

## Fife Council Pension Fund

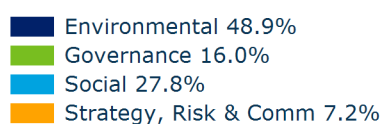
## EOS at Federated Hermes

### Engagement by region

We engaged with 69 companies held in the Fife Council Pension Fund portfolio on a range of 237 environmental, social and governance issues and objectives

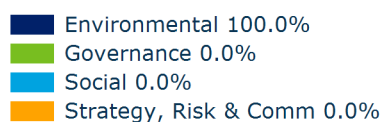
#### Global

We engaged with 69 companies



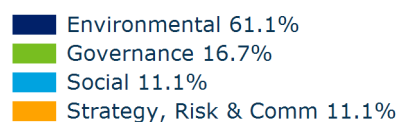
#### Australia & New Zealand

We engaged with one company



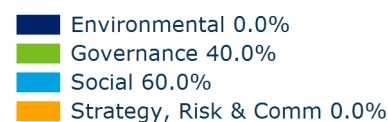
#### Developed Asia

We engaged with three companies



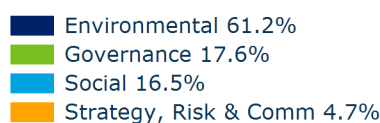
#### Emerging & Developing Markets

We engaged with one company



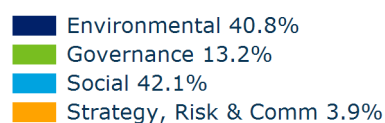
#### Europe

We engaged with 17 companies



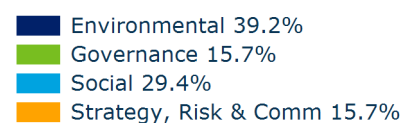
#### North America

We engaged with 25 companies



#### United Kingdom

We engaged with 22 companies



Engagement by Meta theme

We engaged with 69 companies held in the Fife Council Pension Fund portfolio on a range of 237 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 48.9% of our engagements



- Circular Economy & Zero Pollution 11.2%
- Climate Change 64.7%
- Natural Resource Stewardship 24.1%

Social

Social topics featured in 27.8% of our engagements



- Human & Labour Rights 45.5%
- Human Capital 36.4%
- Wider Societal Impacts 18.2%

Governance

Governance topics featured in 16.0% of our engagements



- Board Effectiveness 39.5%
- Executive Remuneration 47.4%
- Investor Protection & Rights 13.2%

Strategy, Risk & Communication

Strategy, Risk & Communication topics featured in 7.2% of our engagements



- Corporate Reporting 17.6%
- Purpose, Strategy & Policies 64.7%
- Risk Management 17.6%