

**London CIV**

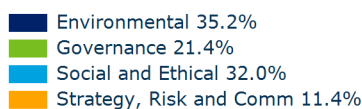
**EOS at Federated Hermes**

**Engagement by region**

We engaged with 126 companies held in the London CIV portfolio on a range of 440 environmental, social and governance issues and objectives

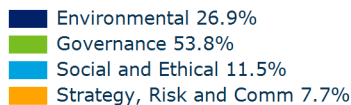
**Global**

We engaged with 126 companies



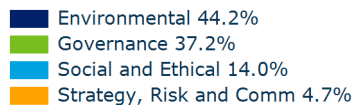
**Australia & New Zealand**

We engaged with 12 companies



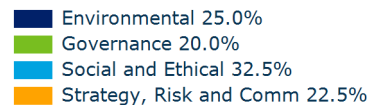
**Developed Asia**

We engaged with 11 companies



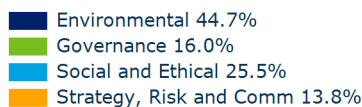
**Emerging & Developing Markets**

We engaged with eight companies



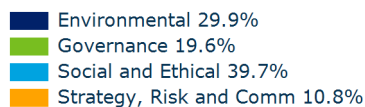
**Europe**

We engaged with 27 companies



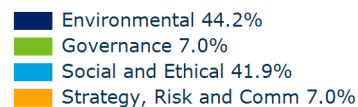
**North America**

We engaged with 58 companies



**United Kingdom**

We engaged with 10 companies

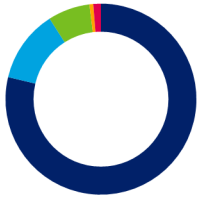


## Engagement by theme

We engaged with 126 companies held in the London CIV portfolio on a range of 440 environmental, social and governance issues and objectives

### Environmental

Environmental topics featured in 35.2% of our engagements



- Climate Change 78.7%
- Forestry and Land Use 12.3%
- Pollution and Waste Management 7.1%
- Supply Chain Management 0.6%
- Water 1.3%

### Social and Ethical

Social and Ethical topics featured in 32.0% of our engagements



- Bribery and Corruption 1.4%
- Conduct and Culture 12.1%
- Diversity 13.5%
- Human Capital Management 21.3%
- Human Rights 49.6%
- Labour Rights 2.1%
- Tax 0.0%

### Governance

Governance topics featured in 21.4% of our engagements



- Board Diversity, Skills and Experience 23.4%
- Board Independence 18.1%
- Executive Remuneration 40.4%
- Shareholder Protection and Rights 13.8%
- Succession Planning 4.3%

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 11.4% of our engagements



- Audit and Accounting 8.0%
- Business Strategy 40.0%
- Cyber Security 4.0%
- Integrated Reporting and Other Disclosure 16.0%
- Risk Management 32.0%