

NGS Super

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **106** companies held in the NGS Super portfolios on a range of **296** environmental, social and governance issues and objectives.

Global

We engaged with **106** companies over the last quarter.



- Environmental 29.7%
- Social and Ethical 26.7%
- Governance 24.7%
- Strategy, Risk and Communication 18.9%

Developed Asia

We engaged with **15** companies over the last quarter.



- Environmental 52.9%
- Social and Ethical 26.5%
- Governance 11.8%
- Strategy, Risk and Communication 8.8%

Emerging & Developing Markets

We engaged with **21** companies over the last quarter.



- Environmental 25.6%
- Social and Ethical 16.3%
- Governance 27.9%
- Strategy, Risk and Communication 30.2%

Europe

We engaged with **28** companies over the last quarter.



- Environmental 40.7%
- Social and Ethical 22.1%
- Governance 20.9%
- Strategy, Risk and Communication 16.3%

North America

We engaged with **37** companies over the last quarter.



- Environmental 19.2%
- Social and Ethical 31.7%
- Governance 30.0%
- Strategy, Risk and Communication 19.2%

United Kingdom

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



- Environmental 8.3%
- Social and Ethical 50.0%
- Governance 16.7%
- Strategy, Risk and Communication 25.0%

Australia & New Zealand

We engaged with **one** company over the last quarter.



- Governance 100.0%

Engagement by theme

Over the last quarter we engaged with **106** companies held in the NGS Super portfolios on a range of **296** environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in **29.7%** of our engagements over the last quarter.



- Climate Change **71.6%**
- Forestry and Land Use **3.4%**
- Pollution and Waste Management **18.2%**
- Supply Chain Management **4.5%**
- Water **2.3%**

Social and Ethical

Social and Ethical topics featured in **26.7%** of our engagements over the last quarter.



- Conduct and Culture **19.0%**
- Diversity **20.3%**
- Human Capital Management **15.2%**
- Human Rights **39.2%**
- Labour Rights **6.3%**

Governance

Governance topics featured in **24.7%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **17.8%**
- Board Independence **11.0%**
- Executive Remuneration **49.3%**
- Shareholder Protection and Rights **16.4%**
- Succession Planning **5.5%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **18.9%** of our engagements over the last quarter.



- Business Strategy **46.4%**
- Cyber Security **8.9%**
- Integrated Reporting and Other Disclosure **14.3%**
- Risk Management **30.4%**