

Blue Sky Group

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **309** companies held in the Blue Sky Group portfolios on a range of **1,026** environmental, social and governance issues and objectives.

Global

We engaged with **309** companies over the last quarter.



- Environmental 27.8%
- Social and Ethical 19.6%
- Governance 37.2%
- Strategy, Risk and Communication 15.4%

Europe

We engaged with **73** companies over the last quarter.



- Environmental 31.5%
- Social and Ethical 16.1%
- Governance 37.4%
- Strategy, Risk and Communication 15.0%

United Kingdom

We engaged with **17** companies over the last quarter.



- Environmental 26.5%
- Social and Ethical 26.5%
- Governance 28.6%
- Strategy, Risk and Communication 18.4%

Emerging & Developing Markets

We engaged with **34** companies over the last quarter.



- Environmental 28.7%
- Social and Ethical 17.1%
- Governance 32.6%
- Strategy, Risk and Communication 21.7%

Developed Asia

We engaged with **35** companies over the last quarter.



- Environmental 25.4%
- Social and Ethical 20.3%
- Governance 41.3%
- Strategy, Risk and Communication 13.0%

Australia & New Zealand

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



- Environmental 40.0%
- Social and Ethical 26.7%
- Governance 33.3%

North America

We engaged with **146** companies over the last quarter.



- Environmental 25.9%
- Social and Ethical 22.0%
- Governance 38.3%
- Strategy, Risk and Communication 13.8%

Engagement by theme

Over the last quarter we engaged with 309 companies held in the Blue Sky Group portfolios on a range of 1,026 environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in 27.8% of our engagements over the last quarter.



- Climate Change 85.3%
- Forestry and Land Use 3.9%
- Pollution and Waste Management 9.1%
- Supply Chain Management 1.8%

Social and Ethical

Social and Ethical topics featured in 19.6% of our engagements over the last quarter.



- Bribery and Corruption 1.0%
- Conduct and Culture 10.0%
- Diversity 22.9%
- Human Capital Management 28.4%
- Human Rights 32.3%
- Labour Rights 5.5%

Governance

Governance topics featured in 37.2% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 29.8%
- Board Independence 14.7%
- Executive Remuneration 40.6%
- Shareholder Protection and Rights 13.1%
- Succession Planning 1.8%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 15.4% of our engagements over the last quarter.



- Audit and Accounting 14.6%
- Business Strategy 33.5%
- Cyber Security 1.9%
- Integrated Reporting and Other Disclosure 25.3%
- Risk Management 24.7%