

West Midlands Pension Fund

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **549** companies held in the West Midlands Pension Fund portfolios on a range of **1,439** environmental, social and governance issues and objectives.

Global

We engaged with **549** companies over the last quarter.



Australia & New Zealand

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



Developed Asia

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



Emerging & Developing Markets

We engaged with **54** companies over the last quarter.



Europe

We engaged with **123** companies over the last quarter.



North America

We engaged with **218** companies over the last quarter.



United Kingdom

We engaged with **77** companies over the last quarter.



Engagement by theme

Over the last quarter we engaged with **549** companies held in the West Midlands Pension Fund portfolios on a range of **1,439** environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in **20.5%** of our engagements over the last quarter.



- Climate Change **82.4%**
- Forestry and Land Use **4.1%**
- Pollution and Waste Management **7.1%**
- Supply Chain Management **3.4%**
- Water **3.1%**

Social and Ethical

Social and Ethical topics featured in **14.2%** of our engagements over the last quarter.



- Bribery and Corruption **3.9%**
- Conduct and Culture **18.5%**
- Diversity **22.0%**
- Human Capital Management **24.4%**
- Human Rights **24.4%**
- Labour Rights **6.3%**
- Tax **0.5%**

Governance

Governance topics featured in **49.0%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **23.1%**
- Board Independence **12.9%**
- Executive Remuneration **49.9%**
- Shareholder Protection and Rights **11.2%**
- Succession Planning **2.8%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **16.3%** of our engagements over the last quarter.



- Audit and Accounting **8.1%**
- Business Strategy **32.1%**
- Cyber Security **7.3%**
- Integrated Reporting and Other Disclosure **15.4%**
- Risk Management **37.2%**