

Engagement Report

Q2 2025

EOS at Federated Hermes

Fife Council Pension Fund

Engagement by region

We engaged with 98 companies held in the Fife Council Pension Fund portfolio on a range of 339 environmental, social and governance issues and objectives

Global

We engaged with 98 companies



Environmental 38.3%

Governance 31.0%

Social 23.3%

Strategy, Risk & Comm 7.4%

Australia & New Zealand

No Engagement Activity

Developed Asia

We engaged with six companies



Environmental 40.9%

Governance 22.7%

Social 31.8%

Strategy, Risk & Comm 4.5%

We engaged with 39 companies



Environmental 45.2%

We engaged with 23 companies

Governance 33.7%

Social 16.3%

Europe

Strategy, Risk & Comm 4.8%

North America



Environmental 34.7%

Governance 26.4%

Social 32.2%

Strategy, Risk & Comm 6.6%

Emerging & Developing Markets

We engaged with six companies



Environmental 22.2%

Governance 61.1%
Social 16.7%

Strategy, Risk & Comm 0.0%

United Kingdom

We engaged with 24 companies



Environmental 37.8%

Governance 29.7%

Social 17.6%

Strategy, Risk & Comm 14.9%

Engagement Report Fife Council Pension Fund

Engagement by Meta theme

We engaged with 98 companies held in the Fife Council Pension Fund portfolio on a range of 339 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 38.3% of our engagements



- Circular Economy & Zero Pollution 5.4%
- Climate Change 72.3%
- Natural Resource Stewardship 22.3%

Social

Social topics featured in 23.3% of our engagements



- Human & Labour Rights 51.9%
- Human Capital 29.1%
- Wider Societal Impacts 19.0%

Governance

Governance topics featured in 31.0% of our engagements



- Board Effectiveness 47.6%
- Executive Remuneration 44.8%
- Investor Protection & Rights 7.6%

Strategy, Risk & Communication

Strategy, Risk & Communication topics featured in 7.4% of our engagements



- Corporate Reporting 24.0%
- Purpose, Strategy & Policies 40.0%
- Risk Management 36.0%