

## Barclays Wealth Funds

## EOS at Federated Hermes

### Engagement by region

Over the last quarter we engaged with 222 companies held in the Barclays Wealth Funds portfolios on a range of 743 environmental, social and governance issues and objectives.

#### Global

We engaged with 222 companies over the last quarter.



- Environmental 28.9%
- Social and Ethical 21.1%
- Governance 34.2%
- Strategy, Risk and Communication 15.7%

#### Europe

We engaged with 39 companies over the last quarter.



- Environmental 31.2%
- Social and Ethical 18.0%
- Governance 35.2%
- Strategy, Risk and Communication 15.6%

#### United Kingdom

We engaged with 21 companies over the last quarter.



- Environmental 25.4%
- Social and Ethical 27.1%
- Governance 30.5%
- Strategy, Risk and Communication 16.9%

#### Emerging & Developing Markets

We engaged with 35 companies over the last quarter.



- Environmental 33.6%
- Social and Ethical 19.1%
- Governance 27.5%
- Strategy, Risk and Communication 19.8%

#### Developed Asia

We engaged with 24 companies over the last quarter.



- Environmental 33.7%
- Social and Ethical 20.8%
- Governance 33.7%
- Strategy, Risk and Communication 11.9%

#### Australia & New Zealand

We engaged with four companies over the last quarter.



- Environmental 40.0%
- Social and Ethical 26.7%
- Governance 33.3%

#### North America

We engaged with 99 companies over the last quarter.



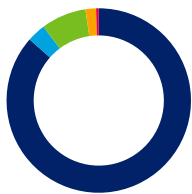
- Environmental 24.6%
- Social and Ethical 23.3%
- Governance 37.5%
- Strategy, Risk and Communication 14.6%

## Engagement by theme

Over the last quarter we engaged with 222 companies held in the Barclays Wealth Funds portfolios on a range of 743 environmental, social and governance issues and objectives.

### Environmental

Environmental topics featured in 28.9% of our engagements over the last quarter.



- Climate Change 86.5%
- Forestry and Land Use 3.3%
- Pollution and Waste Management 7.9%
- Supply Chain Management 1.9%
- Water 0.5%

### Social and Ethical

Social and Ethical topics featured in 21.1% of our engagements over the last quarter.



- Bribery and Corruption 1.3%
- Conduct and Culture 11.5%
- Diversity 21.0%
- Human and labour rights 0.6%
- Human Capital Management 24.8%
- Human Rights 33.8%
- Labour Rights 7.0%

### Governance

Governance topics featured in 34.2% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 28.7%
- Board Independence 13.0%
- Executive Remuneration 42.1%
- Shareholder Protection and Rights 12.6%
- Succession Planning 3.5%

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 15.7% of our engagements over the last quarter.



- Audit and Accounting 14.5%
- Business Strategy 30.8%
- Cyber Security 3.4%
- Integrated Reporting and Other Disclosure 25.6%
- Risk Management 25.6%