

FIFE Council Pension Fund

Hermes EOS

Engagement by region

Over the last quarter we engaged with **58** companies held in the FIFE Council Pension Fund portfolios on a range of **156** environmental, social and governance issues and objectives.

Global

We engaged with **58** companies over the last quarter.



- Environmental **26.3%**
- Social and Ethical **26.3%**
- Governance **30.8%**
- Strategy, Risk and Communication **16.7%**

Emerging & Developing Markets

We engaged with **two** companies over the last quarter.



- Environmental **14.3%**
- Social and Ethical **42.9%**
- Governance **14.3%**
- Strategy, Risk and Communication **28.6%**

Europe

We engaged with **two** companies over the last quarter.



- Environmental **33.3%**
- Social and Ethical **66.7%**

North America

We engaged with **seven** companies over the last quarter.



- Environmental **8.3%**
- Social and Ethical **25.0%**
- Governance **33.3%**
- Strategy, Risk and Communication **33.3%**

United Kingdom

We engaged with **47** companies over the last quarter.



- Environmental **30.3%**
- Social and Ethical **24.6%**
- Governance **32.0%**
- Strategy, Risk and Communication **13.1%**

Engagement by theme

Over the last quarter we engaged with **58** companies held in the FIFE Council Pension Fund portfolios on a range of **156** environmental, social and governance issues and objectives.

Environmental

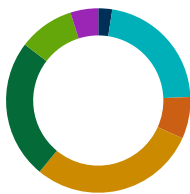
Environmental topics featured in **26.3%** of our engagements over the last quarter.



- Climate Change **68.3%**
- Pollution and Waste Management **14.6%**
- Supply Chain Management **7.3%**
- Water **9.8%**

Social and Ethical

Social and Ethical topics featured in **26.3%** of our engagements over the last quarter.



- Bribery and Corruption **2.4%**
- Conduct and Culture **22.0%**
- Diversity **7.3%**
- Human Capital Management **29.3%**
- Human Rights **24.4%**
- Labour Rights **9.8%**
- Tax **4.9%**

Governance

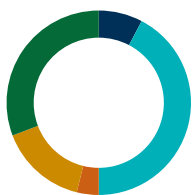
Governance topics featured in **30.8%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **16.7%**
- Board Independence **10.4%**
- Executive Remuneration **68.8%**
- Shareholder Protection and Rights **2.1%**
- Succession Planning **2.1%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **16.7%** of our engagements over the last quarter.



- Audit and Accounting **7.7%**
- Business Strategy **42.3%**
- Cyber Security **3.8%**
- Integrated Reporting and Other Disclosure **15.4%**
- Risk Management **30.8%**