

FIFE Council Pension Fund

EOS at Federated Hermes

Over the last quarter we made voting recommendations at 29 meetings (478 resolutions). At 24 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 five meetings.

Global

We made voting recommendations at 29 meetings (478 resolutions) over the last quarter.



- Total meetings in favour 17.2%
- Meetings against (or against AND abstain) 82.8%

Australia & New Zealand

No Voting Activity

Developed Asia

We made voting recommendations at seven meetings (76 resolutions) over the last quarter.



- Total meetings in favour 42.9%
- Meetings against (or against AND abstain) 57.1%

Emerging & Developing Markets

We made voting recommendations at four meetings (28 resolutions) over the last quarter.



- Meetings against (or against AND abstain) 100.0%

Europe

We made voting recommendations at 10 meetings (255 resolutions) over the last quarter.



- Total meetings in favour 10.0%
- Meetings against (or against AND abstain) 90.0%

North America

We made voting recommendations at six meetings (84 resolutions) over the last quarter.



- Total meetings in favour 16.7%
- Meetings against (or against AND abstain) 83.3%

United Kingdom

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



- Meetings against (or against AND abstain) 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 57 resolutions over the last quarter.



- Board Structure 54.4%
- Remuneration 29.8%
- Shareholder Resolution 3.5%
- Capital Structure + Dividends 1.8%
- Amend Articles 1.8%
- Other 8.8%

Australia & New Zealand

No voting against or abstaining recommendations

Developed Asia

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



- Board Structure 87.5%
- Shareholder Resolution 12.5%

Emerging & Developing Markets

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



- Board Structure 60.0%
- Amend Articles 20.0%
- Other 20.0%

Europe

We recommended voting against or abstaining on 32 resolutions over the last quarter.



- Board Structure 46.9%
- Remuneration 37.5%
- Capital Structure + Dividends 3.1%
- Other 12.5%

North America

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



- Board Structure 44.4%
- Remuneration 44.4%
- Shareholder Resolution 11.1%

United Kingdom

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



- Board Structure 66.7%
- Remuneration 33.3%