

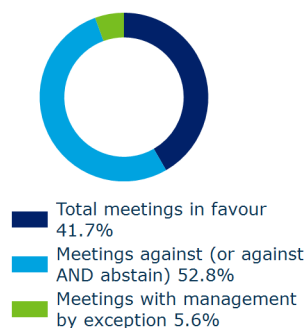
FIFE Council Pension Fund

EOS at Federated Hermes

Over the last quarter we implemented your vote policy at 36 meetings (549 resolutions). Votes were instructed opposing one or more resolutions at 19 meetings, supporting management by exception at two meetings, abstaining at zero meetings and supporting management on all resolutions at the remaining 15 meetings.

Global

Votes were instructed at 36 meetings (549 resolutions) over the last quarter.

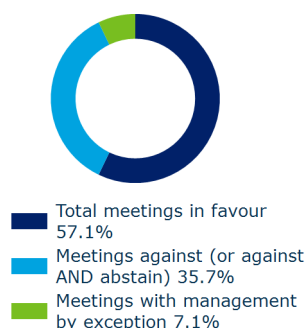


Australia & New Zealand

No Voting Activity

Developed Asia

Votes were instructed at 14 meetings (162 resolutions) over the last quarter.

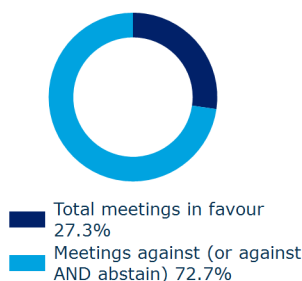


Emerging & Developing Markets

No Voting Activity

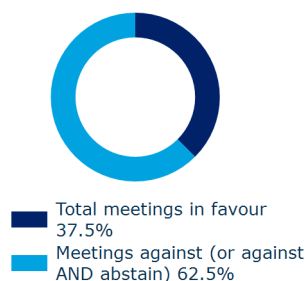
Europe

Votes were instructed at 11 meetings (253 resolutions) over the last quarter.



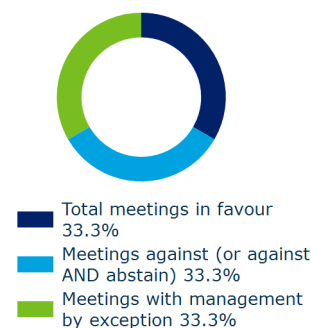
North America

Votes were instructed at eight meetings (93 resolutions) over the last quarter.



United Kingdom

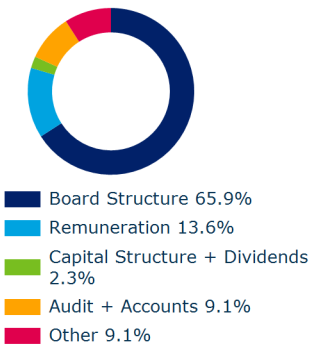
Votes were instructed at three meetings (41 resolutions) over the last quarter.



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

Global

Votes were instructed against or abstain on 44 resolutions over the last quarter.

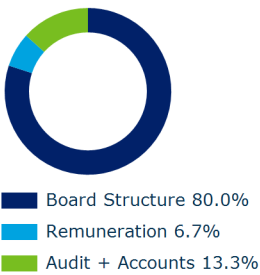


Australia & New Zealand

No votes were instructed against or abstain

Developed Asia

Votes were instructed against or abstain on 15 resolutions over the last quarter.

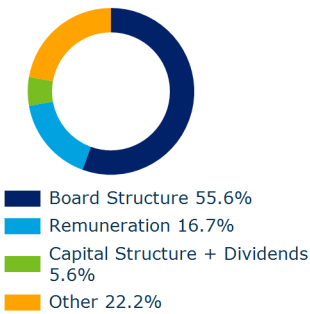


Emerging & Developing Markets

No votes were instructed against or abstain

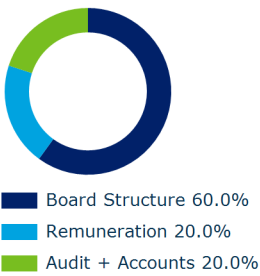
Europe

Votes were instructed against or abstain on 18 resolutions over the last quarter.



North America

Votes were instructed against or abstain on 10 resolutions over the last quarter.



United Kingdom

Votes were instructed against or abstain on one resolution over the last quarter.

