

FIFE Council Pension Fund

EOS at Federated Hermes

Over the last quarter we made voting recommendations at 35 meetings (556 resolutions). At 26 meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at three meetings and abstaining at zero meetings. We supported management on all resolutions at the remaining six meetings.

Global

We made voting recommendations at 35 meetings (556 resolutions) over the last quarter.



- Total meetings in favour 17.1%
- Meetings against (or against AND abstain) 74.3%
- Meetings with management by exception 8.6%

Australia & New Zealand

No Voting Activity

Developed Asia

We made voting recommendations at seven meetings (102 resolutions) over the last quarter.



- Total meetings in favour 28.6%
- Meetings against (or against AND abstain) 57.1%
- Meetings with management by exception 14.3%

Emerging & Developing Markets

We made voting recommendations at six meetings (54 resolutions) over the last quarter.



- Total meetings in favour 16.7%
- Meetings against (or against AND abstain) 83.3%

Europe

We made voting recommendations at 13 meetings (273 resolutions) over the last quarter.



- Total meetings in favour 15.4%
- Meetings against (or against AND abstain) 69.2%
- Meetings with management by exception 15.4%

North America

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



- Total meetings in favour 14.3%
- Meetings against (or against AND abstain) 85.7%

United Kingdom

We made voting recommendations at two meetings (34 resolutions) over the last quarter.



- Meetings against (or against AND abstain) 100.0%

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

Global

We recommended voting against or abstaining on 89 resolutions over the last quarter.



- Board Structure 41.6%
- Remuneration 11.2%
- Shareholder Resolution 25.8%
- Capital Structure + Dividends 3.4%
- Amend Articles 3.4%
- Audit + Accounts 7.9%
- Other 6.7%

Australia & New Zealand

No voting against or abstaining recommendations

Developed Asia

We recommended voting against or abstaining on 36 resolutions over the last quarter.



- Board Structure 30.6%
- Shareholder Resolution 50.0%
- Audit + Accounts 16.7%
- Other 2.8%

Emerging & Developing Markets

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



- Board Structure 50.0%
- Capital Structure + Dividends 10.0%
- Amend Articles 20.0%
- Audit + Accounts 10.0%
- Other 10.0%

Europe

We recommended voting against or abstaining on 27 resolutions over the last quarter.



- Board Structure 48.1%
- Remuneration 22.2%
- Shareholder Resolution 3.7%
- Capital Structure + Dividends 7.4%
- Amend Articles 3.7%
- Other 14.8%

North America

We recommended voting against or abstaining on 14 resolutions over the last quarter.



- Board Structure 42.9%
- Remuneration 28.6%
- Shareholder Resolution 28.6%

United Kingdom

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



- Board Structure 100.0%