

Engagement Report

Q1 2023

EOS at Federated Hermes

Blue Sky Group

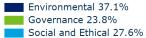
Engagement by region

We engaged with 323 companies held in the Blue Sky Group portfolio on a range of 1195 environmental, social and governance issues and objectives

Global

We engaged with 323 companies



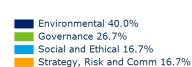


Strategy, Risk and Comm 11.5%

Australia & New Zealand

We engaged with nine companies





Europe

We engaged with 79 companies





Developed Asia

We engaged with 27 companies





North America

We engaged with 157 companies





Emerging & Developing Markets

We engaged with 31 companies





United Kingdom

We engaged with 20 companies





Engagement Report Blue Sky Group

Engagement by theme

We engaged with 323 companies held in the Blue Sky Group portfolio on a range of 1195 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 37.1% of our engagements



- Climate Change 74.3%
- Forestry and Land Use 9.3%
- Pollution and Waste Management 10.4%
- Supply Chain Management 2.5%
- Water 3.6%

Social and Ethical

Social and Ethical topics featured in 27.6% of our engagements



- Bribery and Corruption 1.8%
- Conduct and Culture 4.5%
 - Diversity 18.2%
- Human Capital Management 31.5%
- Human Rights 35.2%
- Labour Rights 7.0%
- Tax 1.8%

Governance

Governance topics featured in 23.8% of our engagements



- Board Diversity, Skills and Experience 24.3%
- Board Independence 10.9%
- Executive Remuneration 42.6%
 - Shareholder Protection and Rights 17.6%
- Succession Planning 4.6%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 11.5% of our engagements



- Business Strategy 38.4%
- Cyber Security 2.9%
- Integrated Reporting and

- Audit and Accounting 18.8%

- Other Disclosure 21.0%
 - Risk Management 18.8%