

FIFE Council Pension Fund

EOS at Federated Hermes

Over the last quarter we made voting recommendations at 20 meetings (245 resolutions). At seven meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at one meeting and abstaining at zero meetings. We supported management on all resolutions at the remaining 12 meetings.

Global

We made voting recommendations at 20 meetings (245 resolutions) over the last quarter.



- Total meetings in favour 60.0%
- Meetings against (or against AND abstain) 35.0%
- Meetings with management by exception 5.0%

Australia & New Zealand

No Voting Activity

Developed Asia

We made voting recommendations at five meetings (32 resolutions) over the last quarter.



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

Emerging & Developing Markets

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



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

Europe

We made voting recommendations at three meetings (18 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 two meetings (28 resolutions) over the last quarter.



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

United Kingdom

We made voting recommendations at seven meetings (155 resolutions) over the last quarter.



- Total meetings in favour 57.1%
- Meetings against (or against AND abstain) 28.6%
- Meetings with management by exception 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.



- Board Structure 33.3%
- Remuneration 60.0%
- Other 6.7%

Australia & New Zealand

No voting against or abstaining recommendations

Developed Asia

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



- Board Structure 100.0%

Emerging & Developing Markets

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



- Board Structure 25.0%
- Remuneration 75.0%

Europe

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



- Board Structure 50.0%
- Remuneration 25.0%
- Other 25.0%

North America

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



- Board Structure 100.0%

United Kingdom

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



- Remuneration 100.0%