

Mineworkers Pension Scheme

EOS at Federated Hermes

Over the last quarter we made voting recommendations at **624** meetings (**5,037** resolutions). At **231** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **11** meetings and abstaining at **two** meetings. We supported management on all resolutions at the remaining **380** meetings.

Global

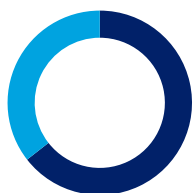
We made voting recommendations at **624** meetings (**5,037** resolutions) over the last quarter.



- Total meetings in favour **60.9%**
- Meetings against (or against AND abstain) **37.0%**
- Meetings abstained **0.3%**
- Meetings with management by exception **1.8%**

Developed Asia

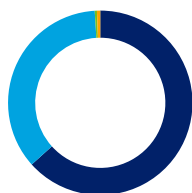
We made voting recommendations at **45** meetings (**399** resolutions) over the last quarter.



- Total meetings in favour **64.4%**
- Meetings against (or against AND abstain) **35.6%**

Emerging and Frontier Markets

We made voting recommendations at **521** meetings (**3,747** resolutions) over the last quarter.



- Total meetings in favour **63.3%**
- Meetings against (or against AND abstain) **35.7%**
- Meetings abstained **0.4%**
- Meetings with management by exception **0.6%**

Europe

We made voting recommendations at **32** meetings (**595** resolutions) over the last quarter.



- Total meetings in favour **43.8%**
- Meetings against (or against AND abstain) **50%**
- Meetings with management by exception **6.2%**

North America

We made voting recommendations at **23** meetings (**255** resolutions) over the last quarter.



- Total meetings in favour **21.7%**
- Meetings against (or against AND abstain) **52.2%**
- Meetings with management by exception **26.1%**

United Kingdom

We made voting recommendations at **three** meetings (**41** resolutions) over the last quarter.



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

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

Global

We recommended voting against or abstaining on **699** resolutions over the last quarter.



- Board structure **34.5%**
- Remuneration **20.0%**
- Shareholder resolution **4.7%**
- Capital structure and dividends **11.3%**
- Amend articles **19.5%**
- Audit and accounts **4.7%**
- Investment/M&A **0.9%**
- Poison pill/Anti-takeover device **0.1%**
- Other **4.3%**

Developed Asia

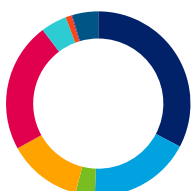
We recommended voting against or abstaining on **34** resolutions over the last quarter.



- Board structure **73.5%**
- Remuneration **8.8%**
- Amend articles **2.9%**
- Audit and accounts **14.7%**

Emerging and Frontier Markets

We recommended voting against or abstaining on **593** resolutions over the last quarter.



- Board structure **32.7%**
- Remuneration **17.9%**
- Shareholder resolution **3.4%**
- Capital structure and dividends **13.0%**
- Amend articles **22.8%**
- Audit and accounts **4.6%**
- Investment/M&A **1.0%**
- Poison pill/Anti-takeover device **0.2%**
- Other **4.6%**

Europe

We recommended voting against or abstaining on **42** resolutions over the last quarter.



- Board structure **26.2%**
- Remuneration **40.5%**
- Shareholder resolution **19.0%**
- Capital structure and dividends **4.8%**
- Audit and accounts **2.4%**
- Other **7.1%**

North America

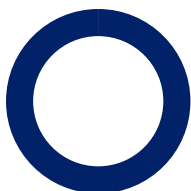
We recommended voting against or abstaining on **29** resolutions over the last quarter.



- Board structure **34.5%**
- Remuneration **48.3%**
- Shareholder resolution **17.2%**

United Kingdom

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



- Board structure **100%**