

## FIFE Council Pension Fund

### Hermes EOS

Over the last quarter we made voting recommendations at **ten** meetings (**128** resolutions). At **two** meetings we recommended opposing one or more resolutions. We supported management on all resolutions at the remaining **eight** meetings.

#### Global

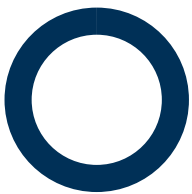
We made voting recommendations at **ten** meetings (**128** resolutions) over the last quarter.



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

#### Developed Asia

We made voting recommendations at **one** meeting (**11** resolutions) over the last quarter.



■ Total meetings in favour **100%**

#### Emerging and Frontier Markets

We made voting recommendations at **four** meetings (**26** resolutions) over the last quarter.



■ Total meetings in favour **75%**  
■ Meetings against (or against AND abstain) **25%**

#### Europe

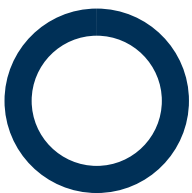
We made voting recommendations at **three** meetings (**67** resolutions) over the last quarter.



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

#### North America

We made voting recommendations at **one** meeting (**three** resolutions) over the last quarter.



■ Total meetings in favour **100%**

#### United Kingdom

We made voting recommendations at **one** meeting (**21** 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**

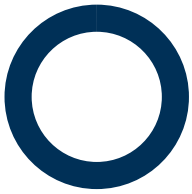
We recommended voting against or abstaining on **four** resolutions over the last quarter.



■ Board structure **75%**  
 ■ Remuneration **25%**

**Emerging and Frontier Markets**

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



■ Board structure **100%**

**Europe**

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



■ Board structure **50%**  
 ■ Remuneration **50%**