

## Gloucestershire Pension

### EOS at Federated Hermes

### Engagement by region

Over the last quarter we engaged with **536** companies held in the Gloucestershire Pension portfolios on a range of **1,446** environmental, social and governance issues and objectives.

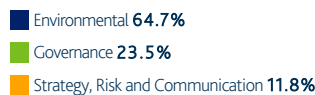
#### Global

We engaged with **536** companies over the last quarter.



#### Australia & New Zealand

We engaged with **12** companies over the last quarter.



#### Developed Asia

We engaged with **72** companies over the last quarter.



#### Emerging & Developing Markets

We engaged with **47** companies over the last quarter.



#### Europe

We engaged with **119** companies over the last quarter.



#### North America

We engaged with **229** companies over the last quarter.



#### United Kingdom

We engaged with **57** companies over the last quarter.

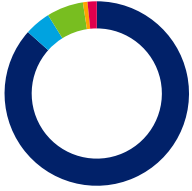


## Engagement by theme

Over the last quarter we engaged with **536** companies held in the Gloucestershire Pension portfolios on a range of **1,446** environmental, social and governance issues and objectives.

### Environmental

Environmental topics featured in **25.8%** of our engagements over the last quarter.



- Climate Change **86.6%**
- Forestry and Land Use **4.6%**
- Pollution and Waste Management **6.4%**
- Supply Chain Management **0.8%**
- Water **1.6%**

### Social and Ethical

Social and Ethical topics featured in **17.8%** of our engagements over the last quarter.



- Bribery and Corruption **1.9%**
- Conduct and Culture **12.1%**
- Diversity **26.1%**
- Human Capital Management **21.4%**
- Human Rights **33.9%**
- Labour Rights **4.7%**

### Governance

Governance topics featured in **45.4%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **22.4%**
- Board Independence **13.1%**
- Executive Remuneration **48.8%**
- Shareholder Protection and Rights **13.0%**
- Succession Planning **2.7%**

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **11.1%** of our engagements over the last quarter.



- Audit and Accounting **10.0%**
- Business Strategy **36.2%**
- Cyber Security **2.5%**
- Integrated Reporting and Other Disclosure **25.6%**
- Risk Management **25.6%**