

Gloucestershire Pension

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **250** companies held in the Gloucestershire Pension portfolios on a range of **838** environmental, social and governance issues and objectives.

Global

We engaged with **250** companies over the last quarter.



Australia & New Zealand

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



Developed Asia

We engaged with **32** companies over the last quarter.



Emerging & Developing Markets

We engaged with **28** companies over the last quarter.



Europe

We engaged with **55** companies over the last quarter.



North America

We engaged with **87** companies over the last quarter.



United Kingdom

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

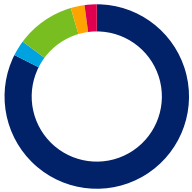


Engagement by theme

Over the last quarter we engaged with 250 companies held in the Gloucestershire Pension portfolios on a range of 838 environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in 39.4% of our engagements over the last quarter.



- Climate Change 82.4%
- Forestry and Land Use 2.7%
- Pollution and Waste Management 10.3%
- Supply Chain Management 2.4%
- Water 2.1%

Social and Ethical

Social and Ethical topics featured in 23.0% of our engagements over the last quarter.



- Bribery and Corruption 2.6%
- Conduct and Culture 16.1%
- Diversity 22.3%
- Human Capital Management 18.1%
- Human Rights 36.3%
- Labour Rights 4.7%

Governance

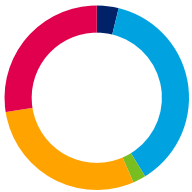
Governance topics featured in 22.0% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 30.4%
- Board Independence 15.2%
- Executive Remuneration 42.4%
- Shareholder Protection and Rights 9.8%
- Succession Planning 2.2%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 15.6% of our engagements over the last quarter.



- Audit and Accounting 3.8%
- Business Strategy 37.4%
- Cyber Security 2.3%
- Integrated Reporting and Other Disclosure 29.0%
- Risk Management 27.5%