

Barclays Wealth

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **406** companies held in the Barclays Wealth portfolios on a range of **1,155** environmental, social and governance issues and objectives.

Global

We engaged with **406** companies over the last quarter.



- Environmental **28.0%**
- Social and Ethical **18.0%**
- Governance **41.4%**
- Strategy, Risk and Communication **12.6%**

Australia & New Zealand

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



- Environmental **75.0%**
- Governance **8.3%**
- Strategy, Risk and Communication **16.7%**

Developed Asia

We engaged with **36** companies over the last quarter.



- Environmental **34.5%**
- Social and Ethical **18.2%**
- Governance **37.3%**
- Strategy, Risk and Communication **10.0%**

Emerging & Developing Markets

We engaged with **59** companies over the last quarter.



- Environmental **32.1%**
- Social and Ethical **10.9%**
- Governance **45.3%**
- Strategy, Risk and Communication **11.7%**

Europe

We engaged with **80** companies over the last quarter.



- Environmental **28.8%**
- Social and Ethical **14.4%**
- Governance **41.4%**
- Strategy, Risk and Communication **15.3%**

North America

We engaged with **176** companies over the last quarter.



- Environmental **24.0%**
- Social and Ethical **20.0%**
- Governance **44.0%**
- Strategy, Risk and Communication **11.9%**

United Kingdom

We engaged with **48** companies over the last quarter.



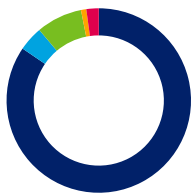
- Environmental **28.7%**
- Social and Ethical **24.3%**
- Governance **33.1%**
- Strategy, Risk and Communication **14.0%**

Engagement by theme

Over the last quarter we engaged with 406 companies held in the Barclays Wealth portfolios on a range of 1,155 environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in 28.0% of our engagements over the last quarter.



- Climate Change 84.5%
- Forestry and Land Use 4.3%
- Pollution and Waste Management 8.0%
- Supply Chain Management 0.9%
- Water 2.2%

Social and Ethical

Social and Ethical topics featured in 18.0% of our engagements over the last quarter.



- Bribery and Corruption 1.9%
- Conduct and Culture 10.6%
- Diversity 24.5%
- Human Capital Management 22.6%
- Human Rights 35.1%
- Labour Rights 5.3%

Governance

Governance topics featured in 41.4% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 25.3%
- Board Independence 10.7%
- Executive Remuneration 47.7%
- Shareholder Protection and Rights 13.8%
- Succession Planning 2.5%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 12.6% of our engagements over the last quarter.



- Audit and Accounting 8.9%
- Business Strategy 39.0%
- Cyber Security 2.7%
- Integrated Reporting and Other Disclosure 19.2%
- Risk Management 30.1%