

Worcestershire Pension Fund

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **60** companies held in the Worcestershire Pension Fund portfolios on a range of **202** environmental, social and governance issues and objectives.

Global

We engaged with **60** companies over the last quarter.



■ Environmental **30.2%**
 ■ Social and Ethical **22.8%**
 ■ Governance **34.2%**
 ■ Strategy, Risk and Communication **12.9%**

Europe

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



■ Environmental **50.0%**
 ■ Governance **40.0%**
 ■ Strategy, Risk and Communication **10.0%**

United Kingdom

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



■ Environmental **60.0%**
 ■ Governance **20.0%**
 ■ Strategy, Risk and Communication **20.0%**

Emerging & Developing Markets

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



■ Environmental **20.0%**
 ■ Social and Ethical **22.0%**
 ■ Governance **42.0%**
 ■ Strategy, Risk and Communication **16.0%**

Developed Asia

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



■ Environmental **26.2%**
 ■ Social and Ethical **26.2%**
 ■ Governance **38.1%**
 ■ Strategy, Risk and Communication **9.5%**

Australia & New Zealand

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



■ Environmental **40.0%**
 ■ Governance **30.0%**
 ■ Strategy, Risk and Communication **30.0%**

North America

We engaged with **24** companies over the last quarter.



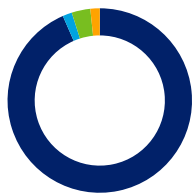
■ Environmental **32.9%**
 ■ Social and Ethical **28.2%**
 ■ Governance **28.2%**
 ■ Strategy, Risk and Communication **10.6%**

Engagement by theme

Over the last quarter we engaged with **60** companies held in the Worcestershire Pension Fund portfolios on a range of **202** environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in **30.2%** of our engagements over the last quarter.



- Climate Change **93.4%**
- Forestry and Land Use **1.6%**
- Pollution and Waste Management **3.3%**
- Supply Chain Management **1.6%**

Social and Ethical

Social and Ethical topics featured in **22.8%** of our engagements over the last quarter.



- Conduct and Culture **10.9%**
- Diversity **19.6%**
- Human Capital Management **21.7%**
- Human Rights **47.8%**

Governance

Governance topics featured in **34.2%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **34.8%**
- Board Independence **17.4%**
- Executive Remuneration **36.2%**
- Shareholder Protection and Rights **8.7%**
- Succession Planning **2.9%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **12.9%** of our engagements over the last quarter.



- Audit and Accounting **15.4%**
- Business Strategy **23.1%**
- Cyber Security **3.8%**
- Integrated Reporting and Other Disclosure **26.9%**
- Risk Management **30.8%**