

Q3 2024

## West Midlands Pension Fund

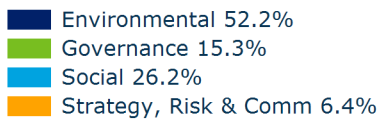
**EOS at Federated Hermes**

### Engagement by region

We engaged with 242 companies held in the West Midlands Pension Fund portfolio on a range of 688 environmental, social and governance issues and objectives

#### Global

We engaged with 242 companies



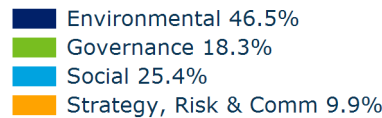
#### Australia & New Zealand

We engaged with 12 companies



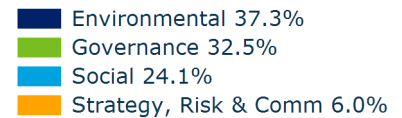
#### Developed Asia

We engaged with 30 companies



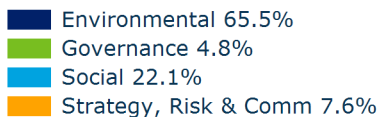
#### Emerging & Developing Markets

We engaged with 29 companies



#### Europe

We engaged with 48 companies



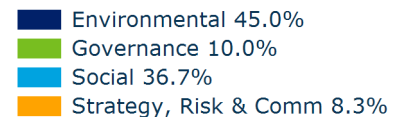
#### North America

We engaged with 99 companies



#### United Kingdom

We engaged with 24 companies



## Engagement by Meta theme

We engaged with 242 companies held in the West Midlands Pension Fund portfolio on a range of 688 environmental, social and governance issues and objectives

### Environmental

Environmental topics featured in 52.2% of our engagements



- Circular Economy & Zero Pollution 19.2%
- Climate Change 64.1%
- Natural Resource Stewardship 16.7%

### Social

Social topics featured in 26.2% of our engagements



- Human & Labour Rights 46.7%
- Human Capital 42.8%
- Wider Societal Impacts 10.6%

### Governance

Governance topics featured in 15.3% of our engagements



- Board Effectiveness 54.3%
- Executive Remuneration 36.2%
- Investor Protection & Rights 9.5%

### Strategy, Risk & Communication

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



- Corporate Reporting 25.0%
- Purpose, Strategy & Policies 56.8%
- Risk Management 18.2%