

Engagement Report

Q4 2024

EOS at Federated Hermes

Previs Vorsorge

Engagement by region

We engaged with 114 companies held in the Previs Vorsorge portfolio on a range of 427 environmental, social and governance issues and objectives

Global

We engaged with 114 companies



Environmental 48.7%

Governance 14.3%

Social 29.0%

Strategy, Risk & Comm 8.0%

Australia & New Zealand

We engaged with two companies



Environmental 66.7%

Governance 22.2%

Social 0.0%

Strategy, Risk & Comm 11.1%

Developed Asia

We engaged with two companies



Environmental 50.0%

Governance 25.0%

Social 25.0%

Strategy, Risk & Comm 0.0%

Europe

We engaged with 50 companies



Environmental 60.9%

Governance 12.0%

Social 21.3%

Strategy, Risk & Comm 5.8%

North America

We engaged with 43 companies



Environmental 29.7%

Governance 19.3%

Social 42.1%

Strategy, Risk & Comm 9.0%

Emerging & Developing Markets

No Engagement Activity

United Kingdom

We engaged with 17 companies



Environmental 45.5%

Governance 6.8%

Social 31.8%

Strategy, Risk & Comm 15.9%

Engagement Report Previs Vorsorge

Engagement by Meta theme

We engaged with 114 companies held in the Previs Vorsorge portfolio on a range of 427 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 48.7% of our engagements



- Circular Economy & Zero Pollution 12.5%
- Climate Change 65.4%
- Natural Resource Stewardship 22.1%

Social

Social topics featured in 29.0% of our engagements



- Human & Labour Rights 50.8%
- Human Capital 30.6%
- Wider Societal Impacts 18.5%

Governance

Governance topics featured in 14.3% of our engagements



- Board Effectiveness 39.3%
- Executive Remuneration 54.1%
- Investor Protection & Rights 6.6%

Strategy, Risk & Communication

Strategy, Risk & Communication topics featured in 8.0% of our engagements



- Corporate Reporting 38.2%
- Purpose, Strategy & Policies 35.3%
- Risk Management 26.5%