

## West Midlands

## EOS at Federated Hermes

### Engagement by region

Over the last quarter we engaged with **252** companies held in the West Midlands portfolios on a range of **823** environmental, social and governance issues and objectives.

#### Global

We engaged with **252** companies over the last quarter.



#### Australia & New Zealand

We engaged with **14** companies over the last quarter.



#### Developed Asia

We engaged with **33** companies over the last quarter.



#### Emerging & Developing Markets

We engaged with **29** companies over the last quarter.



#### Europe

We engaged with **56** companies over the last quarter.



#### North America

We engaged with **88** companies over the last quarter.



#### United Kingdom

We engaged with **32** companies over the last quarter.

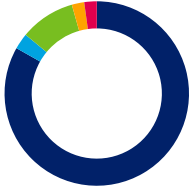


## Engagement by theme

Over the last quarter we engaged with 252 companies held in the West Midlands portfolios on a range of 823 environmental, social and governance issues and objectives.

### Environmental

Environmental topics featured in 39.0% of our engagements over the last quarter.



- Climate Change 83.2%
- Forestry and Land Use 2.8%
- Pollution and Waste Management 9.7%
- Supply Chain Management 2.2%
- Water 2.2%

### Social and Ethical

Social and Ethical topics featured in 23.1% of our engagements over the last quarter.



- Bribery and Corruption 1.6%
- Conduct and Culture 15.8%
- Diversity 22.6%
- Human Capital Management 17.9%
- Human Rights 37.9%
- Labour Rights 4.2%

### Governance

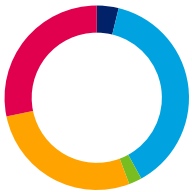
Governance topics featured in 22.0% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 30.4%
- Board Independence 16.0%
- Executive Remuneration 40.9%
- Shareholder Protection and Rights 10.5%
- Succession Planning 2.2%

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 15.9% of our engagements over the last quarter.



- Audit and Accounting 3.8%
- Business Strategy 38.2%
- Cyber Security 2.3%
- Integrated Reporting and Other Disclosure 27.5%
- Risk Management 28.2%