

## Wiltshire Pension Fund

## EOS at Federated Hermes

### Engagement by region

Over the last quarter we engaged with **299** companies held in the Wiltshire Pension Fund portfolios on a range of **895** environmental, social and governance issues and objectives.

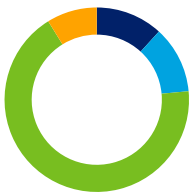
#### Global

We engaged with **299** companies over the last quarter.



#### Australia & New Zealand

We engaged with **22** companies over the last quarter.



#### Developed Asia

We engaged with **34** companies over the last quarter.



#### Emerging & Developing Markets

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



#### Europe

We engaged with **76** companies over the last quarter.



#### North America

We engaged with **128** companies over the last quarter.



#### United Kingdom

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

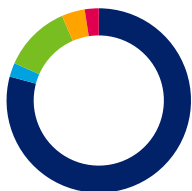


## Engagement by theme

Over the last quarter we engaged with 299 companies held in the Wiltshire Pension Fund portfolios on a range of 895 environmental, social and governance issues and objectives.

### Environmental

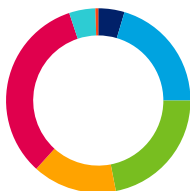
Environmental topics featured in 27.4% of our engagements over the last quarter.



- Climate Change 79.2%
- Forestry and Land Use 2.4%
- Pollution and Waste Management 11.8%
- Supply Chain Management 4.1%
- Water 2.4%

### Social and Ethical

Social and Ethical topics featured in 21.9% of our engagements over the last quarter.



- Bribery and Corruption 4.6%
- Conduct and Culture 20.4%
- Diversity 21.9%
- Human Capital Management 14.8%
- Human Rights 33.2%
- Labour Rights 4.6%
- Tax 0.5%

### Governance

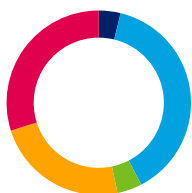
Governance topics featured in 30.2% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 23.0%
- Board Independence 12.2%
- Executive Remuneration 45.6%
- Shareholder Protection and Rights 14.4%
- Succession Planning 4.8%

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 20.6% of our engagements over the last quarter.



- Audit and Accounting 3.8%
- Business Strategy 38.6%
- Cyber Security 4.3%
- Integrated Reporting and Other Disclosure 23.4%
- Risk Management 29.9%