

Engagement Report

Q3 2023

EOS at Federated Hermes

Fife Council Pension Fund

Engagement by region

We engaged with 73 companies held in the Fife Council Pension Fund portfolio on a range of 265 environmental, social and governance issues and objectives

Global

We engaged with 73 companies



Environmental 42.3%

Governance 15.1%

Social 30.9%

Strategy, Risk & Comm 11.7%

Australia & New Zealand

We engaged with two companies



Environmental 33.3%

Governance 33.3%

We engaged with 16 companies

Social 0.0%

Europe

Strategy, Risk & Comm 33.3%

Developed Asia

We engaged with seven companies



Environmental 65.0%

Governance 20.0%

Social 15.0%

Strategy, Risk & Comm 0.0%

North America

We engaged with 23 companies



Environmental 40.0%

Governance 11.6%

Social 37.9%

Strategy, Risk & Comm 10.5%

Emerging & Developing Markets

We engaged with three companies



Environmental 25.0%

Governance 33.3%

Social 41.7%

Strategy, Risk & Comm 0.0%

United Kingdom

We engaged with 22 companies



Environmental 50.0%

Governance 12.9%

Social 24.3%

Strategy, Risk & Comm 12.9%

Social 32.3%

Environmental 33.8%

Strategy, Risk & Comm 16.9%

Governance 16.9%

Engagement Report Fife Council Pension Fund

Engagement by Meta theme

We engaged with 73 companies held in the Fife Council Pension Fund portfolio on a range of 265 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 42.3% of our engagements



- Circular Economy & Zero Pollution 13.4%
- Climate Change 58.0%
- Natural Resource Stewardship 28.6%

Social

Social topics featured in 30.9% of our engagements



- Human & Labour Rights 45.1%
- Human Capital 39.0%
- Wider Societal Impacts 15.9%

Governance

Governance topics featured in 15.1% of our engagements



- Board Effectiveness 45.0%
- Executive Remuneration 52.5%
- Investor Protection & Rights 2.5%

Strategy, Risk & Communication

Strategy, Risk & Communication topics featured in 11.7% of our engagements



- Corporate Reporting 35.5%
- Purpose, Strategy & Policies 35.5%
- Risk Management 29.0%