

## Barclays Wealth Funds

## EOS at Federated Hermes

### Engagement by region

Over the last quarter we engaged with **110** companies held in the Barclays Wealth Funds portfolios on a range of **330** environmental, social and governance issues and objectives.

#### Global

We engaged with **110** companies over the last quarter.



- Environmental 31.5%
- Social and Ethical 25.2%
- Governance 27.3%
- Strategy, Risk and Communication 16.1%

#### Australia & New Zealand

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



- Environmental 44.4%
- Governance 33.3%
- Strategy, Risk and Communication 22.2%

#### Developed Asia

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



- Environmental 39.0%
- Social and Ethical 24.4%
- Governance 29.3%
- Strategy, Risk and Communication 7.3%

#### Emerging & Developing Markets

We engaged with **26** companies over the last quarter.



- Environmental 37.1%
- Social and Ethical 16.1%
- Governance 32.3%
- Strategy, Risk and Communication 14.5%

#### Europe

We engaged with **14** companies over the last quarter.



- Environmental 40.0%
- Social and Ethical 20.0%
- Governance 26.0%
- Strategy, Risk and Communication 14.0%

#### North America

We engaged with **44** companies over the last quarter.



- Environmental 24.5%
- Social and Ethical 32.7%
- Governance 22.4%
- Strategy, Risk and Communication 20.4%

#### United Kingdom

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



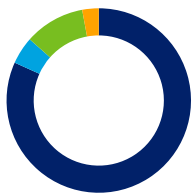
- Environmental 23.8%
- Social and Ethical 23.8%
- Governance 42.9%
- Strategy, Risk and Communication 9.5%

## Engagement by theme

Over the last quarter we engaged with 110 companies held in the Barclays Wealth Funds portfolios on a range of 330 environmental, social and governance issues and objectives.

### Environmental

Environmental topics featured in 31.5% of our engagements over the last quarter.



- Climate Change 81.7%
- Forestry and Land Use 4.8%
- Pollution and Waste Management 10.6%
- Supply Chain Management 2.9%

### Social and Ethical

Social and Ethical topics featured in 25.2% of our engagements over the last quarter.



- Conduct and Culture 9.6%
- Diversity 21.7%
- Human Capital Management 14.5%
- Human Rights 51.8%
- Labour Rights 2.4%

### Governance

Governance topics featured in 27.3% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 27.8%
- Board Independence 11.1%
- Executive Remuneration 42.2%
- Shareholder Protection and Rights 13.3%
- Succession Planning 5.6%

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 16.1% of our engagements over the last quarter.



- Audit and Accounting 3.8%
- Business Strategy 34.0%
- Cyber Security 5.7%
- Integrated Reporting and Other Disclosure 30.2%
- Risk Management 26.4%