

Fife Council Pension Fund

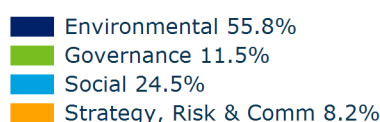
EOS at Federated Hermes

Engagement by region

We engaged with 80 companies held in the Fife Council Pension Fund portfolio on a range of 269 environmental, social and governance issues and objectives

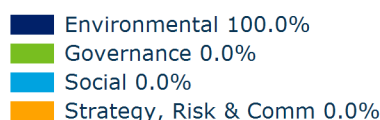
Global

We engaged with 80 companies



Australia & New Zealand

We engaged with one company



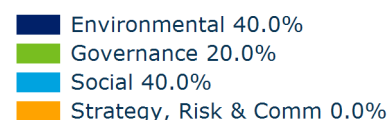
Developed Asia

We engaged with four companies



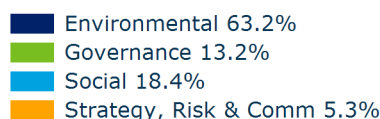
Emerging & Developing Markets

We engaged with three companies



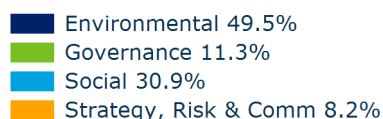
Europe

We engaged with 19 companies



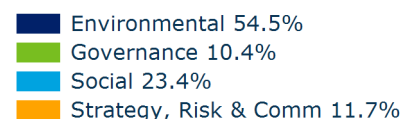
North America

We engaged with 32 companies



United Kingdom

We engaged with 21 companies



Engagement by Meta theme

We engaged with 80 companies held in the Fife Council Pension Fund portfolio on a range of 269 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 55.8% of our engagements



- Circular Economy & Zero Pollution 8.0%
- Climate Change 64.7%
- Natural Resource Stewardship 27.3%

Social

Social topics featured in 24.5% of our engagements



- Human & Labour Rights 43.9%
- Human Capital 39.4%
- Wider Societal Impacts 16.7%

Governance

Governance topics featured in 11.5% of our engagements



- Board Effectiveness 58.1%
- Executive Remuneration 35.5%
- Investor Protection & Rights 6.5%

Strategy, Risk & Communication

Strategy, Risk & Communication topics featured in 8.2% of our engagements



- Corporate Reporting 27.3%
- Purpose, Strategy & Policies 54.5%
- Risk Management 18.2%