

Blue Sky Group

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **184** companies held in the Blue Sky Group portfolios on a range of **568** environmental, social and governance issues and objectives.

Global

We engaged with **184** companies over the last quarter.



- Environmental **34.3%**
- Social and Ethical **22.0%**
- Governance **26.8%**
- Strategy, Risk and Communication **16.9%**

Australia & New Zealand

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



- Environmental **44.4%**
- Governance **33.3%**
- Strategy, Risk and Communication **22.2%**

Developed Asia

We engaged with **21** companies over the last quarter.



- Environmental **40.0%**
- Social and Ethical **18.0%**
- Governance **30.0%**
- Strategy, Risk and Communication **12.0%**

Emerging & Developing Markets

We engaged with **19** companies over the last quarter.



- Environmental **29.3%**
- Social and Ethical **7.3%**
- Governance **36.6%**
- Strategy, Risk and Communication **26.8%**

Europe

We engaged with **39** companies over the last quarter.



- Environmental **32.8%**
- Social and Ethical **21.0%**
- Governance **24.4%**
- Strategy, Risk and Communication **21.8%**

North America

We engaged with **76** companies over the last quarter.



- Environmental **33.6%**
- Social and Ethical **24.9%**
- Governance **25.3%**
- Strategy, Risk and Communication **16.2%**

United Kingdom

We engaged with **26** companies over the last quarter.



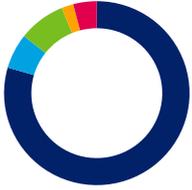
- Environmental **37.5%**
- Social and Ethical **26.4%**
- Governance **27.8%**
- Strategy, Risk and Communication **8.3%**

Engagement by theme

Over the last quarter we engaged with **184** companies held in the Blue Sky Group portfolios on a range of **568** environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in **34.3%** of our engagements over the last quarter.



- Climate Change **79.5%**
- Forestry and Land Use **6.2%**
- Pollution and Waste Management **8.2%**
- Supply Chain Management **2.1%**
- Water **4.1%**

Social and Ethical

Social and Ethical topics featured in **22.0%** of our engagements over the last quarter.



- Bribery and Corruption **0.8%**
- Conduct and Culture **8.8%**
- Diversity **26.4%**
- Human Capital Management **18.4%**
- Human Rights **42.4%**
- Labour Rights **3.2%**

Governance

Governance topics featured in **26.8%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **23.0%**
- Board Independence **11.8%**
- Executive Remuneration **50.7%**
- Shareholder Protection and Rights **10.5%**
- Succession Planning **3.9%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **16.9%** of our engagements over the last quarter.



- Audit and Accounting **5.2%**
- Business Strategy **37.5%**
- Cyber Security **7.3%**
- Integrated Reporting and Other Disclosure **26.0%**
- Risk Management **24.0%**