

Engagement Report

Q4 2023

EOS at Federated Hermes

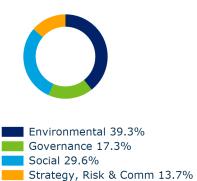
P+

Engagement by region

We engaged with 298 companies held in the P+ portfolio on a range of 1012 environmental, social and governance issues and objectives

Global

We engaged with 298 companies



Australia & New Zealand

We engaged with 20 companies



Europe

We engaged with 63 companies



Developed Asia

We engaged with 41 companies



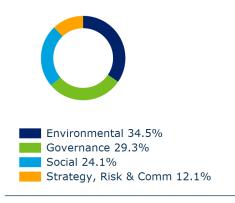
North America

We engaged with 120 companies



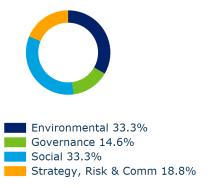
Emerging & Developing Markets

We engaged with 43 companies



United Kingdom

We engaged with 11 companies



Engagement Report P+

Engagement by Meta theme

We engaged with 298 companies held in the P+ portfolio on a range of 1012 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 39.3% of our engagements



- Circular Economy & Zero Pollution 14.8%
- Climate Change 60.6%
- Natural Resource Stewardship 24.6%

Social

Social topics featured in 29.6% of our engagements



- Human & Labour Rights 43.7%
- Human Capital 42.7%
- Wider Societal Impacts 13.7%

Governance

Governance topics featured in 17.3% of our engagements



- Board Effectiveness 50.3%
- Executive Remuneration 32.0%
- Investor Protection & Rights 17.7%

Strategy, Risk & Communication

Strategy, Risk & Communication topics featured in 13.7% of our engagements



- Corporate Reporting 30.9%
- Purpose, Strategy & Policies 46.0%
- Risk Management 23.0%