

## Gloucestershire Pension

### EOS at Federated Hermes

### Engagement by region

Over the last quarter we engaged with **194** companies held in the Gloucestershire Pension portfolios on a range of **602** environmental, social and governance issues and objectives.

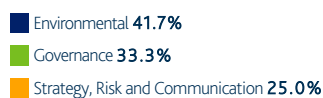
#### Global

We engaged with **194** companies over the last quarter.



#### Australia & New Zealand

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



#### Developed Asia

We engaged with **26** companies over the last quarter.



#### Emerging & Developing Markets

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



#### Europe

We engaged with **41** companies over the last quarter.



#### North America

We engaged with **71** companies over the last quarter.



#### United Kingdom

We engaged with **35** companies over the last quarter.



## Engagement by theme

Over the last quarter we engaged with **194** companies held in the Gloucestershire Pension portfolios on a range of **602** environmental, social and governance issues and objectives.

### Environmental

Environmental topics featured in **32.6%** of our engagements over the last quarter.



- Climate Change **79.1%**
- Forestry and Land Use **6.6%**
- Pollution and Waste Management **9.2%**
- Supply Chain Management **1.5%**
- Water **3.6%**

### Social and Ethical

Social and Ethical topics featured in **22.3%** of our engagements over the last quarter.



- Bribery and Corruption **0.7%**
- Conduct and Culture **9.0%**
- Diversity **26.1%**
- Human Capital Management **16.4%**
- Human Rights **43.3%**
- Labour Rights **4.5%**

### Governance

Governance topics featured in **28.6%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **21.5%**
- Board Independence **11.6%**
- Executive Remuneration **50.6%**
- Shareholder Protection and Rights **11.6%**
- Succession Planning **4.7%**

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **16.6%** of our engagements over the last quarter.



- Audit and Accounting **7.0%**
- Business Strategy **37.0%**
- Cyber Security **8.0%**
- Integrated Reporting and Other Disclosure **25.0%**
- Risk Management **23.0%**