

West Midlands

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **415** companies held in the West Midlands portfolios on a range of **1,415** environmental, social and governance issues and objectives.

Global

We engaged with **415** companies over the last quarter.



Environmental	28.1%
Social and Ethical	21.3%
Governance	35.6%
Strategy, Risk and Communication	15.0%

Australia & New Zealand

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



Environmental	83.3%
Governance	8.3%
Strategy, Risk and Communication	8.3%

Developed Asia

We engaged with **45** companies over the last quarter.



Environmental	37.1%
Social and Ethical	26.6%
Governance	27.4%
Strategy, Risk and Communication	8.9%

Emerging & Developing Markets

We engaged with **42** companies over the last quarter.



Environmental	29.6%
Social and Ethical	15.6%
Governance	31.9%
Strategy, Risk and Communication	23.0%

Europe

We engaged with **120** companies over the last quarter.



Environmental	28.5%
Social and Ethical	19.4%
Governance	39.8%
Strategy, Risk and Communication	12.3%

North America

We engaged with **161** companies over the last quarter.



Environmental	22.8%
Social and Ethical	23.0%
Governance	36.9%
Strategy, Risk and Communication	17.3%

United Kingdom

We engaged with **39** companies over the last quarter.



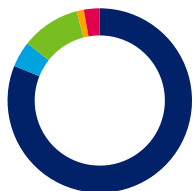
Environmental	37.0%
Social and Ethical	22.7%
Governance	30.3%
Strategy, Risk and Communication	10.1%

Engagement by theme

Over the last quarter we engaged with **415** companies held in the West Midlands portfolios on a range of **1,415** environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in **28.1%** of our engagements over the last quarter.



- Climate Change **81.1%**
- Forestry and Land Use **4.5%**
- Pollution and Waste Management **10.3%**
- Supply Chain Management **1.3%**
- Water **2.8%**

Social and Ethical

Social and Ethical topics featured in **21.3%** of our engagements over the last quarter.



- Bribery and Corruption **1.7%**
- Conduct and Culture **12.9%**
- Diversity **24.2%**
- Human Capital Management **21.5%**
- Human Rights **31.8%**
- Labour Rights **5.6%**
- Tax **2.3%**

Governance

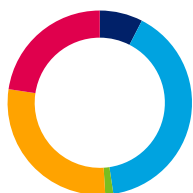
Governance topics featured in **35.6%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **22.4%**
- Board Independence **16.3%**
- Executive Remuneration **43.7%**
- Shareholder Protection and Rights **13.7%**
- Succession Planning **4.0%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **15.0%** of our engagements over the last quarter.



- Audit and Accounting **7.5%**
- Business Strategy **40.1%**
- Cyber Security **1.4%**
- Integrated Reporting and Other Disclosure **28.3%**
- Risk Management **22.6%**