

Previs Vorsorge

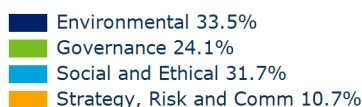
EOS at Federated Hermes

Engagement by region

We engaged with 134 companies held in the Previs Vorsorge portfolio on a range of 540 environmental, social and governance issues and objectives

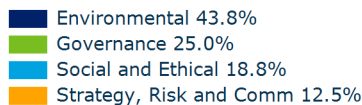
Global

We engaged with 134 companies



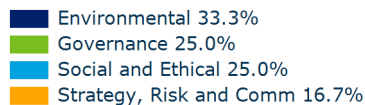
Australia & New Zealand

We engaged with three companies



Developed Asia

We engaged with three companies

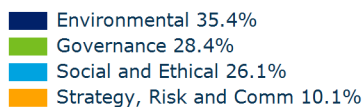


Emerging & Developing Markets

No Engagement Activity

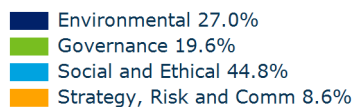
Europe

We engaged with 69 companies



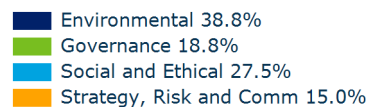
North America

We engaged with 41 companies



United Kingdom

We engaged with 18 companies



Engagement by theme

We engaged with 134 companies held in the Previs Vorsorge portfolio on a range of 540 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 33.5% of our engagements



- Climate Change 72.9%
- Forestry and Land Use 11.0%
- Pollution and Waste Management 11.6%
- Supply Chain Management 2.8%
- Water 1.7%

Social and Ethical

Social and Ethical topics featured in 31.7% of our engagements



- Bribery and Corruption 1.2%
- Conduct and Culture 5.8%
- Diversity 16.4%
- Human Capital Management 24.6%
- Human Rights 39.8%
- Labour Rights 8.8%
- Tax 3.5%

Governance

Governance topics featured in 24.1% of our engagements



- Board Diversity, Skills and Experience 17.7%
- Board Independence 7.7%
- Executive Remuneration 54.6%
- Shareholder Protection and Rights 15.4%
- Succession Planning 4.6%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 10.7% of our engagements



- Audit and Accounting 27.6%
- Business Strategy 32.8%
- Cyber Security 5.2%
- Integrated Reporting and Other Disclosure 12.1%
- Risk Management 22.4%