

West Midlands Pension Fund

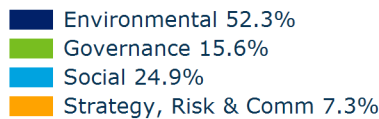
EOS at Federated Hermes

Engagement by region

We engaged with 281 companies held in the West Midlands Pension Fund portfolio on a range of 932 environmental, social and governance issues and objectives

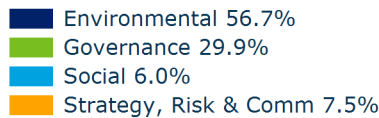
Global

We engaged with 281 companies



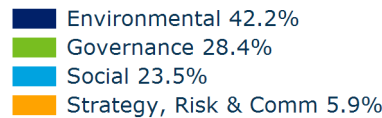
Australia & New Zealand

We engaged with 20 companies



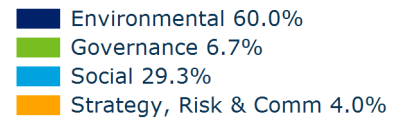
Developed Asia

We engaged with 39 companies



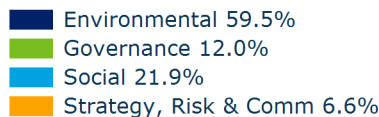
Emerging & Developing Markets

We engaged with 23 companies



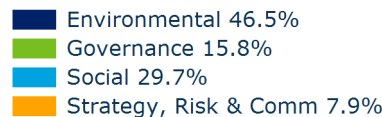
Europe

We engaged with 69 companies



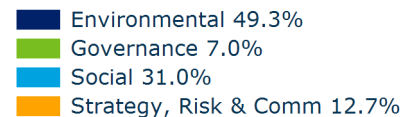
North America

We engaged with 103 companies



United Kingdom

We engaged with 27 companies



Engagement by Meta theme

We engaged with 281 companies held in the West Midlands Pension Fund portfolio on a range of 932 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 52.3% of our engagements



- Circular Economy & Zero Pollution 16.2%
- Climate Change 65.3%
- Natural Resource Stewardship 18.5%

Social

Social topics featured in 24.9% of our engagements



- Human & Labour Rights 47.4%
- Human Capital 39.2%
- Wider Societal Impacts 13.4%

Governance

Governance topics featured in 15.6% of our engagements



- Board Effectiveness 45.5%
- Executive Remuneration 44.1%
- Investor Protection & Rights 10.3%

Strategy, Risk & Communication

Strategy, Risk & Communication topics featured in 7.3% of our engagements



- Corporate Reporting 38.2%
- Purpose, Strategy & Policies 36.8%
- Risk Management 25.0%