

Worcestershire Pension Fund

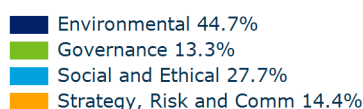
EOS at Federated Hermes

Engagement by region

We engaged with 46 companies held in the Worcestershire Pension Fund portfolio on a range of 188 environmental, social and governance issues and objectives

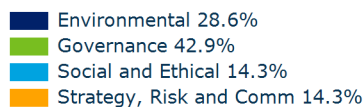
Global

We engaged with 46 companies



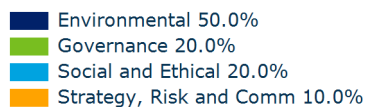
Australia & New Zealand

We engaged with one company



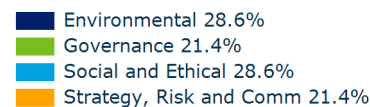
Developed Asia

We engaged with four companies



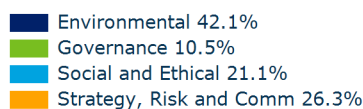
Emerging & Developing Markets

We engaged with 10 companies



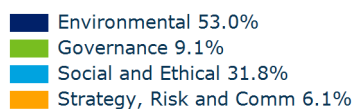
Europe

We engaged with nine companies



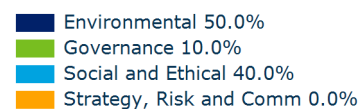
North America

We engaged with 16 companies



United Kingdom

We engaged with six companies

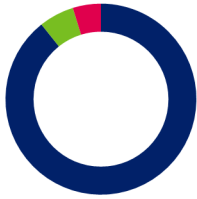


Engagement by theme

We engaged with 46 companies held in the Worcestershire Pension Fund portfolio on a range of 188 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 44.7% of our engagements



- Climate Change 89.3%
- Forestry and Land Use 0.0%
- Pollution and Waste Management 6.0%
- Supply Chain Management 0.0%
- Water 4.8%

Social and Ethical

Social and Ethical topics featured in 27.7% of our engagements



- Bribery and Corruption 0.0%
- Conduct and Culture 7.7%
- Diversity 21.2%
- Human Capital Management 17.3%
- Human Rights 46.2%
- Labour Rights 1.9%
- Tax 5.8%

Governance

Governance topics featured in 13.3% of our engagements



- Board Diversity, Skills and Experience 20.0%
- Board Independence 32.0%
- Executive Remuneration 44.0%
- Shareholder Protection and Rights 0.0%
- Succession Planning 4.0%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 14.4% of our engagements



- Audit and Accounting 11.1%
- Business Strategy 25.9%
- Cyber Security 0.0%
- Integrated Reporting and Other Disclosure 22.2%
- Risk Management 40.7%