

West Midlands Pension Fund

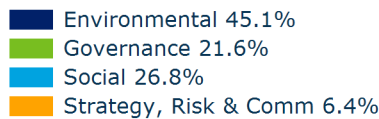
EOS at Federated Hermes

Engagement by region

We engaged with 354 companies held in the West Midlands Pension Fund portfolio on a range of 1334 environmental, social and governance issues and objectives

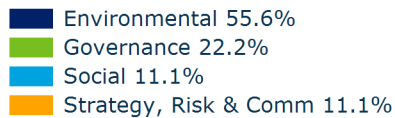
Global

We engaged with 354 companies



Australia & New Zealand

We engaged with eight companies



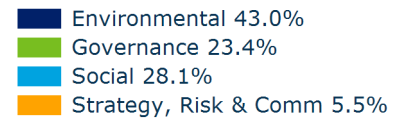
Developed Asia

We engaged with 49 companies



Emerging & Developing Markets

We engaged with 26 companies



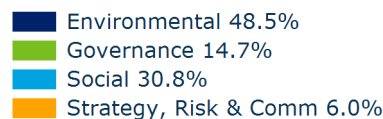
Europe

We engaged with 96 companies



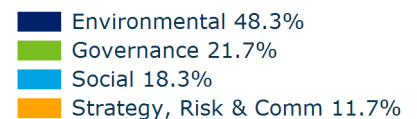
North America

We engaged with 155 companies



United Kingdom

We engaged with 20 companies



Engagement by Meta theme

We engaged with 354 companies held in the West Midlands Pension Fund portfolio on a range of 1334 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 45.1% of our engagements



- Circular Economy & Zero Pollution 8.1%
- Climate Change 69.6%
- Natural Resource Stewardship 22.3%

Social

Social topics featured in 26.8% of our engagements



- Human & Labour Rights 43.6%
- Human Capital 45.3%
- Wider Societal Impacts 11.2%

Governance

Governance topics featured in 21.6% of our engagements



- Board Effectiveness 49.7%
- Executive Remuneration 35.4%
- Investor Protection & Rights 14.9%

Strategy, Risk & Communication

Strategy, Risk & Communication topics featured in 6.4% of our engagements



- Corporate Reporting 48.8%
- Purpose, Strategy & Policies 25.6%
- Risk Management 25.6%