

Worcestershire Pension Fund

Hermes EOS

Engagement by region

Over the last quarter we engaged with **25** companies held in the Worcestershire Pension Fund portfolios on a range of **61** environmental, social and governance issues and objectives.

Global

We engaged with **25** companies over the last quarter.



- Environmental **26.2%**
- Social and Ethical **16.4%**
- Governance **23.0%**
- Strategy, Risk and Communication **34.4%**

Australia & New Zealand

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



- Environmental **16.7%**
- Governance **50.0%**
- Strategy, Risk and Communication **33.3%**

Developed Asia

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



- Environmental **15.2%**
- Social and Ethical **30.3%**
- Governance **21.2%**
- Strategy, Risk and Communication **33.3%**

Emerging & Developing Markets

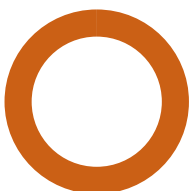
We engaged with **11** companies over the last quarter.



- Environmental **47.6%**
- Governance **14.3%**
- Strategy, Risk and Communication **38.1%**

Europe

We engaged with **one** company over the last quarter.



- Governance **100.0%**

Engagement by theme

Over the last quarter we engaged with 25 companies held in the Worcestershire Pension Fund portfolios on a range of 61 environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in 26.2% of our engagements over the last quarter.



- Climate Change 68.8%
- Forestry and Land Use 6.2%
- Pollution and Waste Management 18.8%
- Water 6.2%

Social and Ethical

Social and Ethical topics featured in 16.4% of our engagements over the last quarter.



- Conduct and Culture 10.0%
- Diversity 20.0%
- Human Capital Management 30.0%
- Human Rights 30.0%
- Labour Rights 10.0%

Governance

Governance topics featured in 23.0% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 28.6%
- Board Independence 14.3%
- Executive Remuneration 21.4%
- Shareholder Protection and Rights 35.7%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 34.4% of our engagements over the last quarter.



- Audit and Accounting 9.5%
- Business Strategy 19.0%
- Integrated Reporting and Other Disclosure 23.8%
- Risk Management 47.6%