

Mineworkers Pension Scheme

Hermes EOS

Over the last quarter we made voting recommendations at **733** meetings (**9,934** resolutions). At **419** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **ten** meetings and abstaining at **one** meeting. We supported management on all resolutions at the remaining **303** meetings.

Global

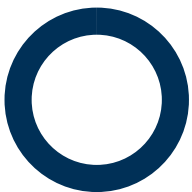
We made voting recommendations at **733** meetings (**9,934** resolutions) over the last quarter.



- Total meetings in favour **41.3%**
- Meetings against (or against AND abstain) **57.2%**
- Meetings abstained **0.1%**
- Meetings with management by exception **1.4%**

Australia and New Zealand

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



- Total meetings in favour **100%**

Developed Asia

We made voting recommendations at **146** meetings (**1,651** resolutions) over the last quarter.



- Total meetings in favour **51.4%**
- Meetings against (or against AND abstain) **47.3%**
- Meetings with management by exception **1.4%**

Emerging and Frontier Markets

We made voting recommendations at **262** meetings (**3,257** resolutions) over the last quarter.



- Total meetings in favour **31.7%**
- Meetings against (or against AND abstain) **67.2%**
- Meetings abstained **0.4%**
- Meetings with management by exception **0.8%**

Europe

We made voting recommendations at **101** meetings (**1,629** resolutions) over the last quarter.



- Total meetings in favour **42.6%**
- Meetings against (or against AND abstain) **55.4%**
- Meetings with management by exception **2.0%**

North America

We made voting recommendations at **173** meetings (**2,510** resolutions) over the last quarter.



- Total meetings in favour **42.2%**
- Meetings against (or against AND abstain) **56.1%**
- Meetings with management by exception **1.7%**

United Kingdom

We made voting recommendations at **48** meetings (**872** resolutions) over the last quarter.

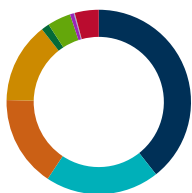


- Total meetings in favour **54.2%**
- Meetings against (or against AND abstain) **43.8%**
- Meetings with management by exception **2.1%**

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

Global

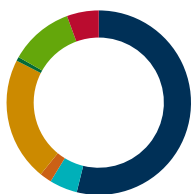
We recommended voting against or abstaining on **1,070** resolutions over the last last quarter.



- Board structure **39.3%**
- Remuneration **20%**
- Shareholder resolution **16.0%**
- Capital structure and dividends **14.1%**
- Amend articles **1.4%**
- Audit and accounts **4.1%**
- Governance **0.7%**
- Investment/M&A **0.1%**
- Poison pill/Anti-takeover device **0.1%**
- Other **4.2%**

Developed Asia

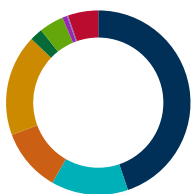
We recommended voting against or abstaining on **144** resolutions over the last last quarter.



- Board structure **53.5%**
- Remuneration **4.9%**
- Shareholder resolution **2.1%**
- Capital structure and dividends **21.5%**
- Amend articles **0.7%**
- Audit and accounts **11.1%**
- Poison pill/Anti-takeover device **0.7%**
- Other **5.6%**

Emerging and Frontier Markets

We recommended voting against or abstaining on **489** resolutions over the last last quarter.



- Board structure **44.8%**
- Remuneration **13.5%**
- Shareholder resolution **11.0%**
- Capital structure and dividends **17.8%**
- Amend articles **2.2%**
- Audit and accounts **4.3%**
- Governance **0.8%**
- Investment/M&A **0.2%**
- Other **5.3%**

Europe

We recommended voting against or abstaining on **194** resolutions over the last last quarter.



- Board structure **36.6%**
- Remuneration **32.0%**
- Shareholder resolution **4.1%**
- Capital structure and dividends **14.9%**
- Amend articles **1.5%**
- Audit and accounts **3.6%**
- Governance **1.5%**
- Other **5.7%**

North America

We recommended voting against or abstaining on **205** resolutions over the last last quarter.



- Board structure **22.0%**
- Remuneration **26.3%**
- Shareholder resolution **51.7%**

United Kingdom

We recommended voting against or abstaining on **38** resolutions over the last last quarter.



- Board structure **23.7%**
- Remuneration **65.8%**
- Capital structure and dividends **10.5%**