

## FIFE Council Pension Fund

EOS at Federated Hermes

### Engagement by region

Over the last quarter we engaged with **50** companies held in the FIFE Council Pension Fund portfolios on a range of **158** environmental, social and governance issues and objectives.

#### Global

We engaged with **50** companies over the last quarter.



- Environmental 25.3%
- Social and Ethical 30.4%
- Governance 22.8%
- Strategy, Risk and Communication 21.5%

#### Emerging & Developing Markets

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



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

#### Europe

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



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

#### North America

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



- Environmental 10.0%
- Social and Ethical 50.0%
- Governance 20.0%
- Strategy, Risk and Communication 20.0%

#### United Kingdom

We engaged with **41** companies over the last quarter.



- Environmental 28.0%
- Social and Ethical 30.3%
- Governance 22.0%
- Strategy, Risk and Communication 19.7%

## Engagement by theme

Over the last quarter we engaged with 50 companies held in the FIFE Council Pension Fund portfolios on a range of 158 environmental, social and governance issues and objectives.

### Environmental

Environmental topics featured in 25.3% of our engagements over the last quarter.



- Climate Change 70.0%
- Pollution and Waste Management 15.0%
- Supply Chain Management 5.0%
- Water 10.0%

### Social and Ethical

Social and Ethical topics featured in 30.4% of our engagements over the last quarter.



- Bribery and Corruption 10.4%
- Conduct and Culture 20.8%
- Diversity 6.2%
- Human Capital Management 14.6%
- Human Rights 35.4%
- Labour Rights 10.4%
- Tax 2.1%

### Governance

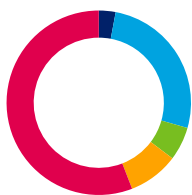
Governance topics featured in 22.8% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 22.2%
- Board Independence 2.8%
- Executive Remuneration 61.1%
- Shareholder Protection and Rights 5.6%
- Succession Planning 8.3%

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 21.5% of our engagements over the last quarter.



- Audit and Accounting 2.9%
- Business Strategy 26.5%
- Cyber Security 5.9%
- Integrated Reporting and Other Disclosure 8.8%
- Risk Management 55.9%