

**Blue Sky Group**

**EOS at Federated Hermes**

**Engagement by region**

We engaged with 184 companies held in the Blue Sky Group portfolio on a range of 658 environmental, social and governance issues and objectives

**Global**

We engaged with 184 companies



- Environmental 39.5%
- Governance 17.5%
- Social and Ethical 28.3%
- Strategy, Risk and Comm 14.7%

**Australia & New Zealand**

We engaged with two companies



- Environmental 27.3%
- Governance 27.3%
- Social and Ethical 36.4%
- Strategy, Risk and Comm 9.1%

**Developed Asia**

We engaged with 15 companies



- Environmental 40.0%
- Governance 28.0%
- Social and Ethical 12.0%
- Strategy, Risk and Comm 20.0%

**Emerging & Developing Markets**

We engaged with 22 companies



- Environmental 30.2%
- Governance 24.5%
- Social and Ethical 26.4%
- Strategy, Risk and Comm 18.9%

**Europe**

We engaged with 48 companies



- Environmental 41.1%
- Governance 12.1%
- Social and Ethical 26.8%
- Strategy, Risk and Comm 20.0%

**North America**

We engaged with 79 companies



- Environmental 40.6%
- Governance 15.7%
- Social and Ethical 30.8%
- Strategy, Risk and Comm 12.9%

**United Kingdom**

We engaged with 18 companies



- Environmental 39.7%
- Governance 25.0%
- Social and Ethical 33.8%
- Strategy, Risk and Comm 1.5%

## Engagement by theme

We engaged with 184 companies held in the Blue Sky Group portfolio on a range of 658 environmental, social and governance issues and objectives

### Environmental

Environmental topics featured in 39.5% of our engagements



- Climate Change 75.0%
- Forestry and Land Use 6.2%
- Pollution and Waste Management 12.7%
- Supply Chain Management 2.7%
- Water 3.5%

### Social and Ethical

Social and Ethical topics featured in 28.3% of our engagements



- Bribery and Corruption 1.1%
- Conduct and Culture 9.7%
- Diversity 19.4%
- Human Capital Management 21.0%
- Human Rights 41.9%
- Labour Rights 5.4%
- Tax 1.6%

### Governance

Governance topics featured in 17.5% of our engagements



- Board Diversity, Skills and Experience 33.9%
- Board Independence 16.5%
- Executive Remuneration 37.4%
- Shareholder Protection and Rights 9.6%
- Succession Planning 2.6%

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 14.7% of our engagements



- Audit and Accounting 6.2%
- Business Strategy 33.0%
- Cyber Security 3.1%
- Integrated Reporting and Other Disclosure 27.8%
- Risk Management 29.9%