

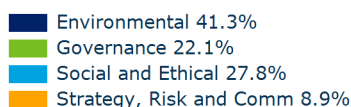
**Fife Council Pension Fund**

**Engagement by region**

We engaged with 73 companies held in the Fife Council Pension Fund portfolio on a range of 281 environmental, social and governance issues and objectives

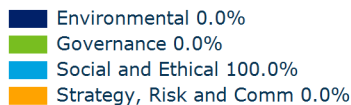
**Global**

We engaged with 73 companies



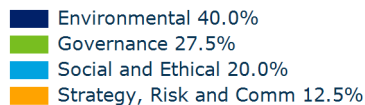
**Australia & New Zealand**

We engaged with one company



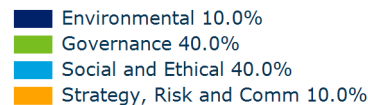
**Developed Asia**

We engaged with six companies



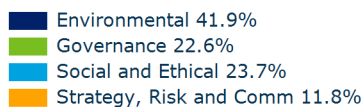
**Emerging & Developing Markets**

We engaged with three companies



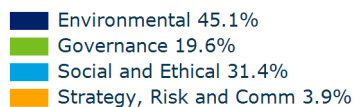
**Europe**

We engaged with 20 companies



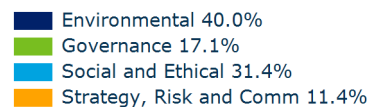
**North America**

We engaged with 35 companies



**United Kingdom**

We engaged with eight companies



## Engagement by theme

We engaged with 73 companies held in the Fife Council Pension Fund portfolio on a range of 281 environmental, social and governance issues and objectives

### Environmental

Environmental topics featured in 41.3% of our engagements



- Climate Change 79.3%
- Forestry and Land Use 7.8%
- Pollution and Waste Management 8.6%
- Supply Chain Management 2.6%
- Water 1.7%

### Social and Ethical

Social and Ethical topics featured in 27.8% of our engagements



- Bribery and Corruption 0.0%
- Conduct and Culture 7.7%
- Diversity 11.5%
- Human Capital Management 26.9%
- Human Rights 42.3%
- Labour Rights 9.0%
- Tax 2.6%

### Governance

Governance topics featured in 22.1% of our engagements



- Board Diversity, Skills and Experience 25.8%
- Board Independence 11.3%
- Executive Remuneration 45.2%
- Shareholder Protection and Rights 16.1%
- Succession Planning 1.6%

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 8.9% of our engagements



- Audit and Accounting 20.0%
- Business Strategy 32.0%
- Cyber Security 8.0%
- Integrated Reporting and Other Disclosure 8.0%
- Risk Management 32.0%