

West Midlands Pension Fund

EOS at Federated Hermes

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



Australia & New Zealand

We engaged with 14 companies



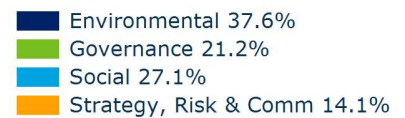
Developed Asia

We engaged with 34 companies



Emerging & Developing Markets

We engaged with 26 companies



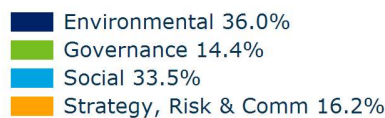
Europe

We engaged with 53 companies



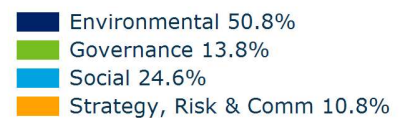
North America

We engaged with 73 companies



United Kingdom

We engaged with 21 companies



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%