

Engagement Report

Q3 2022

EOS at Federated Hermes

Blue Sky Group

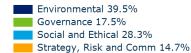
Engagement by region

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





Australia & New Zealand

We engaged with two companies





Europe

We engaged with 48 companies





Developed Asia

We engaged with 15 companies





North America

We engaged with 79 companies





Emerging & Developing Markets

We engaged with 22 companies





United Kingdom

We engaged with 18 companies





Engagement Report Blue Sky Group

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







Pollution and Waste Management 12.7%

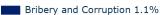
Supply Chain Management 2.7%

Water 3.5%

Social and Ethical

Social and Ethical topics featured in 28.3% of our engagements





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





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



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