

Mineworkers Pension Scheme

Hermes EOS

Over the last quarter we made voting recommendations at **120** meetings (**1,076** resolutions). At **53** meetings we recommended opposing one or more resolutions. We supported management on all resolutions at the remaining **66** meetings.

Global

We made voting recommendations at **120** meetings (**1,076** resolutions) over the last quarter.



- Total meetings in favour **55%**
- Meetings against (or against AND abstain) **44.2%**
- Meetings abstained **0.8%**

Australia and New Zealand

We made voting recommendations at **15** meetings (**105** resolutions) over the last quarter.



- Total meetings in favour **53.3%**
- Meetings against (or against AND abstain) **46.7%**

Developed Asia

We made voting recommendations at **six** meetings (**35** resolutions) over the last quarter.



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

Emerging and Frontier Markets

We made voting recommendations at **75** meetings (**579** resolutions) over the last quarter.



- Total meetings in favour **57.3%**
- Meetings against (or against AND abstain) **41.3%**
- Meetings abstained **1.3%**

Europe

We made voting recommendations at **ten** meetings (**121** resolutions) over the last quarter.



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

North America

We made voting recommendations at **seven** meetings (**112** resolutions) over the last quarter.



- Total meetings in favour **42.9%**
- Meetings against (or against AND abstain) **57.1%**

United Kingdom

We made voting recommendations at **seven** meetings (**124** resolutions) over the last quarter.



- Total meetings in favour **28.6%**
- Meetings against (or against AND abstain) **71.4%**

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

Global

We recommended voting against or abstaining on **169** resolutions over the last last quarter.



- Board structure 27.8%
- Remuneration 45.0%
- Shareholder resolution 7.7%
- Capital structure and dividends 8.9%
- Amend articles 4.1%
- Audit and accounts 2.4%
- Governance 0.6%
- Other 3.6%

Australia and New Zealand

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



- Board structure 25%
- Remuneration 68.8%
- Shareholder resolution 6.2%

Developed Asia

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



- Board structure 55.6%
- Capital structure and dividends 44.4%

Emerging and Frontier Markets

We recommended voting against or abstaining on **103** resolutions over the last last quarter.



- Board structure 21.4%
- Remuneration 50.5%
- Shareholder resolution 5.8%
- Capital structure and dividends 5.8%
- Amend articles 6.8%
- Audit and accounts 3.9%
- Governance 1.0%
- Other 4.9%

Europe

We recommended voting against or abstaining on **19** resolutions over the last last quarter.



- Board structure 47.4%
- Remuneration 21.1%
- Capital structure and dividends 26.3%
- Other 5.3%

North America

We recommended voting against or abstaining on **11** resolutions over the last last quarter.



- Board structure 18.2%
- Remuneration 27.3%
- Shareholder resolution 54.5%

United Kingdom

We recommended voting against or abstaining on **11** resolutions over the last last quarter.



- Board structure 45.5%
- Remuneration 54.5%