



West Midlands

Hermes EOS

Engagement by region

Over the last quarter we engaged with **449** companies held in the West Midlands portfolios on a range of **1,039** environmental, social and governance issues and objectives.

Global

We engaged with **449** companies over the last quarter.



- Environmental **17.9%**
- Social and Ethical **16.7%**
- Governance **51.3%**
- Strategy, Risk and Communication **14.1%**

Australia & New Zealand

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



- Environmental **50.0%**
- Governance **50.0%**

Developed Asia

We engaged with **67** companies over the last quarter.



- Environmental **18.8%**
- Social and Ethical **14.9%**
- Governance **46.8%**
- Strategy, Risk and Communication **19.5%**

Emerging & Developing Markets

We engaged with **37** companies over the last quarter.



- Environmental **22.0%**
- Social and Ethical **13.4%**
- Governance **43.9%**
- Strategy, Risk and Communication **20.7%**

Europe

We engaged with **82** companies over the last quarter.



- Environmental **18.0%**
- Social and Ethical **19.0%**
- Governance **47.6%**
- Strategy, Risk and Communication **15.3%**

North America

We engaged with **179** companies over the last quarter.



- Environmental **16.0%**
- Social and Ethical **14.6%**
- Governance **58.0%**
- Strategy, Risk and Communication **11.4%**

United Kingdom

We engaged with **82** companies over the last quarter.



- Environmental **19.5%**
- Social and Ethical **22.4%**
- Governance **46.0%**
- Strategy, Risk and Communication **12.1%**

Engagement by theme

Over the last quarter we engaged with **449** companies held in the West Midlands portfolios on a range of **1,039** environmental, social and governance issues and objectives.

Environmental

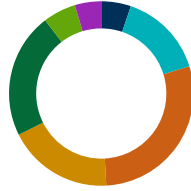
Environmental topics featured in **17.9%** of our engagements over the last quarter.



- Climate Change **73.1%**
- Forestry and Land Use **4.3%**
- Pollution and Waste Management **10.8%**
- Supply Chain Management **5.9%**
- Water **5.9%**

Social and Ethical

Social and Ethical topics featured in **16.7%** of our engagements over the last quarter.



- Bribery and Corruption **5.2%**
- Conduct and Culture **15.0%**
- Diversity **28.9%**
- Human Capital Management **18.5%**
- Human Rights **22.0%**
- Labour Rights **5.8%**
- Tax **4.6%**

Governance

Governance topics featured in **51.3%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **19.9%**
- Board Independence **14.6%**
- Executive Remuneration **48.6%**
- Shareholder Protection and Rights **14.3%**
- Succession Planning **2.6%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **14.1%** of our engagements over the last quarter.



- Audit and Accounting **10.9%**
- Business Strategy **34.7%**
- Cyber Security **6.1%**
- Integrated Reporting and Other Disclosure **29.3%**
- Risk Management **19.0%**