

**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**

We made voting recommendations at 16 meetings (192 resolutions) over the last quarter.



- Total meetings in favour 25.0%
- Meetings against (or against AND abstain) 75.0%

**Australia & New Zealand**

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



- Meetings against (or against AND abstain) 100.0%

**Developed Asia**

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



- Total meetings in favour 50.0%
- Meetings against (or against AND abstain) 50.0%

**Emerging & Developing Markets**

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



- Total meetings in favour 50.0%
- Meetings against (or against AND abstain) 50.0%

**Europe**

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



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

**North America**

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



- Meetings against (or against AND abstain) 100.0%

**United Kingdom**

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



- Total meetings in favour 100.0%

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

**Global**

We recommended voting against or abstaining on 37 resolutions over the last quarter.



- Board Structure 45.9%
- Remuneration 35.1%
- Shareholder Resolution 5.4%
- Capital Structure + Dividends 5.4%
- Amend Articles 2.7%
- Audit + Accounts 2.7%
- Other 2.7%

**Australia & New Zealand**

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



- Board Structure 35.7%
- Remuneration 64.3%

**Developed Asia**

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



- Board Structure 71.4%
- Capital Structure + Dividends 28.6%

**Emerging & Developing Markets**

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



- Shareholder Resolution 100.0%

**Europe**

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



- Board Structure 40.0%
- Remuneration 40.0%
- Amend Articles 10.0%
- Other 10.0%

**North America**

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



- Board Structure 60.0%
- Shareholder Resolution 20.0%
- Audit + Accounts 20.0%

**United Kingdom**

No voting against or abstaining recommendations