

## West Midlands

## EOS at Federated Hermes

### Engagement by region

Over the last quarter we engaged with **252** companies held in the West Midlands portfolios on a range of **823** environmental, social and governance issues and objectives.

#### Global

We engaged with **252** companies over the last quarter.



#### Australia & New Zealand

We engaged with **14** companies over the last quarter.



#### Developed Asia

We engaged with **33** companies over the last quarter.



#### Emerging & Developing Markets

We engaged with **29** companies over the last quarter.



#### Europe

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



#### North America

We engaged with **88** companies over the last quarter.



#### United Kingdom

We engaged with **32** companies over the last quarter.

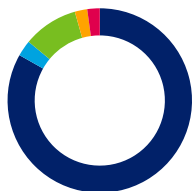


## Engagement by theme

Over the last quarter we engaged with **252** companies held in the West Midlands portfolios on a range of **823** environmental, social and governance issues and objectives.

### Environmental

Environmental topics featured in **39.0%** of our engagements over the last quarter.



- Climate Change **83.2%**
- Forestry and Land Use **2.8%**
- Pollution and Waste Management **9.7%**
- Supply Chain Management **2.2%**
- Water **2.2%**

### Social and Ethical

Social and Ethical topics featured in **23.1%** of our engagements over the last quarter.



- Bribery and Corruption **1.6%**
- Conduct and Culture **15.8%**
- Diversity **22.6%**
- Human Capital Management **17.9%**
- Human Rights **37.9%**
- Labour Rights **4.2%**

### Governance

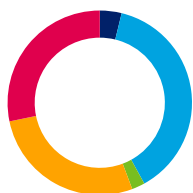
Governance topics featured in **22.0%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **30.4%**
- Board Independence **16.0%**
- Executive Remuneration **40.9%**
- Shareholder Protection and Rights **10.5%**
- Succession Planning **2.2%**

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **15.9%** of our engagements over the last quarter.



- Audit and Accounting **3.8%**
- Business Strategy **38.2%**
- Cyber Security **2.3%**
- Integrated Reporting and Other Disclosure **27.5%**
- Risk Management **28.2%**