

**Barclays Wealth Funds**

**EOS at Federated Hermes**

**Engagement by region**

Over the last quarter we engaged with 202 companies held in the Barclays Wealth Funds portfolios on a range of 676 environmental, social and governance issues and objectives.

**Global**

We engaged with 202 companies over the last quarter.



- Environmental 38.8%
- Social and Ethical 22.8%
- Governance 21.7%
- Strategy, Risk and Communication 16.7%

**Australia & New Zealand**

We engaged with six companies over the last quarter.



- Environmental 33.3%
- Social and Ethical 6.7%
- Governance 46.7%
- Strategy, Risk and Communication 13.3%

**Developed Asia**

We engaged with 22 companies over the last quarter.



- Environmental 32.8%
- Social and Ethical 21.9%
- Governance 32.8%
- Strategy, Risk and Communication 12.5%

**Emerging & Developing Markets**

We engaged with 31 companies over the last quarter.



- Environmental 36.4%
- Social and Ethical 19.3%
- Governance 25.0%
- Strategy, Risk and Communication 19.3%

**Europe**

We engaged with 36 companies over the last quarter.



- Environmental 47.8%
- Social and Ethical 19.4%
- Governance 20.1%
- Strategy, Risk and Communication 12.7%

**North America**

We engaged with 79 companies over the last quarter.



- Environmental 39.1%
- Social and Ethical 24.3%
- Governance 18.7%
- Strategy, Risk and Communication 18.0%

**United Kingdom**

We engaged with 28 companies over the last quarter.



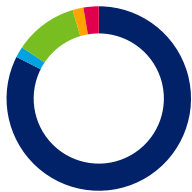
- Environmental 31.9%
- Social and Ethical 29.7%
- Governance 18.7%
- Strategy, Risk and Communication 19.8%

## Engagement by theme

Over the last quarter we engaged with 202 companies held in the Barclays Wealth Funds portfolios on a range of 676 environmental, social and governance issues and objectives.

### Environmental

Environmental topics featured in 38.8% of our engagements over the last quarter.



- Climate Change 82.4%
- Forestry and Land Use 1.9%
- Pollution and Waste Management 11.1%
- Supply Chain Management 1.9%
- Water 2.7%

### Social and Ethical

Social and Ethical topics featured in 22.8% of our engagements over the last quarter.



- Bribery and Corruption 2.6%
- Conduct and Culture 14.9%
- Diversity 23.4%
- Human Capital Management 15.6%
- Human Rights 38.3%
- Labour Rights 5.2%

### Governance

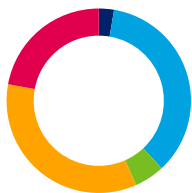
Governance topics featured in 21.7% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 30.6%
- Board Independence 14.3%
- Executive Remuneration 41.5%
- Shareholder Protection and Rights 11.6%
- Succession Planning 2.0%

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 16.7% of our engagements over the last quarter.



- Audit and Accounting 2.7%
- Business Strategy 35.4%
- Cyber Security 5.3%
- Integrated Reporting and Other Disclosure 34.5%
- Risk Management 22.1%