

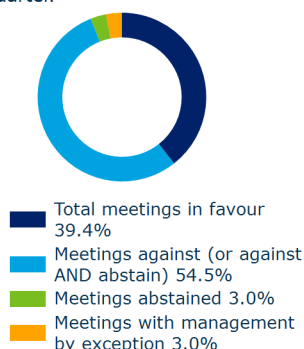
FIFE Council Pension Fund

EOS at Federated Hermes

Over the last quarter we made voting recommendations at 33 meetings (535 resolutions). At 18 meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at one meeting and abstaining at one meeting. We supported management on all resolutions at the remaining 13 meetings.

Global

We made voting recommendations at 33 meetings (535 resolutions) over the last quarter.

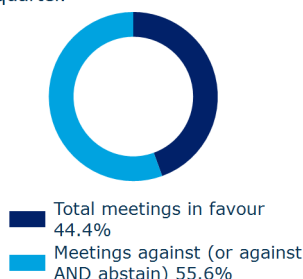


Australia & New Zealand

No Voting Activity

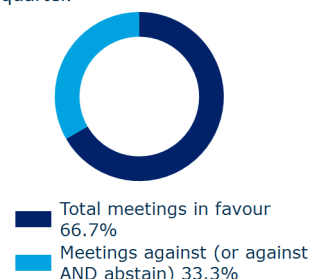
Developed Asia

We made voting recommendations at nine meetings (107 resolutions) over the last quarter.



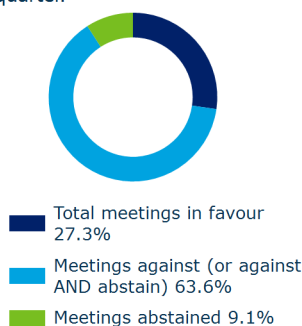
Emerging & Developing Markets

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



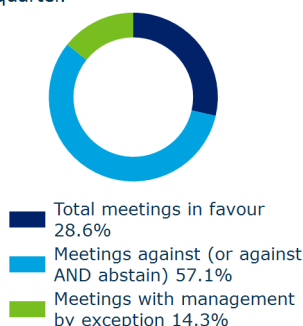
Europe

We made voting recommendations at 11 meetings (253 resolutions) over the last quarter.



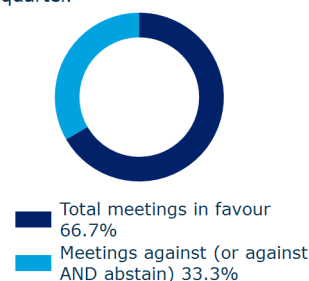
North America

We made voting recommendations at seven meetings (98 resolutions) over the last quarter.



United Kingdom

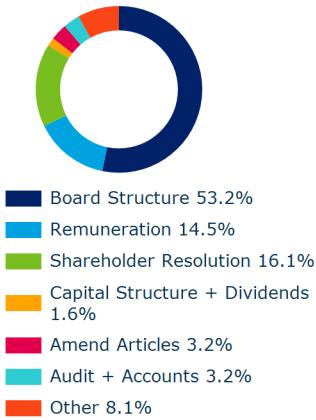
We made voting recommendations at three meetings (35 resolutions) over the last quarter.



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

Global

We recommended voting against or abstaining on 62 resolutions over the last quarter.

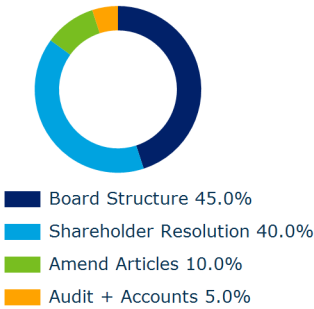


Australia & New Zealand

No voting against or abstaining recommendations

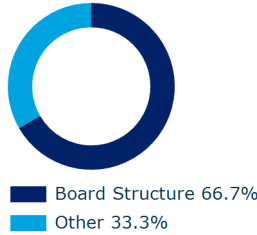
Developed Asia

We recommended voting against or abstaining on 20 resolutions over the last quarter.



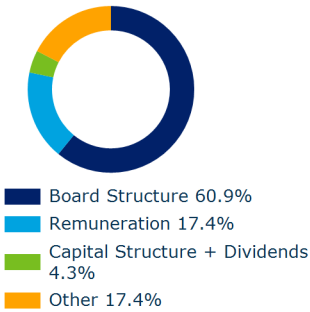
Emerging & Developing Markets

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



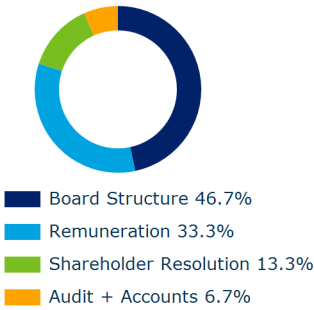
Europe

We recommended voting against or abstaining on 23 resolutions over the last quarter.



North America

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



United Kingdom

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

