

Supplement

Federated Hermes Biodiversity Equity Fund

a sub-fund of Federated Hermes Investment
Funds public limited company, an umbrella fund
with segregated liability between sub-funds

Investment Manager – Hermes Investment Management Limited

The date of this Supplement No. 30 is 1 December 2022

This Supplement contains information relating to the Fund. This Supplement forms part of and should be read in conjunction with the prospectus of the Company dated 11 November 2022 as may be amended or updated from time to time (the “Prospectus”).

Investors should refer to the annex to this Supplement regarding the Fund’s sustainable investment objective.

Funds of the Company in existence as at the date of this Supplement are set out in the Global Supplement.

Unless the context requires otherwise, capitalised terms used in this Supplement shall have the meaning attributed to them in the Prospectus.

If you are in any doubt about the contents of this Supplement, you should consult your stockbroker, or other financial adviser.

The Directors of the Company, whose names appear under the heading “Management and Administration” in the Prospectus, accept responsibility for the information contained in the Prospectus and in this Supplement. To the best of the knowledge and belief of the Directors (who have taken all reasonable care to ensure that such is the case) the information contained in this Supplement is in accordance with the facts and does not omit anything likely to affect the import of the information.

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Profile of a Typical Investor

The Fund may be suitable for investors seeking capital growth over at least a three to five year time horizon who understand and accept the associated level of risk attached to the Fund. For more information please refer to the section entitled "Risk Factors".

An investment in the Fund should not constitute a substantial proportion of an investment portfolio and may not be appropriate for all investors.

Investment Objective and Policies

Investment Objective

The investment objectives of the Fund are: (i) to achieve capital growth over a rolling five year period; and (ii) to invest in companies that are helping to protect and restore biodiversity or are reducing the threat to biodiversity through their measurable contribution to reducing one or more of land pollution, marine pollution and exploitation, unsustainable living, climate change, unsustainable farming, or deforestation.

Investment Policy

The Fund is an Article 9 fund for the purpose of Regulation (EU) 2019/2088 of the European Parliament and the Council on sustainability-related disclosures in the financial services sector (SFDR). A minimum of 2% of the Fund's investments will be aligned with the environmental objectives of climate change mitigation, climate change adaptation and the protection and restoration of biodiversity and ecosystems under the Taxonomy Regulation, as more particularly described in the annex to this Supplement.

The Fund will seek to achieve its investment objectives by investing at least 80% in a diversified portfolio of equity and equity-related securities (as referenced in the "Categories of Investments" section below) listed or traded on a Regulated Market worldwide. The Fund may invest up to 30% of its net assets in emerging markets.

In aiming to achieve superior long-term returns (i.e. returns that are superior in the sense that they provide positive benefit to the environment and society as well as long-term returns), the Investment Manager will also exclude investment in the following companies (based on information available to the Investment Manager on these companies):

- Companies that generate over 5% of their revenues from the extraction or exploration of fossil fuels or from the use of fossil fuels for electricity generation;
- Electricity utility companies with a carbon intensity that is not aligned with a below 1.5 degrees scenario;
- Companies that generate revenue from the manufacture of Controversial Weapons or by providing either an essential and/or tailor-made product or service to the manufacturers of Controversial Weapons and companies that generate over 5% of their revenues from production of conventional weapons;
- Companies that generate over 5% of their revenues from nuclear power;
- Companies that generate revenues from the production of tobacco products and companies that receive over 5% of their revenues from tobacco distribution;
- Companies that generate over 2% of their revenues from gambling products;
- Companies that generate over 2% of their revenues from adult entertainment products
- Companies that generate over 2% of their revenues from the production of alcohol and companies that receive over 5% of their revenues from alcohol distribution; and
- Companies that generate over 5% of their revenue from GMO crop production.

In addition, the Investment Manager excludes companies that are in contravention of the principles of the UN Global Compact.

Investment Strategy

The Investment Manager intends to create an actively managed portfolio using a disciplined bottom up stock selection process. The sustainable investment opportunity that the strategy addresses is the superior growth that can compound over time from identifying companies adopting innovative approaches to protecting and restoring biodiversity.

The Investment Manager's process begins with a thematic framework whereby it has identified six themes that have a direct impact on biodiversity: land pollution, marine pollution and exploitation, unsustainable living, climate change, unsustainable farming, and deforestation. Each theme consists of a number of sub-themes which correspond to at least one of the United Nations Sustainable Development Goals¹. The industries within each sub-theme represent the initial investible universe for the Fund. For example, the land pollution theme consists of the following investible industries: waste management, plastic recycling and plastic alternatives, and hazardous chemical management.

The Investment Manager then aims to invest in best in class companies within one or more industries which help protect or restore biodiversity through their business operations, products or services. The Investment Manager seeks to achieve this by identifying companies for which biodiversity is the source of competitive advantage whilst also considering financial sustainability and long-term value creation. The Investment Manager believes companies which include biodiversity as a part of their risk mitigation and business strategies have better risk adjusted profiles given the huge systematic risk biodiversity poses to the world. At the same time, the Investment Manager seeks to identify those companies that have a clear understanding of their dependencies and impacts on biodiversity and sees this as a competitive advantage. The Investment Manager is looking for companies which are exposed to persistent and scalable sources of demand for the products/services that such companies provide alongside compelling valuation and financial sustainability, determined by reference to a company's financial statements and engagement with the companies themselves. These are determined by identifying companies which are providing innovative solutions to the various reasons for biodiversity loss. As estimated by the World Economic Forum, over 50% of the global GDP is highly or moderately dependent on nature and those companies that provide solutions to prevent loss of biodiversity, are by default exposed to persistent and scalable sources of demand for the products/services that such companies provide.²

In addition to the analysis of individual companies set out above, the Investment Manager will undertake assessment of the Environmental, Social and Governance ("ESG") qualities of each company. ESG includes environmental items (such as the impact on natural resources), social issues (such as human rights) and governance (being the way in which the company is run). The Investment Manager assesses the ESG characteristics of a company by considering ESG research and scores from a wide variety of sources such as proprietary analysis from EOS at Federated Hermes and third party providers such as ISS, CDP, MSCI, Sustainalytics and S&P Global Trucost amongst others. The Investment Manager's approach to ESG integration in its investment analysis draws upon both internal and external sources. The Investment Manager

¹ Please refer to <https://sustainabledevelopment.un.org/?menu=1300> for further information on the United Nations Sustainable Development Goals.

² Please refer to WEF_New_Nature_Economy_Report_2020.pdf (weforum.org)

may invest in companies with poor ESG ratings where the company has shown to have good governance and meet the impact and sustainability characteristics outlined above. The ESG scores are also used to identify where active engagement with companies by the Investment Manager and EOS would be useful, with the aim of reducing underperformance from poor ESG behaviours while also encouraging companies to act responsibly and improve their sustainability characteristics. The percentage of companies in the Fund that are analysed for sustainability characteristics will always be between 90%-100%.

The Fund's market exposure (which is exposure to the categories of Investments outlined below, and excludes cash held by the Fund) may vary in time and will typically range between 95%-100% for long positions and 0% for short positions of the Net Asset Value of the Fund, depending on the Investment Manager's analysis of the prevailing market conditions and considered in light of the investment objective of the Fund. These ranges are not limits and the actual exposures may from time to time fall outside these estimated ranges.

The Fund is actively managed by the Investment Manager in accordance with the criteria set out in this Supplement and will seek to achieve its objective on an active basis, without reference to a benchmark.

The Company shall use the MSCI All Country World Investable Market Index for performance comparisons with the Fund on certain marketing materials (e.g. fund fact-sheets, investor reports, shareholder presentations etc), as deemed appropriate. The MSCI All Country World Investable Market Index is a free float adjusted market capitalisation weighted index that is designed to measure the performance of shares in large and mid-sized companies, denominated in various currencies, which are listed in both developed and emerging markets across the world.

The Investment Manager commits to donating 5% (minus any tax cost) of the annual management fee received (net of rebates and retrocessions) to charities that it believes are helping in the drive to protect and restore biodiversity.

Categories of Investments

With the exception of permitted investments in unlisted securities, Eligible CIS, FDIs, cash and cash equivalents (for example, overnight deposits for efficient portfolio management purposes as detailed below), investments of the Fund will be listed or traded on a Regulated Market.

Equity: The Fund may invest in a diversified portfolio of equity (such as common and/or preferred stock and/or rights) and/or equity-related instruments (such as GDRs and ADRs) of, or relating to companies in, or that derive a large proportion of their revenue from, global developed and emerging markets. Investment in or exposure to such securities will be on a long-only basis. The Fund will continuously invest at least 66.67% of its net assets in equity assets as defined in sec. 2 para. 8 of the German Investment Tax Act (2018).

Eligible CIS: The Fund may acquire units/shares of appropriate Eligible CIS, including exchange-traded funds and other sub-funds of the Company, where such Eligible CIS satisfy the requirements of the Central Bank. Investment in or exposure to such schemes will be on a long-only basis.

Methods of Access and Efficient Portfolio Management

The Fund may gain exposure to the aforementioned equity and/or equity related securities and/or Eligible CIS through the use of FDIs and/or through investment in Convertible Debt Securities. A decision to use FDIs may be made for reasons such as efficiency (i.e. it may be cheaper to gain exposure to an underlying Investment than to purchase the Investment directly).

FDIs may also be used for efficient portfolio management purposes (for example, to assist in cash flow management, for cost effectiveness and for gaining exposure to certain markets and securities in a quicker and/or more efficient manner).

The FDIs which may be used by the Fund for such purposes include Futures and Options.

For efficient portfolio management purposes the Fund may invest in and/or gain exposure to financial indices, hold cash and/or invest in money market collective investment schemes (to, for example, equitise cash) subject to the conditions and limits of the Central Bank. Please see the section headed "Investment in FDIs and Efficient Portfolio Management" in the Prospectus for more information.

Any indices to which exposure is achieved will be in line with the investment strategy of the Fund. If utilised, details of the financial indices in which the Fund invests and/or gains exposure to will be found via: [Federated Hermes / Financial Indices](#).

For the avoidance of doubt, the Fund does not enter into repurchase and reverse repurchase agreements and/or engage in stock lending.

Cash Management

The Fund's use of FDIs may result in it holding a portion of its Net Asset Value in cash or collateral holdings and in such circumstances the Fund may seek to implement an effective cash management policy. In pursuit of this policy the Fund may invest in collective investment schemes and money market instruments (such as short-dated government-backed securities, floating-rate notes, commercial paper, certificates of deposit, call accounts, treasury bills and treasury notes) and FDIs (of the type noted above).

Leverage and Global Exposure

The Fund may be leveraged up to 10% of its Net Asset Value. That is, the total exposure associated with the investments of the Fund, including investments in FDIs, may amount to 110% of the Net Asset Value of the Fund and will be calculated using the commitment approach.

Currency Hedging Policy

The Fund may enter into transactions for the purposes of hedging the currency exposure in accordance with the sections entitled "Hedging at Portfolio Level", "Hedging at Share Class Level against Base Currency" and "Hedging at Share Class Level against Portfolio Currencies" in the Prospectus.

Risk Factors

Potential investors and Shareholders are referred to the section of the Prospectus entitled "Risk Factors". Regard should be had to the risks outlined under the heading "General Risk Factors" as each of these risk factors will be relevant in the context of an investment in the Fund.

In addition, investors should specifically refer to the following risks that appear under the heading "Fund Specific Risk Factors", as these relate to risks arising as a result of the Fund's Investments and/or portfolio management techniques:

Risk	Prospectus page reference
Sustainability Risk	26
Depository Receipts Risk	33
Emerging Markets Risk	33
Equity Risk	36
Futures Risk	39
Small and Mid-Cap Companies Risk	43
Thematic Risk	44

Dealing Information

Dealing Deadline	9.30 am (Irish time) on the relevant Dealing Day.
Valuation	The Valuation Point will be 12 noon (Irish time) on each Dealing Day. The value of instruments or securities which are quoted, listed or dealt in on a Regulated Market shall (save in certain specific cases) be the last traded price on such Regulated Market as at the Valuation Point, or the latest mid-market price as at the Valuation Point when no last traded price is available.
Income Equalisation	The Fund operates Income Equalisation.
Timing of Payment for Subscriptions	Payment must be received by the Administrator by close of business on the third Business Day following the applicable Dealing Day.
Timing of Payment for Redemptions	Redemption proceeds will be paid on the third Business Day following the relevant Dealing Day.
Administrator's Fee	Up to 0.04% of the Net Asset Value of the Fund accrued and calculated daily and payable monthly in arrears. The Fund will also pay other costs to the Administrator such as transfer agency charges and transaction fees. Details are set out in the Prospectus in the section entitled "Fees and Expenses".
Depository's Fee	The Fund will bear transaction and custody charges which are calculated on the basis of the assets held. The Fund will also pay a depository fee of up to 0.0110% of its Net Asset Value to the Depository. The Fund will also pay other costs to the Depository such as out-of-pocket expenses and sub-custodial fees and expenses. Details are set out in the Prospectus in the section entitled "Fees and Expenses".
Other Fees and Expenses	All fees and expenses, not exceeding GBP50,000, relating to the establishment of the Fund, including the fees of the advisers to the Company, such as legal advisers, will be borne by the Fund and will be amortised over the first five financial years of the lifetime of the Fund or such other period as the Directors may determine and advise to Shareholders, for example via the Company's financial statements. The Fund shall bear its attributable proportion of the organisational and operating expenses of the Company (including the establishment expenses of the Fund). Details of these and of other fees and expenses relating to the Company are set out in the Prospectus in the section entitled "Fees and Expenses".
Compulsory Redemption Threshold	All the Shares of the Fund may be compulsorily redeemed at the discretion of the Directors if, after the first anniversary of the first issue of Shares of the Fund, the Net Asset Value of the Fund falls below GBP100,000,000 for any period of time.

Share Class Information

Fees

Class	Management Fee (Max)
A	1.50%
F	0.75%
I	0.75%
K	0.60%
L	0.60%
M	0.45%
P	0.75%
R	1.50%
T*	0.00%
X	0.25%
Z**	0.00%

*Shareholders in the Class T Shares will be subject to a fee with regard to their investment in the Fund based on the Client Agreement between them and the Investment Manager or its affiliate. This fee will not exceed 1% per annum of the value of the Shareholder's holding in the Fund. The Investment Manager (or its affiliate, if relevant) reserves the right to repurchase the entire holding of Shares of any Shareholder (deducting any amount owed for unpaid investment management fees), if the relevant Client Agreement is terminated for any reason whatsoever.

**Shareholders in the Class Z Shares will be subject to a fee with regard to their investment in the Fund based on the Client Agreement between them and the Investment Manager or its affiliate. This fee will not exceed 3% per annum of the value of the Shareholder's holding in the Fund. The Investment Manager (or its affiliate, if relevant) reserves the right to repurchase the entire holding of Shares of any Shareholder (deducting any amount owed for unpaid investment management fees), if the relevant Client Agreement is terminated for any reason whatsoever.

Notwithstanding what is disclosed in the Prospectus, please note that for operational reasons fractions of the Class A, Class I and Class K Shares in issue will be calculated to three decimal places. The Net Asset Value of each Class A, Class I and Class K Shares will be determined by dividing the Net Asset Value attributable to the class by the number of Shares of the Share Class and rounding the result to four decimal places in the normal way as described in the Prospectus.

Minimum Transactions

Class	Minimum Initial Subscription Amount	Minimum Subsequent Subscription Amount	Minimum Holding Amount	Minimum Redemption Amount
A	USD 1,000	No minimum	USD 1,000	No minimum
F	GBP 100,000	No minimum	GBP 100,000	No minimum
I	USD 1,000,000	No minimum	USD 1,000,000	No minimum
K	USD 100,000,000	No minimum	USD 100,000,000	No minimum
L	GBP 100,000,000	No minimum	GBP 100,000,000	No minimum
M	GBP 200,000,000	No minimum	GBP 200,000,000	No minimum
P	GBP 400,000	No minimum	GBP 400,000	No minimum
R	EUR 1,000	No minimum	EUR 1,000	No minimum
T	GBP 1,000	No minimum	GBP 1,000	No minimum
X	GBP 10,000,000	No minimum	GBP 10,000,000	No minimum
Z	Per Client Agreement	Per Client Agreement	Per Client Agreement	Per Client Agreement

The above amounts can be paid in the currency stated or its foreign currency equivalent.

Capacity Management

The Directors may, at their absolute discretion, impose capacity management related constraints on the Fund. Please see the section headed "Capacity Management" in the Prospectus for more information. Details about whether the Fund is currently under capacity management constraints will be published on the Manager's website: <https://www.hermes-investment.com/capacity-management>.

Initial Offer of Shares

As more particularly described in the Prospectus, the Company offers 17 Classes of Shares with various distribution policies, distribution frequencies, hedging policies and currencies in each Class.

The table below sets out details of the Classes of Shares in the Fund approved by the Central Bank, and the Classes which are available for purchase as at the date of this Supplement. Unless otherwise indicated by (*), the currency available in each Class of Shares set out below are available in hedged and unhedged versions.

Currency	Accumulating	Distributing Annually	Distributing Semi Annually	Distributing Quarterly	Distributing Monthly	Distributing Quarterly**	Distributing Monthly**
GBP	A	A1	A2	A3	A4	A5	A6
EUR	Unhedged	Unhedged	Unhedged	Unhedged	Unhedged	Unhedged	Unhedged
USD*							
CHF							
SEK							
NOK							
DKK							
HKD	Hedged	Hedged	Hedged	Hedged	Hedged	Hedged	Hedged
SGD							
AUD							
CNH							
CAD							
JPY							
GBP	F	F1	F2	F3	F4	F5	F6
EUR	Unhedged	Unhedged	Unhedged	Unhedged	Unhedged	Unhedged	Unhedged
USD*							
CHF							
SEK	Hedged	Hedged	Hedged	Hedged	Hedged	Hedged	Hedged
NOK							
DKK							
HKD	Portfolio Hedged	Portfolio Hedged	Portfolio Hedged	Portfolio Hedged	Portfolio Hedged	Portfolio Hedged	Portfolio Hedged
SGD							
AUD							
CNH							
CAD							
JPY							
GBP	I	I1	I2	I3	I4	I5	I6
EUR	Unhedged	Unhedged	Unhedged	Unhedged	Unhedged	Unhedged	Unhedged
USD*							
CHF							
SEK							
NOK							
DKK							

HKD							
SGD							
AUD	Hedged	Hedged	Hedged	Hedged	Hedged	Hedged	Hedged
CNH							
CAD							
JPY							
GBP	K	K1	K2	K3	K4	K5	K6
EUR							
USD*							
CHF	Unhedged	Unhedged	Unhedged	Unhedged	Unhedged	Unhedged	Unhedged
SEK							
NOK							
DKK							
HKD							
SGD							
AUD	Hedged	Hedged	Hedged	Hedged	Hedged	Hedged	Hedged
CNH							
CAD							
JPY							
GBP	L	L1	L2	L3	L4	L5	L6
EUR							
USD*							
CHF	Unhedged	Unhedged	Unhedged	Unhedged	Unhedged	Unhedged	Unhedged
SEK							
NOK							
DKK							
HKD							
SGD							
AUD	Hedged	Hedged	Hedged	Hedged	Hedged	Hedged	Hedged
CNH							
CAD							
JPY							
GBP	M	M1	M2	M3	M4	M5	M6
EUR							
USD*							
CHF	Unhedged	Unhedged	Unhedged	Unhedged	Unhedged	Unhedged	Unhedged
SEK							
NOK							
DKK							
HKD							
SGD							
AUD	Hedged	Hedged	Hedged	Hedged	Hedged	Hedged	Hedged
CNH							
CAD							

JPY							
GBP	P	P1	P2	P3	P4	P5	P6
EUR							
USD*	Unhedged	Unhedged	Unhedged	Unhedged	Unhedged	Unhedged	Unhedged
CHF							
SEK							
NOK							
DKK	Hedged	Hedged	Hedged	Hedged	Hedged	Hedged	Hedged
HKD							
SGD							
AUD							
CNH	Portfolio Hedged	Portfolio Hedged	Portfolio Hedged	Portfolio Hedged	Portfolio Hedged	Portfolio Hedged	Portfolio Hedged
CAD							
JPY							
GBP	R	R1	R2	R3	R4	R5	R6
EUR							
USD*	Unhedged	Unhedged	Unhedged	Unhedged	Unhedged	Unhedged	Unhedged
CHF							
SEK							
NOK							
DKK	Hedged	Hedged	Hedged	Hedged	Hedged	Hedged	Hedged
HKD							
SGD							
AUD							
CNH	Portfolio Hedged	Portfolio Hedged	Portfolio Hedged	Portfolio Hedged	Portfolio Hedged	Portfolio Hedged	Portfolio Hedged
CAD							
JPY							
GBP	T		T2				
EUR	Unhedged		Unhedged				
USD*	Hedged		Hedged				
GBP	X	X1	X2	X3	X4	X5	X6
EUR							
USD*	Unhedged	Unhedged	Unhedged	Unhedged	Unhedged	Unhedged	Unhedged
CHF							
SEK							
NOK							
DKK	Hedged	Hedged	Hedged	Hedged	Hedged	Hedged	Hedged
HKD							
SGD							
AUD							
CNH	Portfolio Hedged	Portfolio Hedged	Portfolio Hedged	Portfolio Hedged	Portfolio Hedged	Portfolio Hedged	Portfolio Hedged
CAD							
JPY							
GBP	Z	Z1	Z2	Z3	Z4	Z5	Z6

EUR							
USD*							
CHF	Unhedged	Unhedged	Unhedged	Unhedged	Unhedged	Unhedged	Unhedged
SEK							
NOK							
DKK							
HKD							
SGD							
AUD	Hedged	Hedged	Hedged	Hedged	Hedged	Hedged	Hedged
CNH							
CAD							
JPY							

*Hedged USD Shares are not available.

** Certain Fees and Expenses are charged against Capital

Share Classes which have received subscriptions have a price available, which can be found via www.hermes-investment.com/products. Where no price is available for a Share Class in respect to Share Classes that have not received subscriptions, the Initial Offer Period will start at 9 a.m. on 12 November 2022 and close at 5 p.m. on 11 May 2023.

The Initial Offer Price per Share Class shall be determined by reference to the currency denomination of the Share Class and is as follows:

GBP	EUR	USD	CHF	SEK	NOK	DKK	HKD	SGD	AUD	CNH	CAD	JPY
1	2	2	2	20	20	10	20	3	3	10	2	200

The base currency of the Fund is US Dollars.

Legal entity identifier: 213800BON6MFUO5BCK90

Does this financial product have a sustainable investment objective?	
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A reference benchmark is not used for the purposes of attaining the sustainable investment objective.

The Fund may make sustainable investments in companies which contribute to the environmental objectives of climate change mitigation and climate change adaptation and the protection and restoration of biodiversity and ecosystems as defined under the Taxonomy Regulation (EU) 2020/852

Sustainability indicators measure how the sustainable objectives of this financial product are attained.

● **What sustainability indicators are used to measure the attainment of the sustainable investment objective of this financial product?**

- *Environmental Indicators: Hectares of Forest or Land Restored or Conserved, No. or Species Preserved, MW of Installed Renewable Capacity, MWH of Renewable Energy Generated, Metric T of CO2 Avoided, M3 Water Saved, GHG Emissions, Carbon Footprint, GHG Intensity, Exposure to Fossil Fuels, Energy Production from Non-Renewables, Metric Tonnes of Waste Generated and Recycled and Metric Tonnes of Food loss/waste avoided;*
- *Social Indicators: No. of People With Access to Nutritious Food, and Violation of UN Global Compact Principles and OECD Guidelines for Multinational Enterprises; and*
- *Engagement Activity: as a % of the AUM in the portfolio and as a % of progress made against the objective milestones set by the Investment Team and EOS.*
- *% of AUM contributing to each UN SDGs*

● **How do sustainable investments not cause significant harm to any environmental or social sustainable investment objective?**

The Investment Manager conducts a sustainability assessment for each investment, as further detailed below, which includes identifying where companies may cause significant harm through the products and services that they offer, but also through their entire value chain. The assessment includes;

- taking into account all adverse impact indicators and other relevant ESG indicators through the Investment Managers sustainability assessment to identify if a company has any sustainability risks;*
- screening for contraventions of the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights, as detailed below;*
- identification, through the use of third party data, of any severe controversies and that, at the time of investment, the issuer is taking remedial action to prevent the event occurring in the future.*

The Investment Manager may carry out a more detailed assessment of any issuer which operates in an industry or sector that could be considered more harmful with a view to ensuring that either the practices the issuer has in place limit the amount of harm or that the issuer is being engaged on that topic.

Where a company is deemed to do significant harm to any sustainable objective, the Investment Manager will not invest, thereby ensuring the investments do not cause significant harm to any environmental or social investment objective.

Principal adverse impacts are the most significant negative impacts of investment decisions on sustainability factors relating to environmental, social and employee matters, respect for human rights, anti-corruption and anti-bribery matters.

— **How have the indicators for adverse impacts on sustainability factors been taken into account?**

The Investment Manager takes into account all mandatory principal adverse impact indicators and uses those indicators which are deemed relevant to the Fund in the Investment Manager's sustainability assessment, in order to determine current and potential adverse impacts on sustainability factors and to avoid investment in issuers deemed to do significant harm.

— **How are the sustainable investments aligned with the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights?**

Using a mix of qualitative and quantitative assessments based on available data, the Investment Manager seeks to identify any companies which are in contravention of the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights (including

the ILO Declaration Fundamental Principles and Rights at Work, the eight Fundamental conventions of the ILO and the International Bill of Human Rights) and does not invest in these companies.



Does this financial product consider principal adverse impacts on sustainability factors?



Yes

As part of the investment strategy, the Investment Manager considers whether companies exhibit any principal adverse impacts on sustainability factors. The consideration of the principal adverse impacts of sustainability factors are identified through a proprietary framework which considers the sustainability risks and opportunities for each company, and uses the breadth and depth of the Investment Manager's engagement data to put this analysis in context. The Investment Manager uses a range of sources to consider the principal adverse impacts on sustainability factors including proprietary analysis from EOS at Federated Hermes ("EOS") and third party providers such as ISS, CDP, MSCI, Sustainalytics and Trucost amongst others.

Where sustainability risks are identified the company is identified as a candidate for engagement, with the aim of reducing underperformance which may arise from poor ESG behaviours while also encouraging companies to act responsibly and improve sustainability.

Relevant information on principal adverse impacts on sustainability factors will be disclosed in due course in the Fund's annual report.



No



What investment strategy does this financial product follow?

The sustainable investment opportunity that the strategy addresses is the superior growth that can compound over time from identifying companies adopting innovative approaches to protecting and restoring biodiversity. The Investment Manager targets companies that have been identified as not only presenting the best investment opportunity, but also as demonstrating capacity to help protect and restore biodiversity.

The Investment Manager uses a proprietary 'Impact Database' to analyse for sustainable investments, and to determine which of the Fund's themes (as mentioned above) an investment may contribute to. The database draws on data from company, sector, and impact related industry reports. It provides theme specific KPI outputs including, but not limited to: number of new people with financial access (Financial Inclusion); -MWH renewable energy generated and Metric T CO2 avoided (Energy Efficiency) and M3 water saved (Water). At a portfolio level, the Investment Manager can therefore measure what % of the Fund is contributing to each individual theme (and therefore SDG) to measure the attainment of the sustainable objectives. The Investment Manager's stock selection process comprises of three primary considerations:

- (i) The Fundamentals of the business model: the Investment Manager seeks to understand historic financial metrics and competitive dynamics and, in conjunction with the thematic framework, identify those who are capable of sustaining strong growth over the long-term. Alongside this, the Investment Manager seeks to identify companies which are bringing value to society, rather than drawing from it.*
- (ii) ESG Metrics: the Investment Manager considers how well companies manage environmental, social and governance factors (including how companies limit their emissions, how they ensure product safety, how they manage diversity in the workforce and how their board is structured). When looking at the ESG profile of a company, consideration will be given to key quantitative metrics such as corporate transparency, approach to materiality (being those ESG topics that could have meaningful financial consequences), and the effect of products and services on broader society.*
- (iii) Product Impact: involves a thematic analysis whereby the Investment Manager will seek to understand the broader benefit or cost of each company. As well as looking at companies which "do*

The investment strategy guides investment decisions based on factors such as investment objectives and risk tolerance.

no significant harm”, the Investment Manager also looks beyond this and, where appropriate, the portfolio will actively target those companies seeking help protect and restore biodiversity.

Engagement: Where material ESG risks are identified, the Investment Manager works either directly or with the in-house stewardship team, EOS at Federated Hermes (“EOS”), to engage with companies to mitigate those risks and promote good practices. Engagement occurs through meetings with company boards & management and through exercising voting rights. Engagement seeks to identify measurable objectives to deliver positive change within set time periods. Where there is engagement with a company, specific targets and timelines are set in relation to that engagement, these targets will differ at an individual company engagement level. Where a company is not receptive to engagement on material ESG risks, or makes insufficient progress in addressing them over time, it will result in divestment from that company.

Exclusions: The Investment Manager will not invest in companies involved in specified activities, where those activities contribute to company revenues above prescribed revenue thresholds (see below for further detailed information). Excluded activities include fossil fuels, electricity utilities not aligned with a 1.5 degree scenario, Controversial Weapons, conventional weapons, nuclear power, tobacco, gambling, adult entertainment, alcohol, GMO crop production and companies in contravention of the principles of the UN Global Compact.

● **What are the binding elements of the investment strategy used to select the investments to attain the sustainable investment objective?**

The Investment Manager will select investments to seek to achieve the following binding criteria:

- The percentage of companies analysed for sustainability characteristics in the Fund will always be between 90%-100%.
- All invested companies will contribute to one or more of the Fund’s investable themes.

The Investment Manager will not invest in companies which meet the following criteria (based on information available to the Investment Manager on these companies):

- Companies that generate over 5% of their revenues from the extraction or exploration of fossil fuels or from the use of fossil Fuels for electricity generation;
- Electricity utility companies with a carbon intensity that are not aligned with a below 1.5 degree scenario
- Companies that generate revenue from the production of Controversial Weapons and companies that generate over 5% of their revenues from production of conventional weapons;
- Companies that generate over 5% of their revenues from nuclear power;
- Companies that generate revenues from the production of tobacco products and companies that receive over 10% of their revenues from tobacco distribution;
- Companies that generate over 2% of their revenues from gambling products;
- Companies that generate over 2% of their revenues from adult entertainment products
- Companies that generate over 2% of their revenues from the production of alcohol and companies that receive over 5% of their revenues from alcohol distribution; and
- Companies that generate over 5% of their revenue from GMO crop production.

In addition, the Investment Manager excludes companies that are in contravention of the principles of the UN Global Compact.

● **What is the policy to assess good governance practices of the investee companies?**

As part of the investment strategy, the Investment Manager assesses the corporate governance of a company by reference to its policy on good governance and through the use of the Investment Manager’s proprietary corporate governance tool and qualitative analysis, including insights from its own research and EOS. In considering good governance, the Investment Manager will assess, among

Good governance
practices include sound management structures, employee relations, remuneration of staff and tax compliance.

other things, a company's management structure, employee relations, staff remuneration and compliance with applicable tax rules.

A company is considered to be following good governance practices if the factors set forth above, and any other factors determined to be material by the Investment Manager, (i) meet any one of the following criteria:

- the company's corporate governance is in line with the best practices as defined by EOS in the Responsible Ownership Principles and Regional Corporate Governance Principles documents; or
- the company's corporate governance is determined to be in-line with peers both in industry and/or region, taking into account the size of the issuer; or
- the Investment Manager and/or EOS is engaging with the company to address enhancements to the company's governance practices, as further detailed in the section of this annex titled "What investment strategy does this financial product follow?"

or, (ii) when viewed collectively, are determined by the Investment Manager to adequately meet the criteria set forth above.

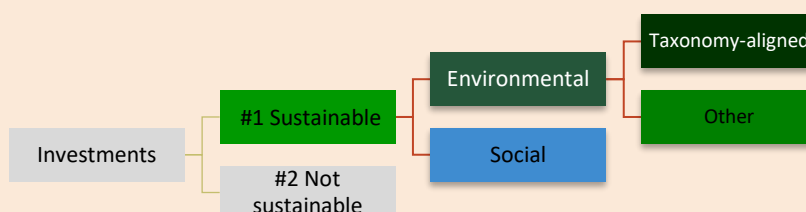
A company is presumed not to be following good governance practices if there have been abuses of power or severe controversies involving the relevant company, which have not been mitigated through subsequent demonstrative actions.

Further information on the Investment Manager's good governance policy and the EOS Responsible Ownership Principles and Regional Corporate Governance Principles can be found at <http://www.hermes-investment.com/sustainability-related-disclosures>

Asset allocation describes the share of investments in specific assets.



What is the asset allocation and the minimum share of sustainable investments?



#1 Sustainable covers sustainable investments with environmental or social objectives. A minimum of 90% of the portfolio will be invested in companies who contribute to the sustainable investment objective through their contribution to one or more of the six investment themes. Those investments will also evidence good governance practice in accordance with the Investment Manager's policy on good governance and do no significant harm to any other environmental or social objectives within the meaning of the SFDR. The portfolio is further split with a minimum of 30% in the environmental investment themes and 10% in the social investment themes.

#2 Not sustainable includes the remaining investments in the Fund, which do not qualify as sustainable investments and may be held for efficient portfolio management and cash management purposes. This includes derivatives to gain exposure to equities and/or equity related securities and/or Eligible CIS and/or gain exposure to financial indices, hold cash and/or invest in money market collective investment schemes (to, for example, equitise cash).


● How does the use of derivatives attain the sustainable investment objective?

Taxonomy-aligned activities are expressed as a share of:

- **turnover** reflecting the share of revenue from green activities of investee companies
- **capital expenditure** (CapEx) showing the green investments made by investee companies, e.g. for a transition to a green economy.
- **operational expenditure** (OpEx) reflecting green operational activities of investee companies.

Enabling activities directly enable other activities to make a substantial contribution to an environmental objective.

Transitional activities are activities for which low-carbon alternatives are not yet available and among others have greenhouse gas emission levels corresponding to the best performance.

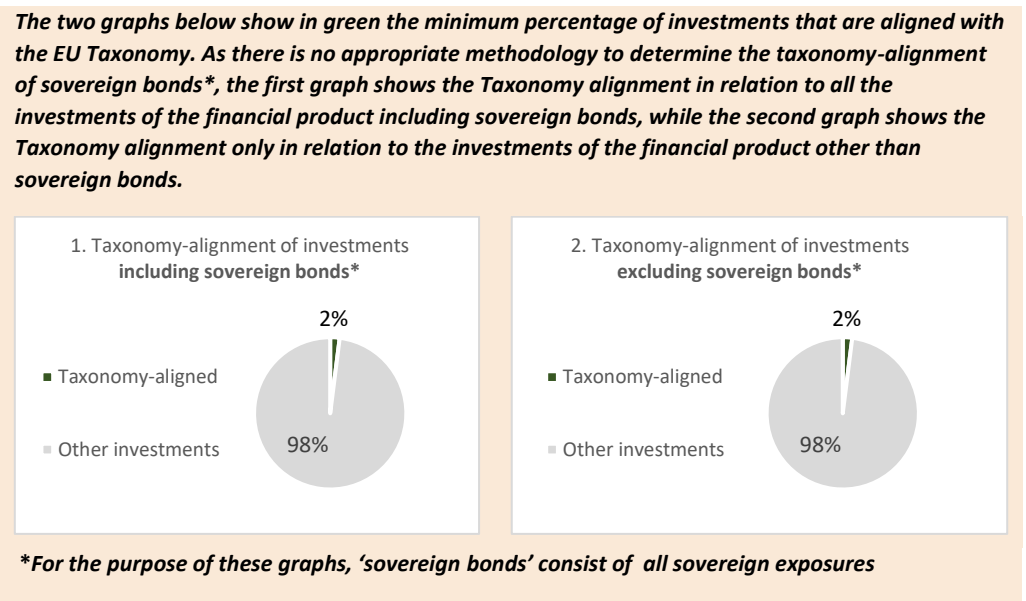
 are environmentally sustainable investments that **do not take into account the criteria** for environmentally sustainable economic activities under the EU Taxonomy.

The use of derivatives does not contribute to the attainment of the Fund’s sustainable objective. The Fund may use derivatives to gain exposure to equities and/or equity related securities and/or Eligible CIS. The decision to utilise these instruments may be made for reasons such as efficiency (i.e. it may be cheaper to gain exposure to an underlying investment than to purchase the investment directly). They may also be used for efficient portfolio management purposes (for example, to assist in cash flow management, for cost effectiveness and for gaining exposure to certain markets and securities in a quicker and/or more efficient manner).



To what minimum extent are sustainable investments with an environmental objective aligned with the EU Taxonomy?

The Fund may make sustainable investments in companies which contribute to the environmental objectives of Climate Change Mitigation and Climate Change Adaption and the protection and restoration of biodiversity and ecosystems as defined under the Taxonomy Regulation (EU) 2020/852 (“Taxonomy”). A minimum of 2% of the Fund’s investments will be aligned with the environmental objectives under the Taxonomy Regulation. The “do no significant harm” principle applies only to those investments underlying the Fund that take into account the EU criteria for environmentally sustainable economic activities.



What is the minimum share of investments in transitional and enabling activities?

A minimum of 1% of the Fund’s investments will be aligned with the transitional and enabling activities under the Taxonomy Regulation.



What is the minimum share of sustainable investments with an environmental objective that are not aligned with the EU Taxonomy?

While the Fund commits to a minimum of 90% in sustainable investments, due to the proposed dynamic allocation between environmentally and socially sustainable investments, respectively, a minimum of 30% of the investments underlying this Fund will be invested in sustainable investments with an environmental objective that is not aligned with the EU taxonomy.



What is the minimum share of sustainable investments with a social objective?

While the Fund commits to a minimum of 90% in sustainable investments, due to the proposed dynamic allocation between environmentally and socially sustainable investments, respectively, a minimum of 10% of the investments underlying this Fund will be invested in sustainable investments with a social objective.



What investments are included under “#2 Not sustainable”, what is their purpose and are there any minimum environmental or social safeguards?

Investments which do not contribute to the Fund’s sustainable objective will only be held for efficient portfolio management and cash management purposes. The Fund may invest in derivatives to gain exposure to equities and/or equity related securities and/or Eligible CIS and/or gain exposure to financial indices, hold cash and/or invest in money market collective investment schemes (to, for example, equitise cash) subject to the conditions and limits of the Central Bank of Ireland. There are no minimum environmental and social safeguards for these investments.



Is a specific index designated as a reference benchmark to meet the sustainable investment objective?

No

- **How does the reference benchmark take into account sustainability factors in a way that is continuously aligned with the sustainable investment objective?**

Not applicable

- **How is the alignment of the investment strategy with the methodology of the index ensured on a continuous basis?**

Not applicable

- **How does the designated index differ from a relevant broad market index?**

Not applicable

- **Where can the methodology used for the calculation of the designated index be found?**

Not applicable

Reference benchmarks are indexes to measure whether the financial product attains the sustainable investment objective.



Where can I find more product specific information online?

More product specific information can be found via:

<https://www.hermes-investment.com/products>