

West Midlands

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **532** companies held in the West Midlands portfolios on a range of **1,441** environmental, social and governance issues and objectives.

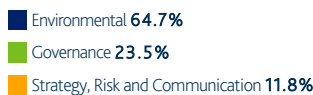
Global

We engaged with **532** companies over the last quarter.



Australia & New Zealand

We engaged with **12** companies over the last quarter.



Developed Asia

We engaged with **73** companies over the last quarter.



Emerging & Developing Markets

We engaged with **54** companies over the last quarter.



Europe

We engaged with **120** companies over the last quarter.



North America

We engaged with **217** companies over the last quarter.



United Kingdom

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

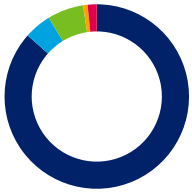


Engagement by theme

Over the last quarter we engaged with 532 companies held in the West Midlands portfolios on a range of 1,441 environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in 26.2% of our engagements over the last quarter.



- Climate Change 86.5%
- Forestry and Land Use 4.8%
- Pollution and Waste Management 6.3%
- Supply Chain Management 0.8%
- Water 1.6%

Social and Ethical

Social and Ethical topics featured in 18.1% of our engagements over the last quarter.



- Bribery and Corruption 1.9%
- Conduct and Culture 11.5%
- Diversity 26.4%
- Human Capital Management 21.5%
- Human Rights 34.1%
- Labour Rights 4.6%

Governance

Governance topics featured in 44.0% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 22.6%
- Board Independence 12.6%
- Executive Remuneration 49.2%
- Shareholder Protection and Rights 13.4%
- Succession Planning 2.2%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 11.7% of our engagements over the last quarter.



- Audit and Accounting 9.5%
- Business Strategy 36.3%
- Cyber Security 2.4%
- Integrated Reporting and Other Disclosure 25.0%
- Risk Management 26.8%