

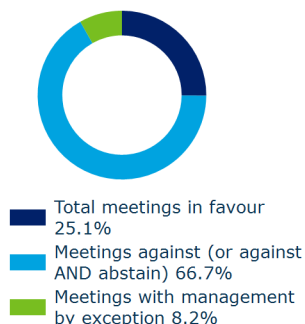
FIFE Council Pension Fund

EOS at Federated Hermes

Over the last quarter we made voting recommendations at 231 meetings (3,521 resolutions). At 154 meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at 19 meetings and abstaining at zero meetings. We supported management on all resolutions at the remaining 58 meetings.

Global

We made voting recommendations at 231 meetings (3,521 resolutions) over the last quarter.

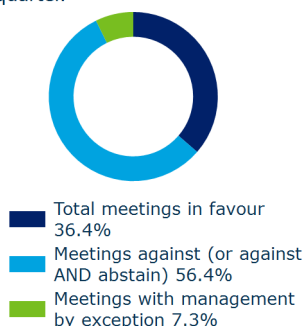


Australia & New Zealand

No Voting Activity

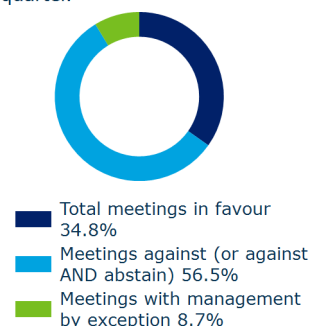
Developed Asia

We made voting recommendations at 55 meetings (692 resolutions) over the last quarter.



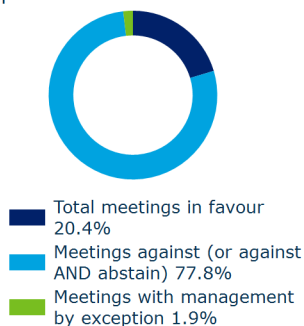
Emerging & Developing Markets

We made voting recommendations at 23 meetings (265 resolutions) over the last quarter.



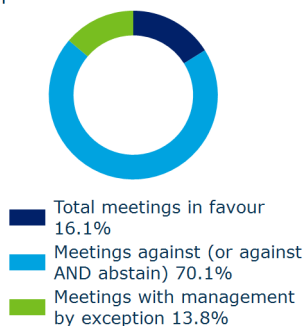
Europe

We made voting recommendations at 54 meetings (1,044 resolutions) over the last quarter.



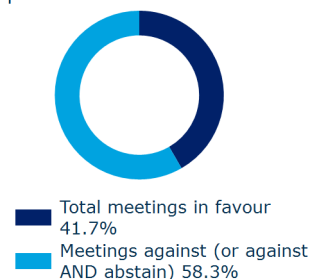
North America

We made voting recommendations at 87 meetings (1,246 resolutions) over the last quarter.



United Kingdom

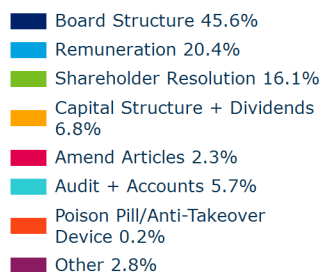
We made voting recommendations at 12 meetings (274 resolutions) over the last quarter.



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

Global

We recommended voting against or abstaining on 471 resolutions over the last quarter.



Australia & New Zealand

No voting against or abstaining recommendations

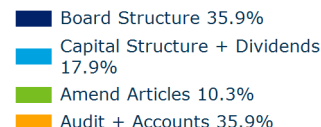
Developed Asia

We recommended voting against or abstaining on 80 resolutions over the last quarter.



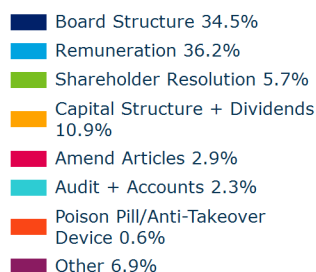
Emerging & Developing Markets

We recommended voting against or abstaining on 39 resolutions over the last quarter.



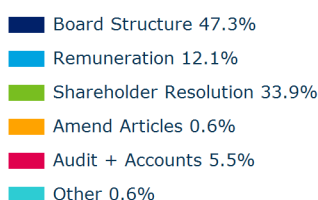
Europe

We recommended voting against or abstaining on 174 resolutions over the last quarter.



North America

We recommended voting against or abstaining on 165 resolutions over the last quarter.



United Kingdom

We recommended voting against or abstaining on 13 resolutions over the last quarter.

