



Q4 2024

# **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



Environmental 52.3%

Governance 15.6%

Social 24.9%

Strategy, Risk & Comm 7.3%

# Australia & New Zealand

We engaged with 20 companies



Environmental 56.7%

Governance 29.9%

Social 6.0%

Strategy, Risk & Comm 7.5%

# **Europe**

We engaged with 69 companies



Environmental 59.5%

Governance 12.0%

Social 21.9%

Strategy, Risk & Comm 6.6%

# **Developed Asia**

We engaged with 39 companies



Environmental 42.2%

Governance 28.4%

Social 23.5%

Strategy, Risk & Comm 5.9%

#### **North America**

We engaged with 103 companies



Environmental 46.5%

Governance 15.8%

Social 29.7%

Strategy, Risk & Comm 7.9%

#### **Emerging & Developing Markets**

We engaged with 23 companies



Environmental 60.0%

Governance 6.7%

Social 29.3%

Strategy, Risk & Comm 4.0%

### **United Kingdom**

We engaged with 27 companies



Environmental 49.3%

Governance 7.0%

Social 31.0%

Strategy, Risk & Comm 12.7%

Engagement Report West Midlands Pension Fund

# **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%