

West Midlands Pension Fund

Hermes EOS

Engagement by region

Over the last quarter we engaged with **357** companies held in the fund portfolios on a range of **1,007** environmental, social and governance issues and objectives.

Global

We engaged with **357** companies over the last quarter.



Australia & New Zealand

We engaged with **6** companies over the last quarter.



Developed Asia

We engaged with **61** companies over the last quarter.



Emerging & Developing Markets

We engaged with **38** companies over the last quarter.



Europe

We engaged with **95** companies over the last quarter.



North America

We engaged with **112** companies over the last quarter.



United Kingdom

We engaged with **45** companies over the last quarter.



Engagement by theme

Over the last quarter we engaged with **357** companies held in the fund portfolios on a range of **1,007** environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in **29.8%** of our engagements over the last quarter.



- Climate Change **82.0%**
- Forestry and Land Use **2.3%**
- Pollution and Waste Management **10.3%**
- Supply Chain Management **3.7%**
- Water **1.7%**

Social and Ethical

Social and Ethical topics featured in **19.1%** of our engagements over the last quarter.



- Bribery and Corruption **4.2%**
- Conduct and Culture **18.8%**
- Diversity **19.3%**
- Human Capital Management **18.8%**
- Human Rights **29.2%**
- Labour Rights **6.8%**
- Tax **3.1%**

Governance

Governance topics featured in **32.3%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **25.8%**
- Board Independence **12.6%**
- Executive Remuneration **43.4%**
- Shareholder Protection and Rights **13.2%**
- Succession Planning **4.9%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **18.9%** of our engagements over the last quarter.



- Audit and Accounting **5.3%**
- Business Strategy **43.7%**
- Cyber Security **7.4%**
- Integrated Reporting and Other Disclosure **23.7%**
- Risk Management **20.0%**