Federated Federated Fermes

Voting Report

Q4 2023

FIFE Council Pension Fund

EOS at Federated Hermes

Over the last quarter we made voting recommendations at 16 meetings (192 resolutions). At 12 meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at zero meetings and abstaining at zero meetings. We supported management on all resolutions at the remaining four meetings.

Global



Australia & New Zealand

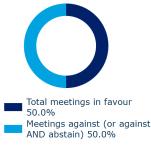
AND abstain) 75.0%

We made voting recommendations at five meetings (37 resolutions) over the last quarter.



Developed Asia

We made voting recommendations at two meetings (15 resolutions) over the last quarter.



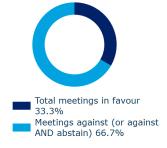
Emerging & Developing Markets

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



Europe

We made voting recommendations at three meetings (73 resolutions) over the last quarter.



North America

We made voting recommendations at three meetings (38 resolutions) over the last auarter.



AND abstain) 100.0%

United Kingdom

We made voting recommendations at one meeting (13 resolutions) over the last guarter.



Voting Report

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

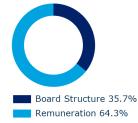
Global





Australia & New Zealand

We recommended voting against or abstaining on 14 resolutions over the last quarter.



Developed Asia

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



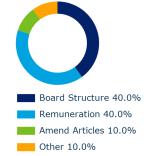
Emerging & Developing Markets

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



Europe

We recommended voting against or abstaining on 10 resolutions over the last quarter.



North America

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



United Kingdom

No voting against or abstaining recommendations