

London CIV

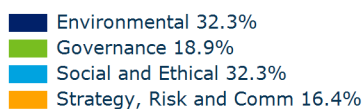
EOS at Federated Hermes

Engagement by region

We engaged with 99 companies held in the London CIV portfolio on a range of 359 environmental, social and governance issues and objectives

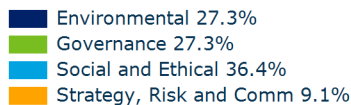
Global

We engaged with 99 companies



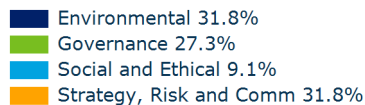
Australia & New Zealand

We engaged with two companies



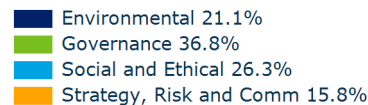
Developed Asia

We engaged with seven companies



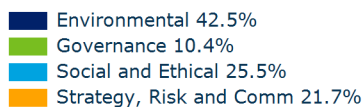
Emerging & Developing Markets

We engaged with seven companies



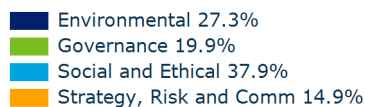
Europe

We engaged with 27 companies



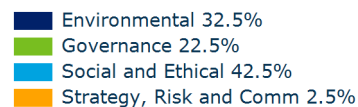
North America

We engaged with 45 companies



United Kingdom

We engaged with 11 companies



Engagement by theme

We engaged with 99 companies held in the London CIV portfolio on a range of 359 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 32.3% of our engagements



- Climate Change 78.4%
- Forestry and Land Use 6.0%
- Pollution and Waste Management 6.9%
- Supply Chain Management 4.3%
- Water 4.3%

Social and Ethical

Social and Ethical topics featured in 32.3% of our engagements



- Bribery and Corruption 1.7%
- Conduct and Culture 11.2%
- Diversity 19.0%
- Human Capital Management 14.7%
- Human Rights 47.4%
- Labour Rights 4.3%
- Tax 1.7%

Governance

Governance topics featured in 18.9% of our engagements



- Board Diversity, Skills and Experience 30.9%
- Board Independence 13.2%
- Executive Remuneration 42.6%
- Shareholder Protection and Rights 11.8%
- Succession Planning 1.5%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 16.4% of our engagements



- Audit and Accounting 6.8%
- Business Strategy 22.0%
- Cyber Security 3.4%
- Integrated Reporting and Other Disclosure 27.1%
- Risk Management 40.7%