

FIFE Council Pension Fund

Hermes EOS

Engagement by region

Over the last quarter we engaged with **66** companies held in the FIFE Council Pension Fund portfolios on a range of **189** environmental, social and governance issues and objectives.

Global

We engaged with **66** companies over the last quarter.



- Environmental **24.9%**
- Social and Ethical **23.3%**
- Governance **34.4%**
- Strategy, Risk and Communication **17.5%**

Emerging & Developing Markets

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



- Environmental **20.0%**
- Social and Ethical **40.0%**
- Governance **10.0%**
- Strategy, Risk and Communication **30.0%**

Europe

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



- Environmental **25.0%**
- Social and Ethical **37.5%**
- Governance **25.0%**
- Strategy, Risk and Communication **12.5%**

North America

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



- Environmental **12.5%**
- Social and Ethical **31.2%**
- Governance **28.1%**
- Strategy, Risk and Communication **28.1%**

United Kingdom

We engaged with **49** companies over the last quarter.



- Environmental **28.5%**
- Social and Ethical **19.0%**
- Governance **38.7%**
- Strategy, Risk and Communication **13.9%**

Developed Asia

We engaged with **one** company over the last quarter.



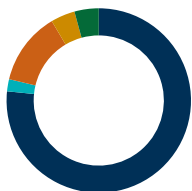
- Social and Ethical **50.0%**
- Strategy, Risk and Communication **50.0%**

Engagement by theme

Over the last quarter we engaged with **66** companies held in the FIFE Council Pension Fund portfolios on a range of **189** environmental, social and governance issues and objectives.

Environmental

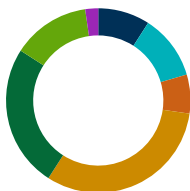
Environmental topics featured in **24.9%** of our engagements over the last quarter.



- Climate Change **76.6%**
- Forestry and Land Use **2.1%**
- Pollution and Waste Management **12.8%**
- Supply Chain Management **4.3%**
- Water **4.3%**

Social and Ethical

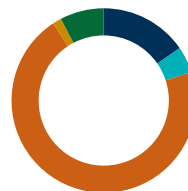
Social and Ethical topics featured in **23.3%** of our engagements over the last quarter.



- Bribery and Corruption **9.1%**
- Conduct and Culture **11.4%**
- Diversity **6.8%**
- Human Capital Management **31.8%**
- Human Rights **25.0%**
- Labour Rights **13.6%**
- Tax **2.3%**

Governance

Governance topics featured in **34.4%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **15.4%**
- Board Independence **4.6%**
- Executive Remuneration **70.8%**
- Shareholder Protection and Rights **1.5%**
- Succession Planning **7.7%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **17.5%** of our engagements over the last quarter.



- Audit and Accounting **12.1%**
- Business Strategy **39.4%**
- Integrated Reporting and Other Disclosure **24.2%**
- Risk Management **24.2%**