

Mineworkers Pension Scheme

Hermes EOS

Over the last quarter we made voting recommendations at **129** meetings (**953** resolutions). At **52** meetings we recommended opposing one or more resolutions. We supported management on all resolutions at the remaining **77** meetings.

Global

We made voting recommendations at **129** meetings (**953** resolutions) over the last quarter.



■ Total meetings in favour **59.7%**
 ■ Meetings against (or against AND abstain) **40.3%**

Australia and New Zealand

We made voting recommendations at **nine** meetings (**67** resolutions) over the last quarter.



■ Total meetings in favour **55.6%**
 ■ Meetings against (or against AND abstain) **44.4%**

Developed Asia

We made voting recommendations at **13** meetings (**80** resolutions) over the last quarter.



■ Total meetings in favour **69.2%**
 ■ Meetings against (or against AND abstain) **30.8%**

Emerging and Frontier Markets

We made voting recommendations at **83** meetings (**510** 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 **nine** meetings (**94** resolutions) over the last quarter.



■ Total meetings in favour **55.6%**
 ■ Meetings against (or against AND abstain) **44.4%**

North America

We made voting recommendations at **ten** meetings (**109** resolutions) over the last quarter.



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

United Kingdom

We made voting recommendations at **five** meetings (**93** resolutions) over the last quarter.



■ Total meetings in favour **40%**
 ■ Meetings against (or against AND abstain) **60%**

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

Global

We recommended voting against or abstaining on **139** resolutions over the last last quarter.



- Board structure **28.1%**
- Remuneration **43.2%**
- Shareholder resolution **5.8%**
- Capital structure and dividends **7.9%**
- Amend articles **4.3%**
- Audit and accounts **2.9%**
- Governance **0.7%**
- Other **7.2%**

Australia and New Zealand

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



- Board structure **37.5%**
- Remuneration **25%**
- Amend articles **37.5%**

Developed Asia

We recommended voting against or abstaining on **15** resolutions over the last last quarter.



- Board structure **53.3%**
- Remuneration **6.7%**
- Capital structure and dividends **33.3%**
- Other **6.7%**

Emerging and Frontier Markets

We recommended voting against or abstaining on **82** resolutions over the last last quarter.



- Board structure **15.9%**
- Remuneration **57.3%**
- Shareholder resolution **6.1%**
- Capital structure and dividends **2.4%**
- Amend articles **3.7%**
- Audit and accounts **4.9%**
- Governance **1.2%**
- Other **8.5%**

Europe

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



- Board structure **52.4%**
- Remuneration **19.0%**
- Capital structure and dividends **19.0%**
- Other **9.5%**

North America

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



- Board structure **14.3%**
- Remuneration **42.9%**
- Shareholder resolution **42.9%**

United Kingdom

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



- Board structure **50%**
- Remuneration **50%**