

London CIV

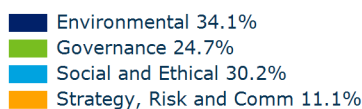
EOS at Federated Hermes

Engagement by region

We engaged with 201 companies held in the London CIV portfolio on a range of 722 environmental, social and governance issues and objectives

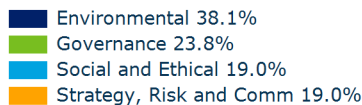
Global

We engaged with 201 companies



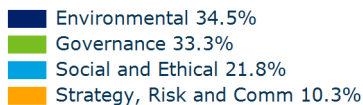
Australia & New Zealand

We engaged with six companies



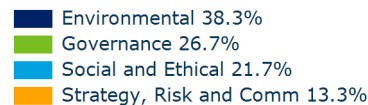
Developed Asia

We engaged with 16 companies



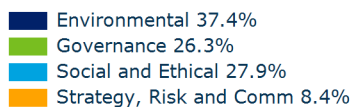
Emerging & Developing Markets

We engaged with 15 companies



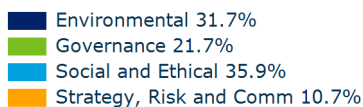
Europe

We engaged with 56 companies



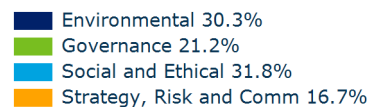
North America

We engaged with 93 companies



United Kingdom

We engaged with 15 companies



Engagement by theme

We engaged with 201 companies held in the London CIV portfolio on a range of 722 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 34.1% of our engagements



- Climate Change 70.7%
- Forestry and Land Use 11.8%
- Pollution and Waste Management 10.6%
- Supply Chain Management 3.7%
- Water 3.3%

Social and Ethical

Social and Ethical topics featured in 30.2% of our engagements



- Bribery and Corruption 1.4%
- Conduct and Culture 5.0%
- Diversity 17.0%
- Human Capital Management 32.6%
- Human Rights 34.4%
- Labour Rights 7.3%
- Tax 2.3%

Governance

Governance topics featured in 24.7% of our engagements



- Board Diversity, Skills and Experience 21.3%
- Board Independence 13.5%
- Executive Remuneration 41.6%
- Shareholder Protection and Rights 17.4%
- Succession Planning 6.2%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 11.1% of our engagements



- Audit and Accounting 18.8%
- Business Strategy 37.5%
- Cyber Security 5.0%
- Integrated Reporting and Other Disclosure 16.3%
- Risk Management 22.5%