



### **Engagement Report**

Q4 2023

## **EOS at Federated Hermes**

# **West Midlands Pension Fund**

### **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



Environmental 40.8%

Governance 17.2%

Social 28.3%

Strategy, Risk & Comm 13.7%

#### Australia & New Zealand

We engaged with 31 companies



Environmental 32.5%

Governance 33.8%

We engaged with 73 companies

Social 8.8%

**Europe** 

Strategy, Risk & Comm 25.0%

# **Developed Asia**

We engaged with 51 companies



Environmental 32.8%

Governance 31.1%

Social 24.4%

Strategy, Risk & Comm 11.7%

# North America

We engaged with 131 companies



Environmental 39.8%

Governance 12.7%

Social 35.9%

Strategy, Risk & Comm 11.5%

# **Emerging & Developing Markets**

We engaged with 28 companies



Environmental 30.7%

Governance 25.3%

Social 29.3%

Strategy, Risk & Comm 14.7%

## **United Kingdom**

We engaged with 18 companies



Environmental 39.4%

Governance 13.6%

Social 31.8%

Strategy, Risk & Comm 15.2%

For professional investors only

Social 21.3%

Environmental 54.6%

Strategy, Risk & Comm 15.3%

Governance 8.8%

Engagement Report West Midlands Pension Fund

### **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%