

**Fife Council Pension Fund**

EOS at Federated Hermes

**Engagement by region**

Over the last quarter we engaged with **56** companies held in the fund portfolios on a range of **185** environmental, social and governance issues and objectives.

**Global**

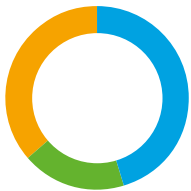
We engaged with **56** companies over the last quarter.



- Environmental **28.1%**
- Social and Ethical **24.3%**
- Governance **34.1%**
- Strategy, Risk and Communication **13.5%**

**Emerging & Developing Markets**

We engaged with **1** company over the last quarter.



- Social and Ethical **45.5%**
- Governance **18.2%**
- Strategy, Risk and Communication **36.4%**

**Europe**

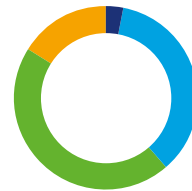
We engaged with **4** companies over the last quarter.



- Environmental **41.7%**
- Social and Ethical **16.7%**
- Governance **25.0%**
- Strategy, Risk and Communication **16.7%**

**North America**

We engaged with **8** companies over the last quarter.



- Environmental **3.2%**
- Social and Ethical **35.5%**
- Governance **45.2%**
- Strategy, Risk and Communication **16.1%**

**United Kingdom**

We engaged with **43** companies over the last quarter.



- Environmental **35.1%**
- Social and Ethical **20.6%**
- Governance **33.6%**
- Strategy, Risk and Communication **10.7%**

## Engagement by theme

Over the last quarter we engaged with **56** companies held in the fund portfolios on a range of **185** environmental, social and governance issues and objectives.

### Environmental

Environmental topics featured in **28.1%** of our engagements over the last quarter.



- Climate Change **78.8%**
- Forestry and Land Use **5.8%**
- Pollution and Waste Management **9.6%**
- Supply Chain Management **5.8%**

### Social and Ethical

Social and Ethical topics featured in **24.3%** of our engagements over the last quarter.



- Bribery and Corruption **4.4%**
- Conduct and Culture **20.0%**
- Diversity **13.3%**
- Human Capital Management **22.2%**
- Human Rights **31.1%**
- Labour Rights **6.7%**
- Tax **2.2%**

### Governance

Governance topics featured in **34.1%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **22.2%**
- Board Independence **3.2%**
- Executive Remuneration **60.3%**
- Shareholder Protection and Rights **7.9%**
- Succession Planning **6.3%**

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **13.5%** of our engagements over the last quarter.



- Audit and Accounting **4.0%**
- Business Strategy **28.0%**
- Integrated Reporting and Other Disclosure **28.0%**
- Risk Management **40.0%**