

West Midlands

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **303** companies held in the West Midlands portfolios on a range of **1,035** environmental, social and governance issues and objectives.

Global

We engaged with **303** companies over the last quarter.



Europe

We engaged with **75** companies over the last quarter.



United Kingdom

We engaged with **22** companies over the last quarter.



Emerging & Developing Markets

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



Developed Asia

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



Australia & New Zealand

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



North America

We engaged with **128** companies over the last quarter.

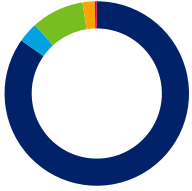


Engagement by theme

Over the last quarter we engaged with **303** companies held in the West Midlands portfolios on a range of **1,035** environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in **27.2%** of our engagements over the last quarter.



- Climate Change **84.8%**
- Forestry and Land Use **3.5%**
- Pollution and Waste Management **9.2%**
- Supply Chain Management **2.1%**
- Water **0.4%**

Social and Ethical

Social and Ethical topics featured in **19.7%** of our engagements over the last quarter.



- Bribery and Corruption **1.0%**
- Conduct and Culture **9.8%**
- Diversity **23.0%**
- Human Capital Management **27.0%**
- Human Rights **33.3%**
- Labour Rights **5.9%**

Governance

Governance topics featured in **37.1%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **29.7%**
- Board Independence **15.9%**
- Executive Remuneration **40.6%**
- Shareholder Protection and Rights **12.0%**
- Succession Planning **1.8%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **15.9%** of our engagements over the last quarter.



- Audit and Accounting **13.9%**
- Business Strategy **36.4%**
- Cyber Security **2.4%**
- Integrated Reporting and Other Disclosure **21.8%**
- Risk Management **25.5%**