

**Blue Sky Group**

**EOS at Federated Hermes**

**Engagement by region**

Over the last quarter we engaged with **483** companies held in the Blue Sky Group portfolios on a range of **1,455** environmental, social and governance issues and objectives.

**Global**

We engaged with **483** companies over the last quarter.



- Environmental **28.6%**
- Social and Ethical **17.3%**
- Governance **43.3%**
- Strategy, Risk and Communication **10.8%**

**Europe**

We engaged with **109** companies over the last quarter.



- Environmental **30.2%**
- Social and Ethical **13.8%**
- Governance **46.9%**
- Strategy, Risk and Communication **9.1%**

**United Kingdom**

We engaged with **41** companies over the last quarter.



- Environmental **31.8%**
- Social and Ethical **16.8%**
- Governance **45.8%**
- Strategy, Risk and Communication **5.6%**

**Emerging & Developing Markets**

We engaged with **45** companies over the last quarter.



- Environmental **21.3%**
- Social and Ethical **17.0%**
- Governance **46.8%**
- Strategy, Risk and Communication **14.9%**

**Developed Asia**

We engaged with **46** companies over the last quarter.



- Environmental **32.0%**
- Social and Ethical **17.6%**
- Governance **38.4%**
- Strategy, Risk and Communication **12.0%**

**Australia & New Zealand**

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



- Environmental **44.4%**
- Social and Ethical **11.1%**
- Governance **22.2%**
- Strategy, Risk and Communication **22.2%**

**North America**

We engaged with **239** companies over the last quarter.



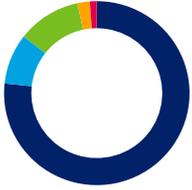
- Environmental **28.1%**
- Social and Ethical **18.9%**
- Governance **41.9%**
- Strategy, Risk and Communication **11.1%**

## Engagement by theme

Over the last quarter we engaged with **483** companies held in the Blue Sky Group portfolios on a range of **1,455** environmental, social and governance issues and objectives.

### Environmental

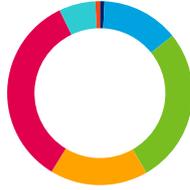
Environmental topics featured in **28.6%** of our engagements over the last quarter.



- Climate Change **76.7%**
- Forestry and Land Use **8.9%**
- Pollution and Waste Management **11.1%**
- Supply Chain Management **2.2%**
- Water **1.2%**

### Social and Ethical

Social and Ethical topics featured in **17.3%** of our engagements over the last quarter.



- Bribery and Corruption **0.8%**
- Conduct and Culture **13.5%**
- Diversity **27.4%**
- Human Capital Management **17.1%**
- Human Rights **34.1%**
- Labour Rights **6.3%**
- Tax **0.8%**

### Governance

Governance topics featured in **43.3%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **20.6%**
- Board Independence **11.0%**
- Executive Remuneration **52.5%**
- Shareholder Protection and Rights **13.7%**
- Succession Planning **2.2%**

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **10.8%** of our engagements over the last quarter.



- Audit and Accounting **21.7%**
- Business Strategy **24.2%**
- Cyber Security **1.3%**
- Integrated Reporting and Other Disclosure **27.4%**
- Risk management **25.5%**