

Engagement Report

Q1 2023

EOS at Federated Hermes

P+

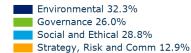
Engagement by region

We engaged with 287 companies held in the P+ portfolio on a range of 1046 environmental, social and governance issues and objectives

Global

We engaged with 287 companies





Australia & New Zealand

We engaged with six companies





Europe

We engaged with 77 companies





Developed Asia

We engaged with 24 companies





North America

We engaged with 129 companies





Emerging & Developing Markets

We engaged with 33 companies





United Kingdom

We engaged with 18 companies





P+ **Engagement Report**

Engagement by theme

We engaged with 287 companies held in the P+ portfolio on a range of 1046 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 32.3% of our engagements







Social and Ethical

Social and Ethical topics featured in 28.8% of our engagements





Human Capital Management

Human Rights 34.6%



Tax 1.7%

Governance

Governance topics featured in 26.0% of our engagements







Succession Planning 4.4%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 12.9% of our engagements



- Audit and Accounting 19.3%
 - Business Strategy 37.0%
- Cyber Security 3.0%
- Integrated Reporting and

- Other Disclosure 21.5%
 - Risk Management 19.3%