

FIFE Council Pension Fund

EOS at Federated Hermes

Over the last quarter we made voting recommendations at 28 meetings (258 resolutions). At 15 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 13 meetings.

Global

We made voting recommendations at 28 meetings (258 resolutions) over the last quarter.



- Total meetings in favour 46.4%
- Meetings against (or against AND abstain) 53.6%

Australia & New Zealand

We made voting recommendations at eight meetings (52 resolutions) over the last quarter.



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

Developed Asia

We made voting recommendations at one meeting (14 resolutions) over the last quarter.



- Meetings against (or against AND abstain) 100.0%

Emerging & Developing Markets

We made voting recommendations at eight meetings (44 resolutions) over the last quarter.



- Total meetings in favour 37.5%
- Meetings against (or against AND abstain) 62.5%

Europe

We made voting recommendations at five meetings (76 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 two meetings (33 resolutions) over the last quarter.



- Meetings against (or against AND abstain) 100.0%

United Kingdom

We made voting recommendations at four meetings (39 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 35 resolutions over the last quarter.



- Board Structure 45.7%
- Remuneration 25.7%
- Shareholder Resolution 11.4%
- Capital Structure + Dividends 5.7%
- Amend Articles 5.7%
- Audit + Accounts 2.9%
- Other 2.9%

Australia & New Zealand

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



- Board Structure 11.1%
- Remuneration 55.6%
- Shareholder Resolution 33.3%

Developed Asia

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



- Board Structure 100.0%

Emerging & Developing Markets

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



- Board Structure 55.6%
- Capital Structure + Dividends 22.2%
- Amend Articles 22.2%

Europe

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



- Board Structure 57.1%
- Remuneration 28.6%
- Other 14.3%

North America

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



- Board Structure 42.9%
- Remuneration 28.6%
- Shareholder Resolution 14.3%
- Audit + Accounts 14.3%

United Kingdom

No voting against or abstaining recommendations