

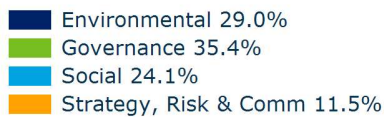
West Midlands Pension Fund

Engagement by region

We engaged with 442 companies held in the West Midlands Pension Fund portfolio on a range of 1509 environmental, social and governance issues and objectives

Global

We engaged with 442 companies



Australia & New Zealand

We engaged with seven companies



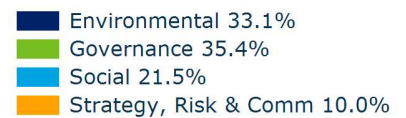
Developed Asia

We engaged with 54 companies



Emerging & Developing Markets

We engaged with 45 companies



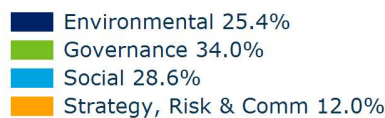
Europe

We engaged with 93 companies



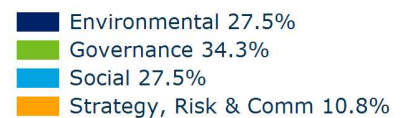
North America

We engaged with 209 companies



United Kingdom

We engaged with 34 companies



Engagement by Meta theme

We engaged with 442 companies held in the West Midlands Pension Fund portfolio on a range of 1509 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 29.0% of our engagements



- Circular Economy & Zero Pollution 13.9%
- Climate Change 69.9%
- Natural Resource Stewardship 16.2%

Social

Social topics featured in 24.1% of our engagements



- Human & Labour Rights 39.6%
- Human Capital 47.5%
- Wider Societal Impacts 12.9%

Governance

Governance topics featured in 35.4% of our engagements



- Board Effectiveness 37.6%
- Executive Remuneration 48.9%
- Investor Protection & Rights 13.5%

Strategy, Risk & Communication

Strategy, Risk & Communication topics featured in 11.5% of our engagements



- Corporate Reporting 31.8%
- Purpose, Strategy & Policies 45.1%
- Risk Management 23.1%