

**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.



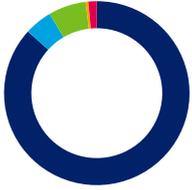
- Environmental **31.0%**
- Social and Ethical **20.2%**
- Governance **35.7%**
- Strategy, Risk and Communication **13.2%**

## 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%**