

## Worcestershire Pension Fund

EOS at Federated Hermes

### Engagement by region

Over the last quarter we engaged with **93** companies held in the Worcestershire Pension Fund portfolios on a range of **275** environmental, social and governance issues and objectives.

#### Global

We engaged with **93** companies over the last quarter.



#### Australia & New Zealand

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



#### Developed Asia

We engaged with **17** companies over the last quarter.



#### Emerging & Developing Markets

We engaged with **22** companies over the last quarter.



#### Europe

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



#### North America

We engaged with **37** companies over the last quarter.



#### United Kingdom

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



## Engagement by theme

Over the last quarter we engaged with **93** companies held in the Worcestershire Pension Fund portfolios on a range of **275** environmental, social and governance issues and objectives.

### Environmental

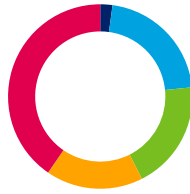
Environmental topics featured in **27.6%** of our engagements over the last quarter.



- Climate Change **86.8%**
- Forestry and Land Use **3.9%**
- Pollution and Waste Management **6.6%**
- Water **2.6%**

### Social and Ethical

Social and Ethical topics featured in **17.1%** of our engagements over the last quarter.



- Bribery and Corruption **2.1%**
- Conduct and Culture **21.3%**
- Diversity **19.1%**
- Human Capital Management **17.0%**
- Human Rights **40.4%**

### Governance

Governance topics featured in **41.8%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **25.2%**
- Board Independence **17.4%**
- Executive Remuneration **40.9%**
- Shareholder Protection and Rights **15.7%**
- Succession Planning **0.9%**

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **13.5%** of our engagements over the last quarter.



- Audit and Accounting **8.1%**
- Business Strategy **29.7%**
- Cyber Security **5.4%**
- Integrated Reporting and Other Disclosure **24.3%**
- Risk Management **32.4%**