

West Midlands Pension Fund

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **470** companies held in the West Midlands Pension Fund portfolios on a range of **1,451** environmental, social and governance issues and objectives.

Global

We engaged with **470** companies over the last quarter.



Europe

We engaged with **111** companies over the last quarter.



United Kingdom

We engaged with **51** companies over the last quarter.



Emerging & Developing Markets

We engaged with **38** companies over the last quarter.



Developed Asia

We engaged with **49** companies over the last quarter.



Australia & New Zealand

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



North America

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



Engagement by theme

Over the last quarter we engaged with **470** companies held in the West Midlands Pension Fund portfolios on a range of **1,451** environmental, social and governance issues and objectives.

Environmental

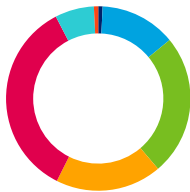
Environmental topics featured in **27.6%** of our engagements over the last quarter.



- Climate Change **76.8%**
- Forestry and Land Use **8.5%**
- Pollution and Waste Management **11.0%**
- Supply Chain Management **2.2%**
- Water **1.5%**

Social and Ethical

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



- Bribery and Corruption **0.8%**
- Conduct and Culture **13.3%**
- Diversity **24.7%**
- Human Capital Management **18.6%**
- Human Rights **35.0%**
- Labour Rights **6.8%**
- Tax **0.8%**

Governance

Governance topics featured in **43.4%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **21.4%**
- Board Independence **11.7%**
- Executive Remuneration **52.5%**
- Shareholder Protection and Rights **12.2%**
- Succession Planning **2.1%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **10.9%** of our engagements over the last quarter.



- Audit and Accounting **19.0%**
- Business Strategy **26.6%**
- Cyber Security **1.3%**
- Integrated Reporting and Other Disclosure **27.8%**
- Risk management **25.3%**