

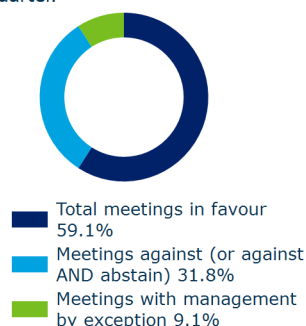
FIFE Council Pension Fund

EOS at Federated Hermes

Over the last quarter we made voting recommendations at 22 meetings (264 resolutions). At seven meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at two meetings and abstaining at zero meetings. We supported management on all resolutions at the remaining 13 meetings.

Global

We made voting recommendations at 22 meetings (264 resolutions) over the last quarter.

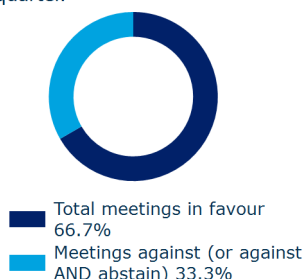


Australia & New Zealand

No Voting Activity

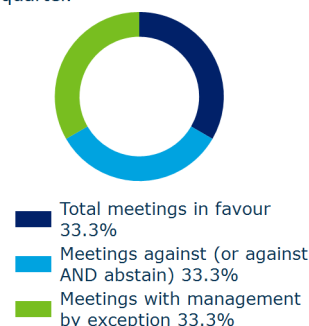
Developed Asia

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



Emerging & Developing Markets

We made voting recommendations at three meetings (23 resolutions) over the last quarter.



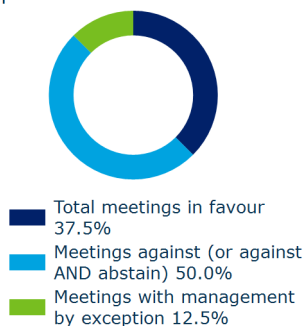
Europe

We made voting recommendations at two meetings (17 resolutions) over the last quarter.



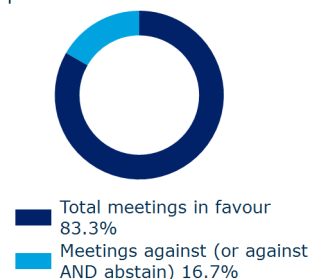
North America

We made voting recommendations at eight meetings (54 resolutions) over the last quarter.



United Kingdom

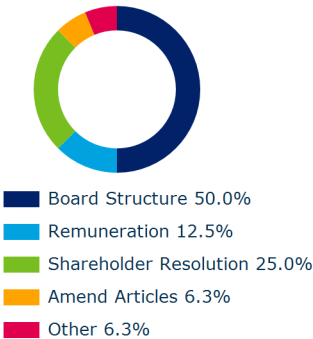
We made voting recommendations at six meetings (142 resolutions) over the last quarter.



The issues on which we recommended voting against management or abstaining on resolutions are shown below.

Global

We recommended voting against or abstaining on 16 resolutions over the last quarter.

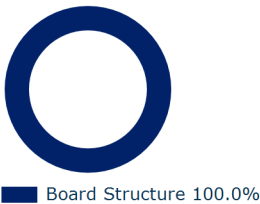


Australia & New Zealand

No voting against or abstaining recommendations

Developed Asia

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



Emerging & Developing Markets

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

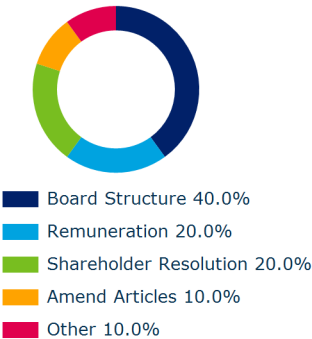


Europe

No voting against or abstaining recommendations

North America

We recommended voting against or abstaining on 10 resolutions over the last quarter.



United Kingdom

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

