

FIFE Council Pension Fund

EOS at Federated Hermes

Over the last quarter we made voting recommendations at 26 meetings (213 resolutions). At 15 meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at two meetings and abstaining at zero meetings. We supported management on all resolutions at the remaining nine meetings.

Global

We made voting recommendations at 26 meetings (213 resolutions) over the last quarter.



- Total meetings in favour 34.6%
- Meetings against (or against AND abstain) 57.7%
- Meetings with management by exception 7.7%

Australia & New Zealand

We made voting recommendations at five meetings (35 resolutions) over the last quarter.



- Total meetings in favour 20.0%
- Meetings against (or against AND abstain) 80.0%

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 nine meetings (58 resolutions) over the last quarter.



- Total meetings in favour 44.4%
- Meetings against (or against AND abstain) 44.4%
- Meetings with management by exception 11.1%

Europe

We made voting recommendations at five meetings (58 resolutions) over the last quarter.



- Total meetings in favour 40.0%
- Meetings against (or against AND abstain) 60.0%

North America

We made voting recommendations at four meetings (35 resolutions) over the last quarter.



- Meetings against (or against AND abstain) 75.0%
- Meetings with management by exception 25.0%

United Kingdom

We made voting recommendations at one meeting (12 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 42 resolutions over the last quarter.



- Board Structure 50.0%
- Remuneration 23.8%
- Shareholder Resolution 9.5%
- Capital Structure + Dividends 4.8%
- Amend Articles 4.8%
- Audit + Accounts 2.4%
- Other 4.8%

Australia & New Zealand

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



- Remuneration 71.4%
- Shareholder Resolution 28.6%

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 nine resolutions over the last quarter.



- Board Structure 77.8%
- Shareholder Resolution 11.1%
- Amend Articles 11.1%

Europe

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



- Board Structure 58.3%
- Remuneration 33.3%
- Other 8.3%

North America

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



- Board Structure 28.6%
- Remuneration 14.3%
- Shareholder Resolution 14.3%
- Amend Articles 14.3%
- Audit + Accounts 14.3%
- Other 14.3%

United Kingdom

No voting against or abstaining recommendations