

Worcestershire Pension Fund

Hermes EOS

Engagement by region

Over the last quarter we engaged with **29** companies held in the Worcestershire Pension Fund portfolios on a range of **64** environmental, social and governance issues and objectives.

Global

We engaged with **29** companies over the last quarter.



- Environmental **26.6%**
- Social and Ethical **23.4%**
- Governance **18.8%**
- Strategy, Risk and Communication **31.2%**

Developed Asia

We engaged with **13** companies over the last quarter.



- Environmental **24.0%**
- Social and Ethical **36.0%**
- Governance **16.0%**
- Strategy, Risk and Communication **24.0%**

Emerging & Developing Markets

We engaged with **16** companies over the last quarter.



- Environmental **28.2%**
- Social and Ethical **15.4%**
- Governance **20.5%**
- Strategy, Risk and Communication **35.9%**

Engagement by theme

Over the last quarter we engaged with 29 companies held in the Worcestershire Pension Fund portfolios on a range of 64 environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in 26.6% of our engagements over the last quarter.



- Climate Change 70.6%
- Forestry and Land Use 11.8%
- Pollution and Waste Management 17.6%

Social and Ethical

Social and Ethical topics featured in 23.4% of our engagements over the last quarter.



- Conduct and Culture 13.3%
- Human Capital Management 33.3%
- Human Rights 33.3%
- Labour Rights 20.0%

Governance

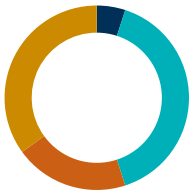
Governance topics featured in 18.8% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 50.0%
- Board Independence 8.3%
- Shareholder Protection and Rights 25.0%
- Succession Planning 16.7%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 31.2% of our engagements over the last quarter.



- Audit and Accounting 5.0%
- Business Strategy 40.0%
- Integrated Reporting and Other Disclosure 20.0%
- Risk Management 35.0%