

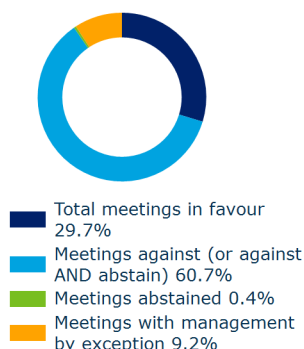
FIFE Council Pension Fund

EOS at Federated Hermes

Over the last quarter we implemented your vote policy at 239 meetings (3,474 resolutions). Votes were instructed opposing one or more resolutions at 145 meetings, supporting management by exception at 22 meetings, abstaining at one meeting and supporting management on all resolutions at the remaining 71 meetings.

Global

Votes were instructed at 239 meetings (3,474 resolutions) over the last quarter.

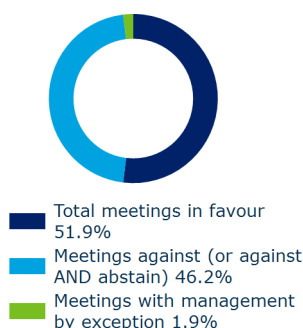


Australia & New Zealand

No Voting Activity

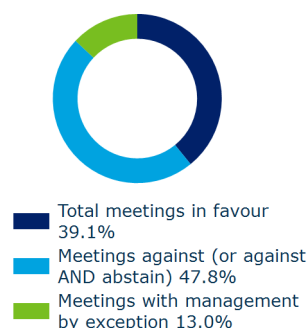
Developed Asia

Votes were instructed at 52 meetings (554 resolutions) over the last quarter.



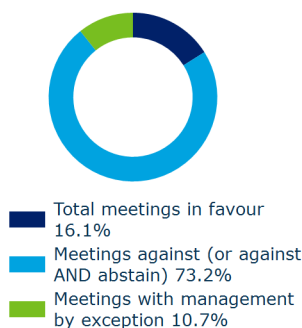
Emerging & Developing Markets

Votes were instructed at 23 meetings (194 resolutions) over the last quarter.



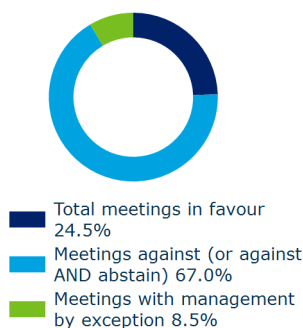
Europe

Votes were instructed at 56 meetings (1,087 resolutions) over the last quarter.



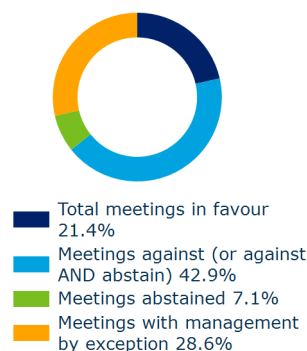
North America

Votes were instructed at 94 meetings (1,325 resolutions) over the last quarter.



United Kingdom

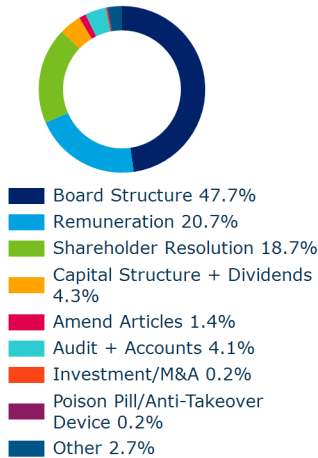
Votes were instructed at 14 meetings (314 resolutions) over the last quarter.



The issues on which votes were instructed against management or abstain on resolutions are shown below.

Global

Votes were instructed against or abstain on 444 resolutions over the last quarter.

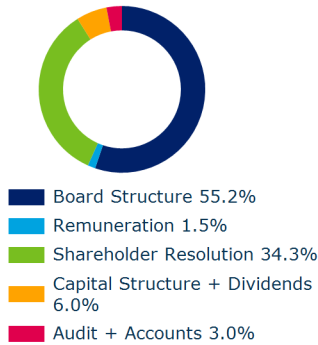


Australia & New Zealand

No votes were instructed against or abstain

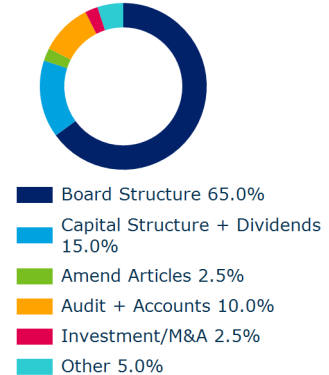
Developed Asia

Votes were instructed against or abstain on 67 resolutions over the last quarter.



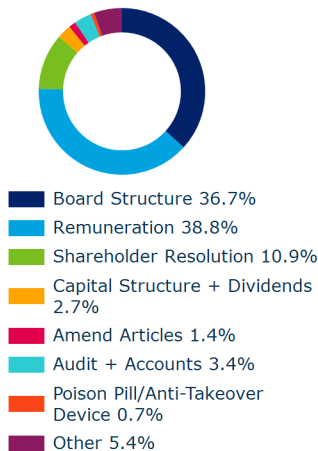
Emerging & Developing Markets

Votes were instructed against or abstain on 40 resolutions over the last quarter.



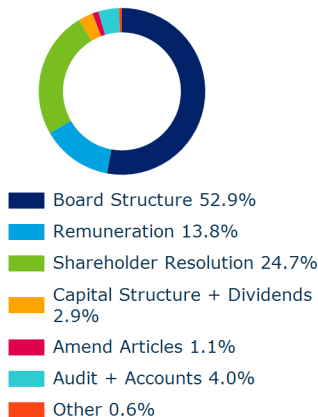
Europe

Votes were instructed against or abstain on 147 resolutions over the last quarter.



North America

Votes were instructed against or abstain on 174 resolutions over the last quarter.



United Kingdom

Votes were instructed against or abstain on 16 resolutions over the last quarter.

