LGPS Central Limited

Responsible Investment Paper Appendix C



Engagement Report

Q3 2023

EOS at Federated Hermes

West Midlands Pension Fund

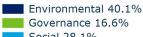
Engagement by region

We engaged with 221 companies held in the West Midlands Pension Fund portfolio on a range of 718 environmental, social and governance issues and objectives

Global

We engaged with 221 companies





Social 28.1%

Strategy, Risk & Comm 15.2%

Australia & New Zealand

We engaged with 14 companies





Social 13.8%

Strategy, Risk & Comm 10.3%



We engaged with 53 companies





Social 24.7%

Strategy, Risk & Comm 19.7%

Developed Asia

We engaged with 34 companies





Governance 21.7%
Social 26.5%

Strategy, Risk & Comm 8.4%

North America

We engaged with 73 companies





Social 33.5%

Strategy, Risk & Comm 16.2%

Emerging & Developing Markets

We engaged with 26 companies





Governance 21.2%

Social 27.1%
Strategy, Risk & Comm 14.1%

United Kingdom

We engaged with 21 companies



Environmental 50.8%

Governance 13.8%

Social 24.6%

Strategy, Risk & Comm 10.8%

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West Midlands Pension Fund

Engagement by Meta theme

We engaged with 221 companies held in the West Midlands Pension Fund portfolio on a range of 718 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 40.1% of our engagements



- Circular Economy & Zero Pollution 19.1%
- Climate Change 62.8%
- Natural Resource Stewardship 18.1%

Social

Social topics featured in 28.1% of our engagements



- Human & Labour Rights 38.6%
- Human Capital 49.0%
- Wider Societal Impacts 12.4%

Governance

Governance topics featured in 16.6% of our engagements



- Board Effectiveness 39.5%
- Executive Remuneration 51.3%
- Investor Protection & Rights 9.2%

Strategy, Risk & Communication

Strategy, Risk & Communication topics featured in 15.2% of our engagements



- Corporate Reporting 32.1%
- Purpose, Strategy & Policies 45.9%
- Risk Management 22.0%