

Engagement Report

Q1 2023

EOS at Federated Hermes

Barclays Wealth - Discretionary Portfolios

Engagement by region

We engaged with 38 companies held in the Barclays Wealth - Discretionary Portfolios portfolio on a range of 140 environmental, social and governance issues and objectives

Global

We engaged with 38 companies



Environmental 32.1%
Governance 20.7%
Social and Ethical 37.1%
Strategy, Risk and Comm 10.0%

Australia & New Zealand

We engaged with one company



Environmental 100.0%
Governance 0.0%
Social and Ethical 0.0%
Strategy, Risk and Comm 0.0%

Europe

We engaged with five companies



Environmental 52.9%
Governance 5.9%
Social and Ethical 17.6%
Strategy, Risk and Comm 23.5%

Developed Asia

We engaged with one company



Environmental 50.0%
Governance 50.0%
Social and Ethical 0.0%
Strategy, Risk and Comm 0.0%

North America

We engaged with 18 companies



Environmental 20.3%
Governance 21.9%
Social and Ethical 50.0%
Strategy, Risk and Comm 7.8%

Emerging & Developing Markets

We engaged with two companies



Environmental 16.7%
Governance 33.3%
Social and Ethical 50.0%
Strategy, Risk and Comm 0.0%

United Kingdom

We engaged with 11 companies



Environmental 39.6%
Governance 20.8%
Social and Ethical 29.2%
Strategy, Risk and Comm 10.4%

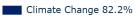
Engagement by theme

We engaged with 38 companies held in the Barclays Wealth - Discretionary Portfolios portfolio on a range of 140 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 32.1% of our engagements





Forestry and Land Use 6.7%

Pollution and Waste Management 6.7%

Supply Chain Management 4.4%

Water 0.0%

Social and Ethical

Social and Ethical topics featured in 37.1% of our engagements



■ Bribery and Corruption 0.0%

Conduct and Culture 5.8%

Diversity 19.2%

Human Capital Management 23.1%

Human Rights 42.3%

Labour Rights 5.8%

Tax 3.8%

Governance

Governance topics featured in 20.7% of our engagements



Board Diversity, Skills and

Experience 24.1%

Board Independence 10.3% Executive Remuneration 44.8%

Shareholder Protection and

Rights 13.8%

Succession Planning 6.9%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 10.0% of our engagements



- Business Strategy 28.6%

- Audit and Accounting 28.6%
- Cyber Security 7.1%
- Integrated Reporting and Other Disclosure 21.4%
 - Risk Management 14.3%