Federated Hermes EOS

Engagement Report

Q3 2026

EOS at Federated Hermes

Fife Council Pension Fund

Engagement by region

We engaged with 59 companies held in the Fife Council Pension Fund portfolio on a range of 219 environmental, social and governance issues and objectives

Global

We engaged with 59 companies



- Environmental 44.7%
- Governance 18.7%
- Social 27.9%
- Strategy, Risk & Comm 8.7%

Australia & New Zealand

No Engagement Activity

Developed Asia

We engaged with four companies



- Environmental 58.3%
- Governance 25.0%
- Social 16.7%
- Strategy, Risk & Comm 0.0%

Emerging & Developing Markets

We engaged with three companies



- Environmental 28.6%
- Governance 71.4%
- Social 0.0%
- Strategy, Risk & Comm 0.0%

Europe

We engaged with 10 companies



- Environmental 49.0%
- Governance 16.3%
- Social 28.6%
- Strategy, Risk & Comm 6.1%

North America

We engaged with 29 companies



- Environmental 48.1%
- Governance 15.1%
- Social 30.2%
- Strategy, Risk & Comm 6.6%

United Kingdom

We engaged with 13 companies



- Environmental 31.1%
- Governance 20.0%
- Social 28.9%
- Strategy, Risk & Comm 20.0%

Engagement by Meta theme

We engaged with 59 companies held in the Fife Council Pension Fund portfolio on a range of 219 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 44.7% of our engagements



- Circular Economy & Zero Pollution 5.1%
- Climate Change 69.4%
- Natural Resource Stewardship 25.5%

Social

Social topics featured in 27.9% of our engagements



- Human & Labour Rights 52.5%
- Human Capital 24.6%
- Wider Societal Impacts 23.0%

Governance

Governance topics featured in 18.7% of our engagements



- Board Effectiveness 46.3%
- Executive Remuneration 43.9%
- Investor Protection & Rights 9.8%

Strategy, Risk & Communication

Strategy, Risk & Communication topics featured in 8.7% of our engagements



- Corporate Reporting 31.6%
- Purpose, Strategy & Policies 52.6%
- Risk Management 15.8%