

Blue Sky Group

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **365** companies held in the Blue Sky Group portfolios on a range of **1,050** environmental, social and governance issues and objectives.

Global

We engaged with **365** companies over the last quarter.



- Environmental 30.1%
- Social and Ethical 19.9%
- Governance 29.9%
- Strategy, Risk and Communication 20.1%

Australia & New Zealand

We engaged with **25** companies over the last quarter.



- Environmental 13.5%
- Social and Ethical 10.8%
- Governance 70.3%
- Strategy, Risk and Communication 5.4%

Developed Asia

We engaged with **45** companies over the last quarter.



- Environmental 36.7%
- Social and Ethical 22.5%
- Governance 25.0%
- Strategy, Risk and Communication 15.8%

Emerging & Developing Markets

We engaged with **23** companies over the last quarter.



- Environmental 33.3%
- Social and Ethical 18.5%
- Governance 27.8%
- Strategy, Risk and Communication 20.4%

Europe

We engaged with **90** companies over the last quarter.



- Environmental 35.7%
- Social and Ethical 18.8%
- Governance 25.0%
- Strategy, Risk and Communication 20.6%

North America

We engaged with **146** companies over the last quarter.



- Environmental 25.9%
- Social and Ethical 18.7%
- Governance 33.6%
- Strategy, Risk and Communication 21.8%

United Kingdom

We engaged with **36** companies over the last quarter.



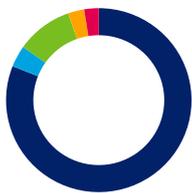
- Environmental 30.4%
- Social and Ethical 28.6%
- Governance 19.6%
- Strategy, Risk and Communication 21.4%

Engagement by theme

Over the last quarter we engaged with 365 companies held in the Blue Sky Group portfolios on a range of 1,050 environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in 30.1% of our engagements over the last quarter.



- Climate Change 81.0%
- Forestry and Land Use 3.8%
- Pollution and Waste Management 9.8%
- Supply Chain Management 2.8%
- Water 2.5%

Social and Ethical

Social and Ethical topics featured in 19.9% of our engagements over the last quarter.



- Bribery and Corruption 4.3%
- Conduct and Culture 17.7%
- Diversity 23.4%
- Human Capital Management 14.8%
- Human Rights 32.1%
- Labour Rights 6.7%
- Tax 1.0%

Governance

Governance topics featured in 29.9% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 23.2%
- Board Independence 12.1%
- Executive Remuneration 45.2%
- Shareholder Protection and Rights 14.6%
- Succession Planning 4.8%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 20.1% of our engagements over the last quarter.



- Audit and Accounting 2.4%
- Business Strategy 38.4%
- Cyber Security 5.2%
- Integrated Reporting and Other Disclosure 25.6%
- Risk Management 28.4%