

**FIFE Council Pension Fund**

**EOS at Federated Hermes**

Over the last quarter we made voting recommendations at 23 meetings (336 resolutions). At nine 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 14 meetings.

**Global**

We made voting recommendations at 23 meetings (336 resolutions) over the last quarter.



- Total meetings in favour 60.9%
- Meetings against (or against AND abstain) 39.1%

**Australia & New Zealand**

No Voting Activity

**Developed Asia**

We made voting recommendations at three meetings (33 resolutions) over the last quarter.



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

**Emerging & Developing Markets**

We made voting recommendations at four meetings (68 resolutions) over the last quarter.



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

**Europe**

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



- Total meetings in favour 100.0%

**North America**

We made voting recommendations at six meetings (66 resolutions) over the last quarter.



- Meetings against (or against AND abstain) 100.0%

**United Kingdom**

We made voting recommendations at seven meetings (153 resolutions) over the last quarter.

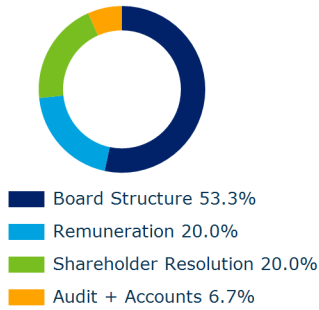


- Total meetings in favour 85.7%
- Meetings against (or against AND abstain) 14.3%

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

**Global**

We recommended voting against or abstaining on 15 resolutions over the last quarter.

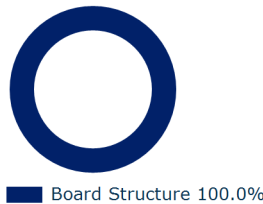


**Australia & New Zealand**

No voting against or abstaining recommendations

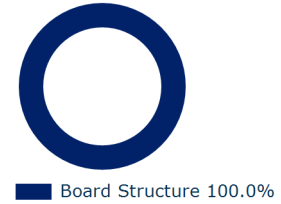
**Developed Asia**

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



**Emerging & Developing Markets**

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

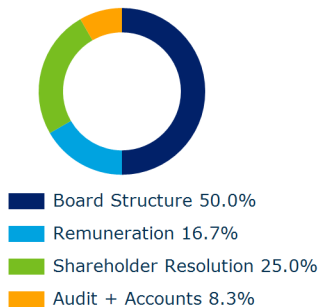


**Europe**

No voting against or abstaining recommendations

**North America**

We recommended voting against or abstaining on 12 resolutions over the last quarter.



**United Kingdom**

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

