

Engagement Report

Q3 2025

EOS at Federated Hermes

Fife Council Pension Fund

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



Environmental 55.8%

Governance 11.5%

Social 24.5%

Strategy, Risk & Comm 8.2%

Australia & New Zealand

We engaged with one company



Environmental 100.0%

Governance 0.0%

We engaged with 19 companies

Social 0.0%

Europe

Strategy, Risk & Comm 0.0%

Developed Asia

We engaged with four companies



Environmental 66.7%

Governance 8.3%

Social 16.7%

Strategy, Risk & Comm 8.3%

North America

We engaged with 32 companies



Environmental 49.5%

Governance 11.3%

Social 30.9%

Strategy, Risk & Comm 8.2%

Emerging & Developing Markets

We engaged with three companies



Environmental 40.0%

Governance 20.0%

Social 40.0%

Strategy, Risk & Comm 0.0%

United Kingdom

We engaged with 21 companies



Environmental 54.5%

Governance 10.4%

Social 23.4%

Strategy, Risk & Comm 11.7%

For professional investors only

Social 18.4%

Environmental 63.2%

Strategy, Risk & Comm 5.3%

Governance 13.2%

Engagement Report Fife Council Pension Fund

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%

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