

**Previs Vorsorge**

**EOS at Federated Hermes**

**Engagement by region**

We engaged with 82 companies held in the Previs Vorsorge portfolio on a range of 259 environmental, social and governance issues and objectives

**Global**

We engaged with 82 companies



- Environmental 48.6%
- Governance 12.7%
- Social 33.2%
- Strategy, Risk & Comm 5.4%

**Australia & New Zealand**

No Engagement Activity

**Developed Asia**

We engaged with one company



- Environmental 100.0%
- Governance 0.0%
- Social 0.0%
- Strategy, Risk & Comm 0.0%

**Emerging & Developing Markets**

No Engagement Activity

**Europe**

We engaged with 31 companies



- Environmental 68.4%
- Governance 5.1%
- Social 20.4%
- Strategy, Risk & Comm 6.1%

**North America**

We engaged with 32 companies



- Environmental 30.7%
- Governance 21.1%
- Social 43.9%
- Strategy, Risk & Comm 4.4%

**United Kingdom**

We engaged with 18 companies



- Environmental 48.9%
- Governance 8.9%
- Social 35.6%
- Strategy, Risk & Comm 6.7%

### Engagement by Meta theme

We engaged with 82 companies held in the Previs Vorsorge portfolio on a range of 259 environmental, social and governance issues and objectives

#### Environmental

Environmental topics featured in 48.6% of our engagements



- Circular Economy & Zero Pollution 18.3%
- Climate Change 58.7%
- Natural Resource Stewardship 23.0%

#### Social

Social topics featured in 33.2% of our engagements



- Human & Labour Rights 50.0%
- Human Capital 33.7%
- Wider Societal Impacts 16.3%

#### Governance

Governance topics featured in 12.7% of our engagements



- Board Effectiveness 30.3%
- Executive Remuneration 66.7%
- Investor Protection & Rights 3.0%

#### Strategy, Risk & Communication

Strategy, Risk & Communication topics featured in 5.4% of our engagements



- Corporate Reporting 28.6%
- Purpose, Strategy & Policies 42.9%
- Risk Management 28.6%