

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 **92** environmental, social and governance issues and objectives.

Global

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



- Environmental 15.2%
- Social and Ethical 17.4%
- Governance 47.8%
- Strategy, Risk and Communication 19.6%

Developed Asia

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



- Environmental 14.3%
- Social and Ethical 14.3%
- Governance 35.7%
- Strategy, Risk and Communication 35.7%

Emerging & Developing Markets

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



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

North America

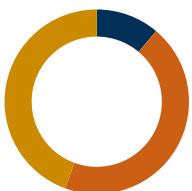
We engaged with **17** companies over the last quarter.



- Environmental 15.6%
- Social and Ethical 22.2%
- Governance 57.8%
- Strategy, Risk and Communication 4.4%

United Kingdom

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



- Environmental 11.1%
- Governance 44.4%
- Strategy, Risk and Communication 44.4%

Europe

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



- Social and Ethical 25.0%
- Governance 75.0%

Engagement by theme

Over the last quarter we engaged with **32** companies held in the Pension Protection Fund portfolios on a range of **92** environmental, social and governance issues and objectives.

Environmental

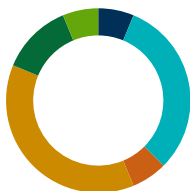
Environmental topics featured in **15.2%** of our engagements over the last quarter.



- Climate Change **64.3%**
- Environmental Policy and Strategy **7.1%**
- Pollution and Waste Management **14.3%**
- Water **14.3%**

Social and Ethical

Social and Ethical topics featured in **17.4%** of our engagements over the last quarter.



- Bribery and Corruption **6.2%**
- Conduct and Culture **31.2%**
- Diversity **6.2%**
- Human Rights **37.5%**
- Labour Rights **12.5%**
- Supply Chain Management **6.2%**

Governance

Governance topics featured in **47.8%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **22.7%**
- Board Independence **11.4%**
- Executive Remuneration **36.4%**
- Shareholder Protection and Rights **18.2%**
- Succession Planning **11.4%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **19.6%** of our engagements over the last quarter.



- Business Strategy **38.9%**
- Integrated Reporting and Other Disclosure **38.9%**
- Risk Management **22.2%**