

FIFE Council Pension Fund

Hermes EOS

Engagement by region

Over the last quarter we engaged with **79** companies held in the FIFE Council Pension Fund portfolios on a range of **210** environmental, social and governance issues and objectives.

Global

We engaged with **79** companies over the last quarter.



- Environmental **22.4%**
- Social and Ethical **23.3%**
- Governance **35.2%**
- Strategy, Risk and Communication **19.0%**

Developed Asia

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



- Environmental **18.2%**
- Social and Ethical **36.4%**
- Governance **9.1%**
- Strategy, Risk and Communication **36.4%**

Emerging & Developing Markets

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



- Environmental **23.8%**
- Social and Ethical **9.5%**
- Governance **19.0%**
- Strategy, Risk and Communication **47.6%**

Europe

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



- Environmental **14.3%**
- Social and Ethical **35.7%**
- Governance **28.6%**
- Strategy, Risk and Communication **21.4%**

North America

We engaged with **14** companies over the last quarter.



- Environmental **16.3%**
- Social and Ethical **26.5%**
- Governance **34.7%**
- Strategy, Risk and Communication **22.4%**

United Kingdom

We engaged with **48** companies over the last quarter.



- Environmental **26.1%**
- Social and Ethical **21.7%**
- Governance **41.7%**
- Strategy, Risk and Communication **10.4%**

Engagement by theme

Over the last quarter we engaged with 79 companies held in the FIFE Council Pension Fund portfolios on a range of 210 environmental, social and governance issues and objectives.

Environmental

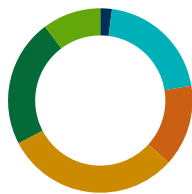
Environmental topics featured in 22.4% of our engagements over the last quarter.



- Climate Change 61.7%
- Forestry and Land Use 4.3%
- Pollution and Waste Management 8.5%
- Supply Chain Management 10.6%
- Water 14.9%

Social and Ethical

Social and Ethical topics featured in 23.3% of our engagements over the last quarter.



- Bribery and Corruption 2.0%
- Conduct and Culture 20.4%
- Diversity 14.3%
- Human Capital Management 30.6%
- Human Rights 22.4%
- Labour Rights 10.2%

Governance

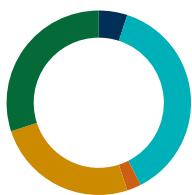
Governance topics featured in 35.2% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 25.7%
- Board Independence 10.8%
- Executive Remuneration 52.7%
- Shareholder Protection and Rights 5.4%
- Succession Planning 5.4%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 19.0% of our engagements over the last quarter.



- Audit and Accounting 5.0%
- Business Strategy 37.5%
- Cyber Security 2.5%
- Integrated Reporting and Other Disclosure 25.0%
- Risk Management 30.0%