

Pension Protection Fund

Hermes EOS

Engagement by region

Over the last quarter we engaged with **23** companies held in the Pension Protection Fund portfolios on a range of **73** environmental, social and governance issues and objectives.

Global

We engaged with **23** companies over the last quarter.



- Environmental **13.7%**
- Social and Ethical **27.4%**
- Governance **41.1%**
- Strategy, Risk and Communication **17.8%**

Developed Asia

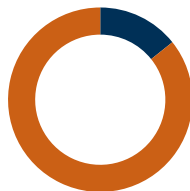
We engaged with **ten** companies over the last quarter.



- Environmental **15.6%**
- Social and Ethical **37.8%**
- Governance **31.1%**
- Strategy, Risk and Communication **15.6%**

Emerging & Developing Markets

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



- Environmental **14.3%**
- Governance **85.7%**

North America

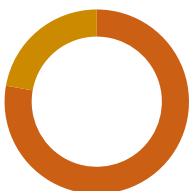
We engaged with **one** company over the last quarter.



- Environmental **33.3%**
- Social and Ethical **50.0%**
- Strategy, Risk and Communication **16.7%**

Europe

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



- Governance **77.8%**
- Strategy, Risk and Communication **22.2%**

United Kingdom

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



- Governance **50.0%**
- Strategy, Risk and Communication **50.0%**

Engagement by theme

Over the last quarter we engaged with **23** companies held in the Pension Protection Fund portfolios on a range of **73** environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in **13.7%** of our engagements over the last quarter.



- Climate Change **30.0%**
- Environmental Policy and Strategy **20.0%**
- Pollution and Waste Management **20.0%**
- Water **30.0%**

Social and Ethical

Social and Ethical topics featured in **27.4%** of our engagements over the last quarter.



- Bribery and Corruption **25.0%**
- Conduct and Culture **10.0%**
- Human Rights **30.0%**
- Labour Rights **30.0%**
- Supply Chain Management **5.0%**

Governance

Governance topics featured in **41.1%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **36.7%**
- Board Independence **23.3%**
- Executive Remuneration **16.7%**
- Shareholder Protection and Rights **10.0%**
- Succession Planning **13.3%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **17.8%** of our engagements over the last quarter.



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