

Blue Sky Group

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **547** companies held in the Blue Sky Group portfolios on a range of **1,474** environmental, social and governance issues and objectives.

Global

We engaged with **547** companies over the last quarter.



Environmental	28.0%
Social and Ethical	16.4%
Governance	43.8%
Strategy, Risk and Communication	11.9%

Australia & New Zealand

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



Environmental	71.4%
Governance	14.3%
Strategy, Risk and Communication	14.3%

Developed Asia

We engaged with **61** companies over the last quarter.



Environmental	37.8%
Social and Ethical	16.5%
Governance	38.4%
Strategy, Risk and Communication	7.3%

Emerging & Developing Markets

We engaged with **64** companies over the last quarter.



Environmental	30.8%
Social and Ethical	11.9%
Governance	47.6%
Strategy, Risk and Communication	9.8%

Europe

We engaged with **119** companies over the last quarter.



Environmental	28.3%
Social and Ethical	14.8%
Governance	42.4%
Strategy, Risk and Communication	14.5%

North America

We engaged with **247** companies over the last quarter.



Environmental	23.8%
Social and Ethical	17.5%
Governance	46.8%
Strategy, Risk and Communication	12.0%

United Kingdom

We engaged with **47** companies over the last quarter.



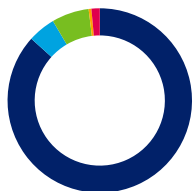
Environmental	31.0%
Social and Ethical	20.2%
Governance	35.7%
Strategy, Risk and Communication	13.2%

Engagement by theme

Over the last quarter we engaged with **547** companies held in the Blue Sky Group portfolios on a range of **1,474** environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in **28.0%** of our engagements over the last quarter.



- Climate Change **86.7%**
- Forestry and Land Use **4.8%**
- Pollution and Waste Management **6.5%**
- Supply Chain Management **0.5%**
- Water **1.5%**

Social and Ethical

Social and Ethical topics featured in **16.4%** of our engagements over the last quarter.



- Bribery and Corruption **2.1%**
- Conduct and Culture **10.0%**
- Diversity **28.2%**
- Human Capital Management **19.9%**
- Human Rights **35.3%**
- Labour Rights **4.6%**

Governance

Governance topics featured in **43.8%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **23.6%**
- Board Independence **12.1%**
- Executive Remuneration **49.1%**
- Shareholder Protection and Rights **12.9%**
- Succession Planning **2.3%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **11.9%** of our engagements over the last quarter.



- Audit and Accounting **8.6%**
- Business Strategy **37.1%**
- Cyber Security **2.3%**
- Integrated Reporting and Other Disclosure **24.6%**
- Risk Management **27.4%**