

Blue Sky Group

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **447** companies held in the Blue Sky Group portfolios on a range of **1,447** environmental, social and governance issues and objectives.

Global

We engaged with **447** companies over the last quarter.



- Environmental 29.1%
- Social and Ethical 20.4%
- Governance 35.2%
- Strategy, Risk and Communication 15.3%

Australia & New Zealand

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



- Environmental 80.0%
- Governance 10.0%
- Strategy, Risk and Communication 10.0%

Developed Asia

We engaged with **40** companies over the last quarter.



- Environmental 35.8%
- Social and Ethical 21.7%
- Governance 32.1%
- Strategy, Risk and Communication 10.4%

Emerging & Developing Markets

We engaged with **58** companies over the last quarter.



- Environmental 34.4%
- Social and Ethical 13.6%
- Governance 30.5%
- Strategy, Risk and Communication 21.4%

Europe

We engaged with **118** companies over the last quarter.



- Environmental 27.8%
- Social and Ethical 19.3%
- Governance 40.7%
- Strategy, Risk and Communication 12.1%

North America

We engaged with **191** companies over the last quarter.



- Environmental 25.3%
- Social and Ethical 22.5%
- Governance 35.1%
- Strategy, Risk and Communication 17.1%

United Kingdom

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



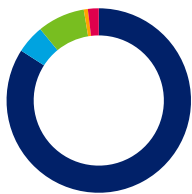
- Environmental 39.0%
- Social and Ethical 21.0%
- Governance 28.6%
- Strategy, Risk and Communication 11.4%

Engagement by theme

Over the last quarter we engaged with **447** companies held in the Blue Sky Group portfolios on a range of **1,447** environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in **29.1%** of our engagements over the last quarter.



- Climate Change **84.1%**
- Forestry and Land Use **5.0%**
- Pollution and Waste Management **8.3%**
- Supply Chain Management **0.7%**
- Water **1.9%**

Social and Ethical

Social and Ethical topics featured in **20.4%** of our engagements over the last quarter.



- Bribery and Corruption **2.0%**
- Conduct and Culture **12.2%**
- Diversity **25.4%**
- Human Capital Management **22.7%**
- Human Rights **29.8%**
- Labour Rights **5.4%**
- Tax **2.4%**

Governance

Governance topics featured in **35.2%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **22.5%**
- Board Independence **15.9%**
- Executive Remuneration **43.3%**
- Shareholder Protection and Rights **13.5%**
- Succession Planning **4.7%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **15.3%** of our engagements over the last quarter.



- Audit and Accounting **6.3%**
- Business Strategy **39.8%**
- Cyber Security **1.4%**
- Integrated Reporting and Other Disclosure **27.6%**
- Risk Management **24.9%**