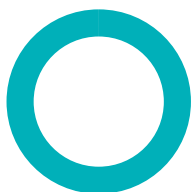
We recommended voting against or abstaining on **2,704** resolutions over the last quarter.



- Board structure **49.9%**
- Remuneration **13.5%**
- Shareholder resolution **8.1%**
- Capital structure and dividends **15.4%**
- Amend articles **3.9%**
- Audit and accounts **4.6%**
- Investment/M&A **0.1%**
- Poison pill/Anti-takeover device **0.1%**
- Other **4.4%**

Australia and New Zealand

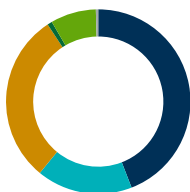
We recommended voting against or abstaining on **three** resolutions over the last quarter.



- Remuneration **100%**

Developed Asia

We recommended voting against or abstaining on **238** resolutions over the last quarter.



- Board structure **44.1%**
- Remuneration **16.8%**
- Capital structure and dividends **29.8%**
- Amend articles **0.8%**
- Audit and accounts **8.0%**
- Poison pill/Anti-takeover device **0.4%**

Emerging and Frontier Markets

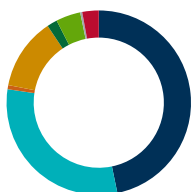
We recommended voting against or abstaining on **1,916** resolutions over the last quarter.



- Board structure **54.2%**
- Remuneration **7.4%**
- Shareholder resolution **6.6%**
- Capital structure and dividends **16.1%**
- Amend articles **5.2%**
- Audit and accounts **4.8%**
- Investment/M&A **0.2%**
- Other **5.6%**

Europe

We recommended voting against or abstaining on **278** resolutions over the last quarter.



- Board structure **46.8%**
- Remuneration **30.6%**
- Shareholder resolution **0.7%**
- Capital structure and dividends **12.6%**
- Amend articles **1.8%**
- Audit and accounts **4.3%**
- Poison pill/Anti-takeover device **0.4%**
- Other **2.9%**

North America

We recommended voting against or abstaining on **236** resolutions over the last quarter.



- Board structure **25.4%**
- Remuneration **34.3%**
- Shareholder resolution **39.0%**
- Other **1.3%**

United Kingdom

We recommended voting against or abstaining on **33** resolutions over the last quarter.



- Board structure **42.4%**
- Remuneration **48.5%**
- Capital structure and dividends **6.1%**
- Audit and accounts **3.0%**