

Blue Sky Group

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with 255 companies held in the Blue Sky Group portfolios on a range of 834 environmental, social and governance issues and objectives.

Global

We engaged with 255 companies over the last quarter.



- Environmental 38.8%
- Social and Ethical 22.8%
- Governance 21.7%
- Strategy, Risk and Communication 16.7%

Australia & New Zealand

We engaged with 11 companies over the last quarter.



- Environmental 28.0%
- Social and Ethical 8.0%
- Governance 56.0%
- Strategy, Risk and Communication 8.0%

Developed Asia

We engaged with 29 companies over the last quarter.



- Environmental 32.1%
- Social and Ethical 21.4%
- Governance 29.8%
- Strategy, Risk and Communication 16.7%

Emerging & Developing Markets

We engaged with 29 companies over the last quarter.



- Environmental 29.4%
- Social and Ethical 20.0%
- Governance 22.4%
- Strategy, Risk and Communication 28.2%

Europe

We engaged with 61 companies over the last quarter.



- Environmental 45.1%
- Social and Ethical 20.9%
- Governance 19.1%
- Strategy, Risk and Communication 14.9%

North America

We engaged with 97 companies over the last quarter.



- Environmental 40.4%
- Social and Ethical 25.4%
- Governance 18.9%
- Strategy, Risk and Communication 15.3%

United Kingdom

We engaged with 28 companies over the last quarter.



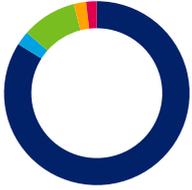
- Environmental 36.0%
- Social and Ethical 25.6%
- Governance 20.9%
- Strategy, Risk and Communication 17.4%

Engagement by theme

Over the last quarter we engaged with 255 companies held in the Blue Sky Group portfolios on a range of 834 environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in 38.8% of our engagements over the last quarter.



- Climate Change 84.0%
- Forestry and Land Use 2.5%
- Pollution and Waste Management 9.6%
- Supply Chain Management 2.2%
- Water 1.9%

Social and Ethical

Social and Ethical topics featured in 22.8% of our engagements over the last quarter.



- Bribery and Corruption 2.6%
- Conduct and Culture 15.3%
- Diversity 23.7%
- Human Capital Management 15.8%
- Human Rights 38.4%
- Labour Rights 4.2%

Governance

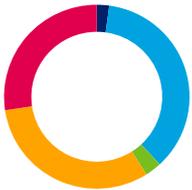
Governance topics featured in 21.7% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 30.9%
- Board Independence 15.5%
- Executive Remuneration 42.0%
- Shareholder Protection and Rights 9.4%
- Succession Planning 2.2%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 16.7% of our engagements over the last quarter.



- Audit and Accounting 2.2%
- Business Strategy 36.0%
- Cyber Security 2.9%
- Integrated Reporting and Other Disclosure 31.7%
- Risk Management 27.3%