

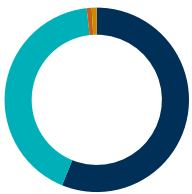
Mineworkers Pension Scheme

Hermes EOS

Over the last quarter we made voting recommendations at **114** meetings (**877** resolutions). At **48** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **one** meeting and abstaining at **one** meeting. We supported management on all resolutions at the remaining **64** meetings.

Global

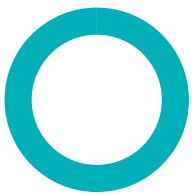
We made voting recommendations at **114** meetings (**877** resolutions) over the last quarter.



- Total meetings in favour **56.1%**
- Meetings against (or against AND abstain) **42.1%**
- Meetings abstained **0.9%**
- Meetings with management by exception **0.9%**

Australia and New Zealand

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



- Meetings against (or against AND abstain) **100%**

Developed Asia

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



- Total meetings in favour **66.7%**
- Meetings against (or against AND abstain) **33.3%**

Emerging and Frontier Markets

We made voting recommendations at **88** meetings (**543** resolutions) over the last quarter.



- Total meetings in favour **61.4%**
- Meetings against (or against AND abstain) **38.6%**

Europe

We made voting recommendations at **six** meetings (**86** resolutions) over the last quarter.



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

North America

We made voting recommendations at **six** meetings (**65** resolutions) over the last quarter.



- Meetings against (or against AND abstain) **100%**

United Kingdom

We made voting recommendations at **ten** meetings (**169** resolutions) over the last quarter.

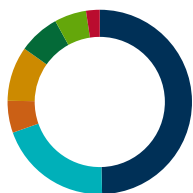


- Total meetings in favour **50%**
- Meetings against (or against AND abstain) **30%**
- Meetings abstained **10%**
- Meetings with management by exception **10%**

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

Global

We recommended voting against or abstaining on **125** resolutions over the last last quarter.



- Board structure **49.6%**
- Remuneration **20%**
- Shareholder resolution **5.6%**
- Capital structure and dividends **9.6%**
- Amend articles **7.2%**
- Audit and accounts **5.6%**
- Other **2.4%**

Australia and New Zealand

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



- Remuneration **100%**

Developed Asia

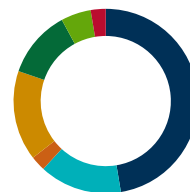
We recommended voting against or abstaining on **one** resolution over the last last quarter.



- Audit and accounts **100%**

Emerging and Frontier Markets

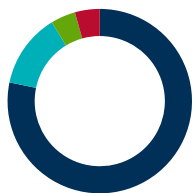
We recommended voting against or abstaining on **76** resolutions over the last last quarter.



- Board structure **47.4%**
- Remuneration **14.5%**
- Shareholder resolution **2.6%**
- Capital structure and dividends **15.8%**
- Amend articles **11.8%**
- Audit and accounts **5.3%**
- Other **2.6%**

Europe

We recommended voting against or abstaining on **23** resolutions over the last last quarter.



- Board structure **78.3%**
- Remuneration **13.0%**
- Audit and accounts **4.3%**
- Other **4.3%**

North America

We recommended voting against or abstaining on **13** resolutions over the last last quarter.



- Board structure **15.4%**
- Remuneration **46.2%**
- Shareholder resolution **38.5%**

United Kingdom

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



- Board structure **66.7%**
- Remuneration **22.2%**
- Audit and accounts **11.1%**