

Mineworkers Pension Scheme

Hermes EOS

Over the last quarter we made voting recommendations at **252** meetings (**2,333** resolutions). At **134** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **two** meetings and abstaining at **four** meetings. We supported management on all resolutions at the remaining **112** meetings.

Global

We made voting recommendations at **252** meetings (**2,333** resolutions) over the last quarter.



- Total meetings in favour **44.4%**
- Meetings against (or against AND abstain) **53.2%**
- Meetings abstained **1.6%**
- Meetings with management by exception **0.8%**

Developed Asia

We made voting recommendations at **47** meetings (**329** resolutions) over the last quarter.



- Total meetings in favour **51.1%**
- Meetings against (or against AND abstain) **46.8%**
- Meetings with management by exception **2.1%**

Emerging and Frontier Markets

We made voting recommendations at **158** meetings (**1,398** resolutions) over the last quarter.



- Total meetings in favour **44.3%**
- Meetings against (or against AND abstain) **55.1%**
- Meetings abstained **0.6%**

Europe

We made voting recommendations at **17** meetings (**274** resolutions) over the last quarter.



- Total meetings in favour **29.4%**
- Meetings against (or against AND abstain) **58.8%**
- Meetings abstained **11.8%**

North America

We made voting recommendations at **24** meetings (**290** resolutions) over the last quarter.



- Total meetings in favour **33.3%**
- Meetings against (or against AND abstain) **62.5%**
- Meetings with management by exception **4.2%**

United Kingdom

We made voting recommendations at **six** meetings (**42** resolutions) over the last quarter.



- Total meetings in favour **83.3%**
- Meetings abstained **16.7%**

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

Global

We recommended voting against or abstaining on **358** resolutions over the last last quarter.



- Board structure **49.2%**
- Remuneration **17.3%**
- Shareholder resolution **9.2%**
- Capital structure and dividends **2.5%**
- Amend articles **6.7%**
- Audit and accounts **2.8%**
- Poison pill/Anti-takeover device **0.3%**
- Other **12.0%**

Developed Asia

We recommended voting against or abstaining on **49** resolutions over the last last quarter.



- Board structure **38.8%**
- Remuneration **20.4%**
- Shareholder resolution **28.6%**
- Amend articles **4.1%**
- Audit and accounts **4.1%**
- Other **4.1%**

Emerging and Frontier Markets

We recommended voting against or abstaining on **245** resolutions over the last last quarter.



- Board structure **52.2%**
- Remuneration **15.1%**
- Shareholder resolution **1.6%**
- Capital structure and dividends **3.3%**
- Amend articles **9.0%**
- Audit and accounts **3.3%**
- Poison pill/Anti-takeover device **0.4%**
- Other **15.1%**

Europe

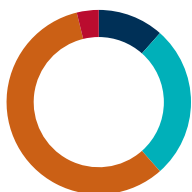
We recommended voting against or abstaining on **37** resolutions over the last last quarter.



- Board structure **67.6%**
- Remuneration **21.6%**
- Capital structure and dividends **2.7%**
- Other **8.1%**

North America

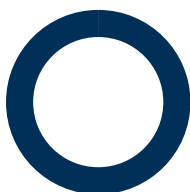
We recommended voting against or abstaining on **26** resolutions over the last last quarter.



- Board structure **11.5%**
- Remuneration **26.9%**
- Shareholder resolution **57.7%**
- Other **3.8%**

United Kingdom

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



- Board structure **100%**