

West Midlands Pension Fund

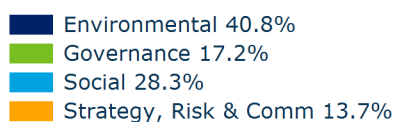
EOS at Federated Hermes

Engagement by region

We engaged with 332 companies held in the West Midlands Pension Fund portfolio on a range of 1137 environmental, social and governance issues and objectives

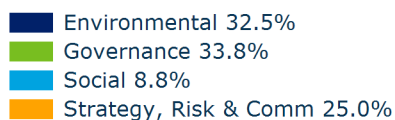
Global

We engaged with 332 companies



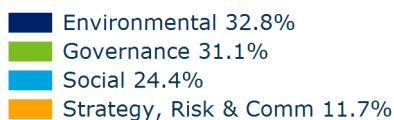
Australia & New Zealand

We engaged with 31 companies



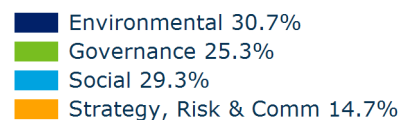
Developed Asia

We engaged with 51 companies



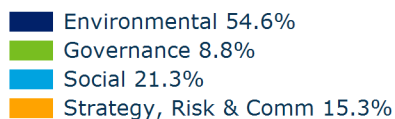
Emerging & Developing Markets

We engaged with 28 companies



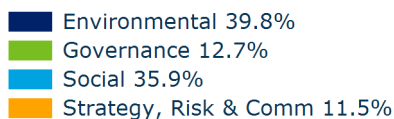
Europe

We engaged with 73 companies



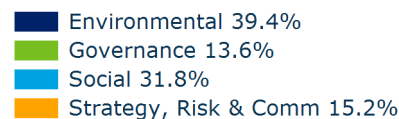
North America

We engaged with 131 companies



United Kingdom

We engaged with 18 companies



Engagement by Meta theme

We engaged with 332 companies held in the West Midlands Pension Fund portfolio on a range of 1137 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 40.8% of our engagements



- Circular Economy & Zero Pollution 14.2%
- Climate Change 63.4%
- Natural Resource Stewardship 22.4%

Social

Social topics featured in 28.3% of our engagements



- Human & Labour Rights 44.1%
- Human Capital 42.2%
- Wider Societal Impacts 13.7%

Governance

Governance topics featured in 17.2% of our engagements



- Board Effectiveness 47.2%
- Executive Remuneration 37.4%
- Investor Protection & Rights 15.4%

Strategy, Risk & Communication

Strategy, Risk & Communication topics featured in 13.7% of our engagements



- Corporate Reporting 32.1%
- Purpose, Strategy & Policies 47.4%
- Risk Management 20.5%