Federated Hermes EOS

Fife Council Pension Fund

EOS at Federated Hermes

Engagement by region

We engaged with 87 companies held in the Fife Council Pension Fund portfolio on a range of 334 environmental, social and governance issues and objectives

Global

We engaged with 87 companies

- Environmental 45.5%
- Governance 11.7%
- Social 35.0%
- Strategy, Risk & Comm 7.8%

Australia & New Zealand

We engaged with four companies

- Environmental 66.7%
- Governance 22.2%
- Social 0.0%
- Strategy, Risk & Comm 11.1%

Developed Asia

We engaged with eight companies

- Environmental 54.5%
- Governance 31.8%
- Social 9.1%
- Strategy, Risk & Comm 4.5%

Emerging & Developing Markets

We engaged with one company

- Environmental 0.0%
- Governance 0.0%
- Social 100.0%
- Strategy, Risk & Comm 0.0%

Europe

We engaged with 22 companies

- Environmental 51.7%
- Governance 13.6%
- Social 27.1%
- Strategy, Risk & Comm 7.6%

North America

We engaged with 34 companies

- Environmental 41.7%
- Governance 5.5%
- Social 45.7%
- Strategy, Risk & Comm 7.1%

United Kingdom

We engaged with 18 companies

- Environmental 35.7%
- Governance 12.5%
- Social 41.1%
- Strategy, Risk & Comm 10.7%

Engagement by Meta theme

We engaged with 87 companies held in the Fife Council Pension Fund portfolio on a range of 334 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 45.5% of our engagements

- ■ Circular Economy & Zero Pollution 13.2%
- ■ Climate Change 63.2%
- ■ Natural Resource Stewardship 23.7%

Social

Social topics featured in 35.0% of our engagements

- ■ Human & Labour Rights 48.7%
- ■ Human Capital 40.2%
- ■ Wider Societal Impacts 11.1%

Governance

Governance topics featured in 11.7% of our engagements

- ■ Board Effectiveness 38.5%
- ■ Executive Remuneration 56.4%
- ■ Investor Protection & Rights 5.1%

Strategy, Risk & Communication

Strategy, Risk & Communication topics featured in 7.8% of our engagements

- ■ Corporate Reporting 23.1%
- ■ Purpose, Strategy & Policies 46.2%
- ■ Risk Management 30.8%