

West Midlands

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **415** companies held in the West Midlands portfolios on a range of **1,415** environmental, social and governance issues and objectives.

Global

We engaged with **415** companies over the last quarter.



Australia & New Zealand

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



Developed Asia

We engaged with **45** companies over the last quarter.



Emerging & Developing Markets

We engaged with **42** companies over the last quarter.



Europe

We engaged with **120** companies over the last quarter.



North America

We engaged with **161** companies over the last quarter.



United Kingdom

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

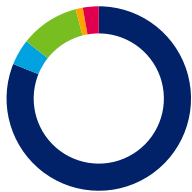


Engagement by theme

Over the last quarter we engaged with 415 companies held in the West Midlands portfolios on a range of 1,415 environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in 28.1% of our engagements over the last quarter.



- Climate Change 81.1%
- Forestry and Land Use 4.5%
- Pollution and Waste Management 10.3%
- Supply Chain Management 1.3%
- Water 2.8%

Social and Ethical

Social and Ethical topics featured in 21.3% of our engagements over the last quarter.



- Bribery and Corruption 1.7%
- Conduct and Culture 12.9%
- Diversity 24.2%
- Human Capital Management 21.5%
- Human Rights 31.8%
- Labour Rights 5.6%
- Tax 2.3%

Governance

Governance topics featured in 35.6% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 22.4%
- Board Independence 16.3%
- Executive Remuneration 43.7%
- Shareholder Protection and Rights 13.7%
- Succession Planning 4.0%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 15.0% of our engagements over the last quarter.



- Audit and Accounting 7.5%
- Business Strategy 40.1%
- Cyber Security 1.4%
- Integrated Reporting and Other Disclosure 28.3%
- Risk Management 22.6%