

## FIFE Council Pension Fund

## EOS at Federated Hermes

Over the last quarter we made voting recommendations at **three** meetings (**21** 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 (**21** resolutions) over the last quarter.

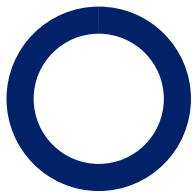


■ Total meetings in favour **33.3%**

■ Meetings against (or against AND abstain) **66.7%**

### Emerging and Frontier Markets

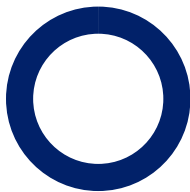
We made voting recommendations at **one** meeting (**one** resolution) over the last quarter.



■ Total meetings in favour **100%**

### North America

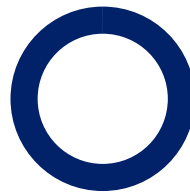
We made voting recommendations at **one** meeting (**five** resolutions) over the last quarter.



■ Meetings against (or against AND abstain) **100%**

### United Kingdom

We made voting recommendations at **one** meeting (**15** 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 **five** resolutions over the last quarter.



■ Board structure **60%**  
■ Remuneration **40%**

**North America**

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



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

**United Kingdom**

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



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