

Mineworkers' Pension Scheme

EOS at Federated Hermes

Over the last quarter we made voting recommendations at 149 meetings (1,160 resolutions). At 79 meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at two meetings and abstaining at zero meetings. We supported management on all resolutions at the remaining 68 meetings.

Global

We made voting recommendations at 149 meetings (1,160 resolutions) over the last quarter.



- Total meetings in favour 45.6%
- Meetings against (or against AND abstain) 53.0%
- Meetings with management by exception 1.3%

Australia & New Zealand

We made voting recommendations at three meetings (13 resolutions) over the last quarter.



- Meetings against (or against AND abstain) 100.0%

Developed Asia

We made voting recommendations at nine meetings (61 resolutions) over the last quarter.



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

Emerging & Developing Markets

We made voting recommendations at 106 meetings (740 resolutions) over the last quarter.



- Total meetings in favour 41.5%
- Meetings against (or against AND abstain) 56.6%
- Meetings with management by exception 1.9%

Europe

We made voting recommendations at 16 meetings (166 resolutions) over the last quarter.



- Total meetings in favour 62.5%
- Meetings against (or against AND abstain) 37.5%

North America

We made voting recommendations at six meetings (61 resolutions) over the last quarter.



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

United Kingdom

We made voting recommendations at nine meetings (119 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 236 resolutions over the last quarter.



- Board Structure 44.1%
- Remuneration 22.9%
- Shareholder Resolution 8.1%
- Capital Structure + Dividends 7.6%
- Amend Articles 11.9%
- Audit + Accounts 3.8%
- Other 1.7%

Australia & New Zealand

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



- Board Structure 60.0%
- Remuneration 40.0%

Developed Asia

We recommended voting against or abstaining on 21 resolutions over the last quarter.



- Board Structure 47.6%
- Shareholder Resolution 42.9%
- Capital Structure + Dividends 9.5%

Emerging & Developing Markets

We recommended voting against or abstaining on 179 resolutions over the last quarter.



- Board Structure 44.1%
- Remuneration 21.8%
- Shareholder Resolution 4.5%
- Capital Structure + Dividends 8.9%
- Amend Articles 15.1%
- Audit + Accounts 5.0%
- Other 0.6%

Europe

We recommended voting against or abstaining on 16 resolutions over the last quarter.



- Board Structure 43.8%
- Remuneration 31.3%
- Amend Articles 6.3%
- Other 18.8%

North America

We recommended voting against or abstaining on 10 resolutions over the last quarter.



- Board Structure 50.0%
- Remuneration 30.0%
- Shareholder Resolution 20.0%

United Kingdom

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



- Remuneration 100.0%