

**Pension Protection Fund**

**EOS at Federated Hermes**

**Engagement by region**

We engaged with 178 companies held in the Pension Protection Fund portfolio on a range of 608 environmental, social and governance issues and objectives

**Global**

We engaged with 178 companies



- Environmental 38.0%
- Governance 16.9%
- Social 28.9%
- Strategy, Risk & Comm 16.1%

**Australia & New Zealand**

We engaged with 10 companies



- Environmental 45.0%
- Governance 20.0%
- Social 20.0%
- Strategy, Risk & Comm 15.0%

**Developed Asia**

We engaged with 27 companies



- Environmental 37.5%
- Governance 23.6%
- Social 29.2%
- Strategy, Risk & Comm 9.7%

**Emerging & Developing Markets**

We engaged with 20 companies



- Environmental 26.3%
- Governance 26.3%
- Social 29.8%
- Strategy, Risk & Comm 17.5%

**Europe**

We engaged with 46 companies



- Environmental 40.6%
- Governance 16.3%
- Social 22.5%
- Strategy, Risk & Comm 20.6%

**North America**

We engaged with 58 companies



- Environmental 33.9%
- Governance 14.9%
- Social 35.5%
- Strategy, Risk & Comm 15.7%

**United Kingdom**

We engaged with 17 companies



- Environmental 57.9%
- Governance 8.8%
- Social 21.1%
- Strategy, Risk & Comm 12.3%

### Engagement by Meta theme

We engaged with 178 companies held in the Pension Protection Fund portfolio on a range of 608 environmental, social and governance issues and objectives

#### Environmental

Environmental topics featured in 38.0% of our engagements



- Circular Economy & Zero Pollution 17.7%
- Climate Change 60.6%
- Natural Resource Stewardship 21.6%

#### Social

Social topics featured in 28.9% of our engagements



- Human & Labour Rights 42.6%
- Human Capital 45.5%
- Wider Societal Impacts 11.9%

#### Governance

Governance topics featured in 16.9% of our engagements



- Board Effectiveness 38.8%
- Executive Remuneration 49.5%
- Investor Protection & Rights 11.7%

#### Strategy, Risk & Communication

Strategy, Risk & Communication topics featured in 16.1% of our engagements



- Corporate Reporting 32.7%
- Purpose, Strategy & Policies 43.9%
- Risk Management 23.5%