

## FIFE Council Pension Fund

Hermes EOS

Over the last quarter we made voting recommendations at **three** meetings (**34** resolutions). At **two** meetings we recommended opposing one or more resolutions. We supported management on all resolutions at **one** meeting.

### Global

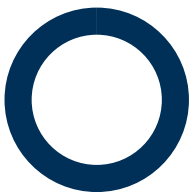
We made voting recommendations at **three** meetings (**34** resolutions) over the last quarter.



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

### Europe

We made voting recommendations at **one** meeting (**17** resolutions) over the last quarter.



■ Total meetings in favour **100%**

### North America

We made voting recommendations at **two** meetings (**17** resolutions) over the last quarter.



■ Meetings against (or against AND abstain) **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 **three** resolutions over the last quarter.



■ Board structure **33.3%**  
■ Remuneration **66.7%**

### North America

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



■ Board structure **33.3%**  
■ Remuneration **66.7%**