

## West Midlands Pension Fund

## EOS at Federated Hermes

### Engagement by region

Over the last quarter we engaged with **364** companies held in the West Midlands Pension Fund portfolios on a range of **1,050** environmental, social and governance issues and objectives.

#### Global

We engaged with **364** companies over the last quarter.



#### Australia & New Zealand

We engaged with **30** companies over the last quarter.



#### Developed Asia

We engaged with **53** companies over the last quarter.



#### Emerging & Developing Markets

We engaged with **23** companies over the last quarter.



#### Europe

We engaged with **91** companies over the last quarter.



#### North America

We engaged with **126** companies over the last quarter.



#### United Kingdom

We engaged with **41** companies over the last quarter.



## Engagement by theme

Over the last quarter we engaged with **364** companies held in the West Midlands Pension Fund portfolios on a range of **1,050** environmental, social and governance issues and objectives.

### Environmental

Environmental topics featured in **30.4%** of our engagements over the last quarter.



- Climate Change **80.3%**
- Forestry and Land Use **3.4%**
- Pollution and Waste Management **9.7%**
- Supply Chain Management **3.1%**
- Water **3.4%**

### Social and Ethical

Social and Ethical topics featured in **22%** of our engagements over the last quarter.



- Bribery and Corruption **4.8%**
- Conduct and Culture **19.0%**
- Diversity **22.5%**
- Human Capital Management **15.6%**
- Human Rights **31.6%**
- Labour Rights **5.6%**
- Tax **0.9%**

### Governance

Governance topics featured in **28.9%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **21.8%**
- Board Independence **12.2%**
- Executive Remuneration **46.9%**
- Shareholder Protection and Rights **14.5%**
- Succession Planning **4.6%**

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **18.8%** of our engagements over the last quarter.



- Audit and Accounting **3.6%**
- Business Strategy **38.6%**
- Cyber Security **4.6%**
- Integrated Reporting and Other Disclosure **22.8%**
- Risk Management **30.5%**