

Worcestershire Pension Fund

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **52** companies held in the Worcestershire Pension Fund portfolios on a range of **168** environmental, social and governance issues and objectives.

Global

We engaged with **52** companies over the last quarter.



Australia & New Zealand

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



Developed Asia

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



Emerging & Developing Markets

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



Europe

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



North America

We engaged with **19** companies over the last quarter.



United Kingdom

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



Engagement by theme

Over the last quarter we engaged with 52 companies held in the Worcestershire Pension Fund portfolios on a range of 168 environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in 44.6% of our engagements over the last quarter.



- Climate Change 88.0%
- Forestry and Land Use 4.0%
- Pollution and Waste Management 5.3%
- Water 2.7%

Social and Ethical

Social and Ethical topics featured in 20.2% of our engagements over the last quarter.



- Conduct and Culture 20.6%
- Diversity 26.5%
- Human Capital Management 8.8%
- Human Rights 41.2%
- Labour Rights 2.9%

Governance

Governance topics featured in 21.4% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 38.9%
- Board Independence 22.2%
- Executive Remuneration 25.0%
- Shareholder Protection and Rights 8.3%
- Succession Planning 5.6%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 13.7% of our engagements over the last quarter.



- Audit and Accounting 8.7%
- Business Strategy 26.1%
- Cyber Security 4.3%
- Integrated Reporting and Other Disclosure 39.1%
- Risk Management 21.7%