

## West Midlands

## EOS at Federated Hermes

### Engagement by region

Over the last quarter we engaged with **199** companies held in the West Midlands portfolios on a range of **607** environmental, social and governance issues and objectives.

#### Global

We engaged with **199** companies over the last quarter.



#### Australia & New Zealand

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



#### Developed Asia

We engaged with **26** companies over the last quarter.



#### Emerging & Developing Markets

We engaged with **24** companies over the last quarter.



#### Europe

We engaged with **43** companies over the last quarter.



#### North America

We engaged with **71** companies over the last quarter.



#### United Kingdom

We engaged with **31** companies over the last quarter.



## Engagement by theme

Over the last quarter we engaged with **199** companies held in the West Midlands portfolios on a range of **607** environmental, social and governance issues and objectives.

### Environmental

Environmental topics featured in **33.4%** of our engagements over the last quarter.



- Climate Change **78.8%**
- Forestry and Land Use **6.4%**
- Pollution and Waste Management **9.4%**
- Supply Chain Management **2.0%**
- Water **3.4%**

### Social and Ethical

Social and Ethical topics featured in **22.4%** of our engagements over the last quarter.



- Bribery and Corruption **0.7%**
- Conduct and Culture **8.8%**
- Diversity **25.7%**
- Human Capital Management **17.6%**
- Human Rights **42.6%**
- Labour Rights **4.4%**

### Governance

Governance topics featured in **28.2%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **21.1%**
- Board Independence **12.9%**
- Executive Remuneration **50.3%**
- Shareholder Protection and Rights **12.3%**
- Succession Planning **3.5%**

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **16.0%** of our engagements over the last quarter.



- Audit and Accounting **7.2%**
- Business Strategy **37.1%**
- Cyber Security **7.2%**
- Integrated Reporting and Other Disclosure **25.8%**
- Risk Management **22.7%**