

Pension Protection Fund

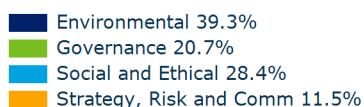
EOS at Federated Hermes

Engagement by region

We engaged with 213 companies held in the Pension Protection Fund portfolio on a range of 763 environmental, social and governance issues and objectives

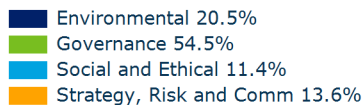
Global

We engaged with 213 companies



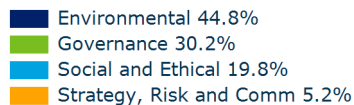
Australia & New Zealand

We engaged with 20 companies



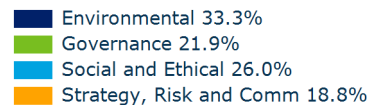
Developed Asia

We engaged with 23 companies



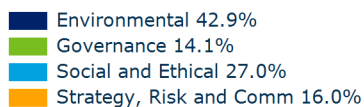
Emerging & Developing Markets

We engaged with 25 companies



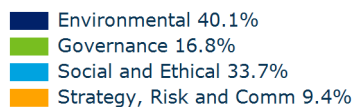
Europe

We engaged with 40 companies



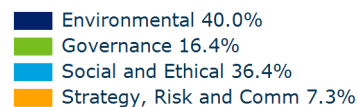
North America

We engaged with 88 companies



United Kingdom

We engaged with 17 companies



Engagement by theme

We engaged with 213 companies held in the Pension Protection Fund portfolio on a range of 763 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 39.3% of our engagements



- Climate Change 75.3%
- Forestry and Land Use 10.7%
- Pollution and Waste Management 9.3%
- Supply Chain Management 1.3%
- Water 3.3%

Social and Ethical

Social and Ethical topics featured in 28.4% of our engagements



- Bribery and Corruption 1.8%
- Conduct and Culture 11.1%
- Diversity 12.9%
- Human Capital Management 20.7%
- Human Rights 48.4%
- Labour Rights 4.6%
- Tax 0.5%

Governance

Governance topics featured in 20.7% of our engagements



- Board Diversity, Skills and Experience 22.2%
- Board Independence 16.5%
- Executive Remuneration 41.1%
- Shareholder Protection and Rights 16.5%
- Succession Planning 3.8%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 11.5% of our engagements



- Audit and Accounting 13.6%
- Business Strategy 34.1%
- Cyber Security 2.3%
- Integrated Reporting and Other Disclosure 19.3%
- Risk Management 30.7%