

Blue Sky Group

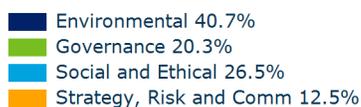
EOS at Federated Hermes

Engagement by region

We engaged with 236 companies held in the Blue Sky Group portfolio on a range of 827 environmental, social and governance issues and objectives

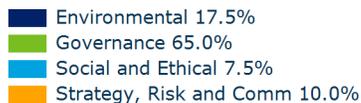
Global

We engaged with 236 companies



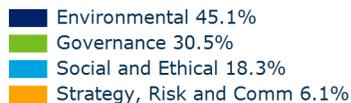
Australia & New Zealand

We engaged with 22 companies



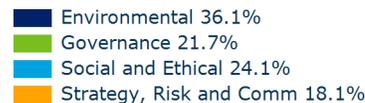
Developed Asia

We engaged with 19 companies



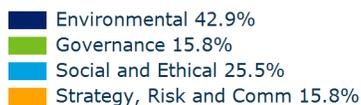
Emerging & Developing Markets

We engaged with 20 companies



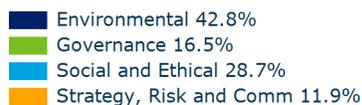
Europe

We engaged with 51 companies



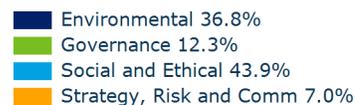
North America

We engaged with 109 companies



United Kingdom

We engaged with 15 companies

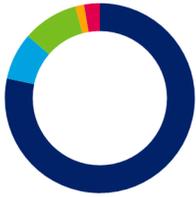


Engagement by theme

We engaged with 236 companies held in the Blue Sky Group portfolio on a range of 827 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 40.7% of our engagements



- Climate Change 78.3%
- Forestry and Land Use 8.0%
- Pollution and Waste Management 9.5%
- Supply Chain Management 1.5%
- Water 2.7%

Social and Ethical

Social and Ethical topics featured in 26.5% of our engagements



- Bribery and Corruption 2.3%
- Conduct and Culture 10.5%
- Diversity 14.2%
- Human Capital Management 21.0%
- Human Rights 47.5%
- Labour Rights 4.1%
- Tax 0.5%

Governance

Governance topics featured in 20.3% of our engagements



- Board Diversity, Skills and Experience 22.6%
- Board Independence 15.5%
- Executive Remuneration 42.9%
- Shareholder Protection and Rights 14.9%
- Succession Planning 4.2%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 12.5% of our engagements



- Audit and Accounting 11.7%
- Business Strategy 35.0%
- Cyber Security 2.9%
- Integrated Reporting and Other Disclosure 24.3%
- Risk Management 26.2%