

FIFE Council Pension Fund

EOS at Federated Hermes

Over the last quarter we made voting recommendations at 216 meetings (3,233 resolutions). At 151 meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at 24 meetings and abstaining at zero meetings. We supported management on all resolutions at the remaining 41 meetings.

Global

We made voting recommendations at 216 meetings (3,233 resolutions) over the last quarter.



- Total meetings in favour 19.0%
- Meetings against (or against AND abstain) 69.9%
- Meetings with management by exception 11.1%

Australia & New Zealand

No Voting Activity

Developed Asia

We made voting recommendations at 47 meetings (528 resolutions) over the last quarter.



- Total meetings in favour 42.6%
- Meetings against (or against AND abstain) 51.1%
- Meetings with management by exception 6.4%

Emerging & Developing Markets

We made voting recommendations at 16 meetings (198 resolutions) over the last quarter.



- Total meetings in favour 18.8%
- Meetings against (or against AND abstain) 75.0%
- Meetings with management by exception 6.3%

Europe

We made voting recommendations at 49 meetings (922 resolutions) over the last quarter.



- Total meetings in favour 16.3%
- Meetings against (or against AND abstain) 77.6%
- Meetings with management by exception 6.1%

North America

We made voting recommendations at 92 meetings (1,318 resolutions) over the last quarter.



- Total meetings in favour 8.7%
- Meetings against (or against AND abstain) 73.9%
- Meetings with management by exception 17.4%

United Kingdom

We made voting recommendations at 12 meetings (267 resolutions) over the last quarter.



- Total meetings in favour 16.7%
- Meetings against (or against AND abstain) 75.0%
- Meetings with management by exception 8.3%

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

Global

We recommended voting against or abstaining on 506 resolutions over the last quarter.



- Board Structure 39.3%
- Remuneration 25.5%
- Shareholder Resolution 24.3%
- Capital Structure + Dividends 4.2%
- Amend Articles 1.2%
- Audit + Accounts 3.2%
- Poison Pill/Anti-Takeover Device 0.2%
- Other 2.2%

Australia & New Zealand

No voting against or abstaining recommendations

Developed Asia

We recommended voting against or abstaining on 85 resolutions over the last quarter.



- Board Structure 58.8%
- Remuneration 2.4%
- Shareholder Resolution 27.1%
- Capital Structure + Dividends 11.8%

Emerging & Developing Markets

We recommended voting against or abstaining on 43 resolutions over the last quarter.



- Board Structure 34.9%
- Remuneration 16.3%
- Shareholder Resolution 9.3%
- Capital Structure + Dividends 18.6%
- Amend Articles 9.3%
- Audit + Accounts 9.3%
- Other 2.3%

Europe

We recommended voting against or abstaining on 131 resolutions over the last quarter.



- Board Structure 37.4%
- Remuneration 43.5%
- Shareholder Resolution 5.3%
- Capital Structure + Dividends 2.3%
- Amend Articles 0.8%
- Audit + Accounts 3.1%
- Poison Pill/Anti-Takeover Device 0.8%
- Other 6.9%

North America

We recommended voting against or abstaining on 231 resolutions over the last quarter.



- Board Structure 36.4%
- Remuneration 21.6%
- Shareholder Resolution 38.1%
- Amend Articles 0.4%
- Audit + Accounts 3.5%

United Kingdom

We recommended voting against or abstaining on 16 resolutions over the last quarter.



- Board Structure 6.3%
- Remuneration 81.3%
- Shareholder Resolution 6.3%
- Other 6.3%