

Worcestershire Pension Fund

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **116** companies held in the Worcestershire Pension Fund portfolios on a range of **386** environmental, social and governance issues and objectives.

Global

We engaged with **116** companies over the last quarter.



Europe

We engaged with **14** companies over the last quarter.



United Kingdom

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



Emerging & Developing Markets

We engaged with **21** companies over the last quarter.



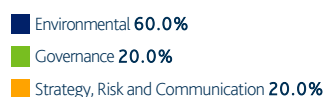
Developed Asia

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



Australia & New Zealand

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



North America

We engaged with **59** companies over the last quarter.

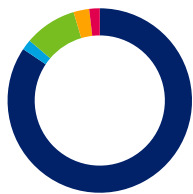


Engagement by theme

Over the last quarter we engaged with **116** companies held in the Worcestershire Pension Fund portfolios on a range of **386** environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in **28.2%** of our engagements over the last quarter.



- Climate Change **84.4%**
- Forestry and Land Use **1.8%**
- Pollution and Waste Management **9.2%**
- Supply Chain Management **2.8%**
- Water **1.8%**

Social and Ethical

Social and Ethical topics featured in **19.4%** of our engagements over the last quarter.



- Conduct and Culture **20.0%**
- Diversity **20.0%**
- Human Capital Management **18.7%**
- Human Rights **36.0%**
- Labour Rights **5.3%**

Governance

Governance topics featured in **44.8%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **22.5%**
- Board Independence **15.6%**
- Executive Remuneration **45.1%**
- Shareholder Protection and Rights **13.9%**
- Succession Planning **2.9%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **7.5%** of our engagements over the last quarter.



- Audit and Accounting **10.3%**
- Business Strategy **17.2%**
- Cyber Security **3.4%**
- Integrated Reporting and Other Disclosure **37.9%**
- Risk Management **31.0%**