

**NGS Super**

**EOS at Federated Hermes**

**Engagement by region**

Over the last quarter we engaged with **83** companies held in the NGS Super portfolios on a range of **237** environmental, social and governance issues and objectives.

**Global**

We engaged with **83** companies over the last quarter.



- Environmental **33.8%**
- Social and Ethical **24.9%**
- Governance **24.1%**
- Strategy, Risk and Communication **17.3%**

**Developed Asia**

We engaged with **17** companies over the last quarter.



- Environmental **41.5%**
- Social and Ethical **28.3%**
- Governance **18.9%**
- Strategy, Risk and Communication **11.3%**

**Emerging & Developing Markets**

We engaged with **25** companies over the last quarter.



- Environmental **41.4%**
- Social and Ethical **8.6%**
- Governance **34.5%**
- Strategy, Risk and Communication **15.5%**

**Europe**

We engaged with **seven** companies over the last quarter.



- Environmental **37.0%**
- Social and Ethical **14.8%**
- Governance **29.6%**
- Strategy, Risk and Communication **18.5%**

**North America**

We engaged with **30** companies over the last quarter.



- Environmental **23.1%**
- Social and Ethical **35.2%**
- Governance **19.8%**
- Strategy, Risk and Communication **22.0%**

**United Kingdom**

We engaged with **four** companies over the last quarter.



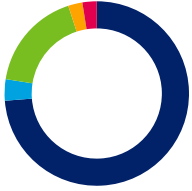
- Environmental **37.5%**
- Social and Ethical **37.5%**
- Governance **12.5%**
- Strategy, Risk and Communication **12.5%**

## Engagement by theme

Over the last quarter we engaged with **83** companies held in the NGS Super portfolios on a range of **237** environmental, social and governance issues and objectives.

### Environmental

Environmental topics featured in **33.8%** of our engagements over the last quarter.



- Climate Change **73.8%**
- Forestry and Land Use **3.8%**
- Pollution and Waste Management **17.5%**
- Supply Chain Management **2.5%**
- Water **2.5%**

### Social and Ethical

Social and Ethical topics featured in **24.9%** of our engagements over the last quarter.



- Bribery and Corruption **1.7%**
- Conduct and Culture **18.6%**
- Diversity **13.6%**
- Human Capital Management **18.6%**
- Human Rights **37.3%**
- Labour Rights **6.8%**
- Tax **3.4%**

### Governance

Governance topics featured in **24.1%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **29.8%**
- Board Independence **21.1%**
- Executive Remuneration **33.3%**
- Shareholder Protection and Rights **14.0%**
- Succession Planning **1.8%**

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **17.3%** of our engagements over the last quarter.



- Audit and Accounting **7.3%**
- Business Strategy **48.8%**
- Integrated Reporting and Other Disclosure **17.1%**
- Risk Management **26.8%**