

**Fife Council Pension Fund**

**EOS at Federated Hermes**

**Engagement by region**

We engaged with 83 companies held in the Fife Council Pension Fund portfolio on a range of 323 environmental, social and governance issues and objectives

**Global**

We engaged with 83 companies



- Environmental 41.8%
- Governance 13.6%
- Social 32.2%
- Strategy, Risk & Comm 12.4%

**Australia & New Zealand**

We engaged with two companies



- Environmental 50.0%
- Governance 0.0%
- Social 0.0%
- Strategy, Risk & Comm 50.0%

**Developed Asia**

We engaged with nine companies



- Environmental 36.1%
- Governance 33.3%
- Social 22.2%
- Strategy, Risk & Comm 8.3%

**Emerging & Developing Markets**

We engaged with five companies



- Environmental 23.1%
- Governance 46.2%
- Social 23.1%
- Strategy, Risk & Comm 7.7%

**Europe**

We engaged with 20 companies



- Environmental 50.7%
- Governance 7.2%
- Social 27.5%
- Strategy, Risk & Comm 14.5%

**North America**

We engaged with 28 companies



- Environmental 41.9%
- Governance 8.8%
- Social 38.2%
- Strategy, Risk & Comm 11.0%

**United Kingdom**

We engaged with 19 companies



- Environmental 38.8%
- Governance 13.4%
- Social 32.8%
- Strategy, Risk & Comm 14.9%

### Engagement by Meta theme

We engaged with 83 companies held in the Fife Council Pension Fund portfolio on a range of 323 environmental, social and governance issues and objectives

#### Environmental

Environmental topics featured in 41.8% of our engagements



- Circular Economy & Zero Pollution 8.9%
- Climate Change 63.0%
- Natural Resource Stewardship 28.1%

#### Social

Social topics featured in 32.2% of our engagements



- Human & Labour Rights 40.4%
- Human Capital 42.3%
- Wider Societal Impacts 17.3%

#### Governance

Governance topics featured in 13.6% of our engagements



- Board Effectiveness 52.3%
- Executive Remuneration 29.5%
- Investor Protection & Rights 18.2%

#### Strategy, Risk & Communication

Strategy, Risk & Communication topics featured in 12.4% of our engagements



- Corporate Reporting 17.5%
- Purpose, Strategy & Policies 50.0%
- Risk Management 32.5%