

Pension Protection Fund

Hermes EOS

Engagement by region

Over the last quarter we engaged with **32** companies held in the Pension Protection Fund portfolios on a range of **74** environmental, social and governance issues and objectives.

Global

We engaged with **32** companies over the last quarter.



- Environmental 25.7%
- Social and Ethical 32.4%
- Governance 24.3%
- Strategy, Risk and Communication 17.6%

Developed Asia

We engaged with **seven** companies over the last quarter.



- Environmental 21.7%
- Social and Ethical 39.1%
- Governance 17.4%
- Strategy, Risk and Communication 21.7%

Emerging & Developing Markets

We engaged with **four** companies over the last quarter.



- Environmental 50.0%
- Social and Ethical 33.3%
- Governance 16.7%

North America

We engaged with **11** companies over the last quarter.



- Environmental 23.5%
- Social and Ethical 29.4%
- Governance 41.2%
- Strategy, Risk and Communication 5.9%

United Kingdom

We engaged with **seven** companies over the last quarter.



- Environmental 29.2%
- Social and Ethical 20.8%
- Governance 25.0%
- Strategy, Risk and Communication 25.0%

Australia & New Zealand

We engaged with **one** company over the last quarter.



- Social and Ethical 100.0%

Europe

We engaged with **two** companies over the last quarter.



- Social and Ethical 66.7%
- Strategy, Risk and Communication 33.3%

Engagement by theme

Over the last quarter we engaged with 32 companies held in the Pension Protection Fund portfolios on a range of 74 environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in 25.7% of our engagements over the last quarter.



- Climate Change 52.6%
- Environmental Policy and Strategy 10.5%
- Forestry and Land-Use 5.3%
- Pollution and Waste Management 10.5%
- Water 21.1%

Social and Ethical

Social and Ethical topics featured in 32.4% of our engagements over the last quarter.



- Bribery and Corruption 16.7%
- Human Capital Management 4.2%
- Human Rights 33.3%
- Labour Rights 45.8%

Governance

Governance topics featured in 24.3% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 22.2%
- Board Independence 27.8%
- Executive Remuneration 22.2%
- Shareholder Protection and Rights 5.6%
- Succession Planning 22.2%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 17.6% of our engagements over the last quarter.



- Business Strategy 30.8%
- Integrated Reporting and Other Disclosure 23.1%
- Risk Management 46.2%