

## West Midlands Pension Fund

## EOS at Federated Hermes

### Engagement by region

Over the last quarter we engaged with **258** companies held in the West Midlands Pension Fund portfolios on a range of **726** environmental, social and governance issues and objectives.

#### Global

We engaged with **258** companies over the last quarter.



#### Australia & New Zealand

We engaged with **seven** companies over the last quarter.



#### Developed Asia

We engaged with **39** companies over the last quarter.



#### Emerging & Developing Markets

We engaged with **32** companies over the last quarter.



#### Europe

We engaged with **51** companies over the last quarter.



#### North America

We engaged with **85** companies over the last quarter.



#### United Kingdom

We engaged with **44** companies over the last quarter.

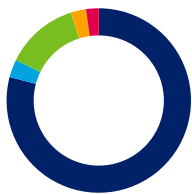


## Engagement by theme

Over the last quarter we engaged with **258** companies held in the West Midlands Pension Fund portfolios on a range of **726** environmental, social and governance issues and objectives.

### Environmental

Environmental topics featured in **31.0%** of our engagements over the last quarter.



- Climate Change **79.1%**
- Forestry and Land Use **3.1%**
- Pollution and Waste Management **12.9%**
- Supply Chain Management **2.7%**
- Water **2.2%**

### Social and Ethical

Social and Ethical topics featured in **22.0%** of our engagements over the last quarter.



- Bribery and Corruption **1.2%**
- Conduct and Culture **15.6%**
- Diversity **21.2%**
- Human Capital Management **23.8%**
- Human Rights **30.0%**
- Labour Rights **5.6%**
- Tax **2.5%**

### Governance

Governance topics featured in **27.1%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **28.9%**
- Board Independence **16.2%**
- Executive Remuneration **41.6%**
- Shareholder Protection and Rights **9.1%**
- Succession Planning **4.1%**

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **19.8%** of our engagements over the last quarter.



- Audit and Accounting **4.9%**
- Business Strategy **43.8%**
- Cyber Security **0.7%**
- Integrated Reporting and Other Disclosure **20.8%**
- Risk Management **29.9%**