

BT Pension Scheme

EOS at Federated Hermes

Over the last quarter we made voting recommendations at **39** meetings (**295** resolutions). At **seven** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **two** meetings and abstaining at **one** meeting. We supported management on all resolutions at the remaining **29** meetings.

Global

We made voting recommendations at **39** meetings (**295** resolutions) over the last quarter.



- Total meetings in favour **74.4%**
- Meetings against (or against AND abstain) **17.9%**
- Meetings abstained **2.6%**
- Meetings with management by exception **5.1%**

Developed Asia

We made voting recommendations at **nine** meetings (**62** resolutions) over the last quarter.



- Total meetings in favour **77.8%**
- Meetings against (or against AND abstain) **22.2%**

Emerging and Frontier Markets

We made voting recommendations at **15** meetings (**83** resolutions) over the last quarter.



- Total meetings in favour **66.7%**
- Meetings against (or against AND abstain) **26.7%**
- Meetings with management by exception **6.7%**

Europe

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



- Total meetings in favour **80%**
- Meetings against (or against AND abstain) **20%**

North America

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



- Total meetings in favour **50%**
- Meetings abstained **25%**
- Meetings with management by exception **25%**

United Kingdom

We made voting recommendations at **six** meetings (**84** resolutions) over the last quarter.



- Total meetings in favour **100%**

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

Global

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



- Board structure 26.7%
- Remuneration 26.7%
- Amend articles 26.7%
- Audit and accounts 6.7%
- Other 13.3%

Developed Asia

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



- Board structure 66.7%
- Amend articles 33.3%

Emerging and Frontier Markets

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



- Board structure 14.3%
- Remuneration 28.6%
- Amend articles 42.9%
- Audit and accounts 14.3%

Europe

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



- Board structure 33.3%
- Remuneration 33.3%
- Other 33.3%

North America

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



- Remuneration 50%
- Other 50%