

**Fife Council Pension Fund**

**EOS at Federated Hermes**

**Engagement by region**

We engaged with 73 companies held in the Fife Council Pension Fund portfolio on a range of 265 environmental, social and governance issues and objectives

**Global**

We engaged with 73 companies



- Environmental 42.3%
- Governance 15.1%
- Social 30.9%
- Strategy, Risk & Comm 11.7%

**Australia & New Zealand**

We engaged with two companies



- Environmental 33.3%
- Governance 33.3%
- Social 0.0%
- Strategy, Risk & Comm 33.3%

**Developed Asia**

We engaged with seven companies



- Environmental 65.0%
- Governance 20.0%
- Social 15.0%
- Strategy, Risk & Comm 0.0%

**Emerging & Developing Markets**

We engaged with three companies



- Environmental 25.0%
- Governance 33.3%
- Social 41.7%
- Strategy, Risk & Comm 0.0%

**Europe**

We engaged with 16 companies



- Environmental 33.8%
- Governance 16.9%
- Social 32.3%
- Strategy, Risk & Comm 16.9%

**North America**

We engaged with 23 companies



- Environmental 40.0%
- Governance 11.6%
- Social 37.9%
- Strategy, Risk & Comm 10.5%

**United Kingdom**

We engaged with 22 companies



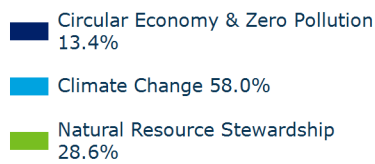
- Environmental 50.0%
- Governance 12.9%
- Social 24.3%
- Strategy, Risk & Comm 12.9%

## Engagement by Meta theme

We engaged with 73 companies held in the Fife Council Pension Fund portfolio on a range of 265 environmental, social and governance issues and objectives

### Environmental

Environmental topics featured in 42.3% of our engagements



### Social

Social topics featured in 30.9% of our engagements



### Governance

Governance topics featured in 15.1% of our engagements



### Strategy, Risk & Communication

Strategy, Risk & Communication topics featured in 11.7% of our engagements

