

Pension Protection Fund

Hermes EOS

Engagement by region

Over the last quarter we engaged with **14** companies held in the Pension Protection Fund portfolios on a range of **49** environmental, social and governance issues and objectives.

Global

We engaged with **14** companies over the last quarter.



- Environmental **16.3%**
- Social and Ethical **40.8%**
- Governance **34.7%**
- Strategy, Risk and Communication **8.2%**

Developed Asia

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



- Environmental **15.0%**
- Social and Ethical **45.0%**
- Governance **20.0%**
- Strategy, Risk and Communication **20.0%**

Emerging & Developing Markets

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



- Environmental **50.0%**
- Social and Ethical **25.0%**
- Governance **25.0%**

North America

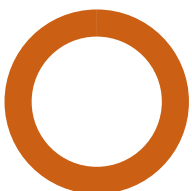
We engaged with **five** companies over the last quarter.



- Environmental **27.3%**
- Social and Ethical **45.5%**
- Governance **27.3%**

Europe

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



- Governance **100.0%**

United Kingdom

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



- Social and Ethical **71.4%**
- Governance **28.6%**

Engagement by theme

Over the last quarter we engaged with **14** companies held in the Pension Protection Fund portfolios on a range of **49** environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in **16.3%** of our engagements over the last quarter.



- Climate Change **50.0%**
- Environmental Policy and Strategy **25.0%**
- Water **25.0%**

Social and Ethical

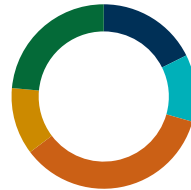
Social and Ethical topics featured in **40.8%** of our engagements over the last quarter.



- Bribery and Corruption **10.0%**
- Conduct and Culture **15.0%**
- Human Rights **45.0%**
- Labour Rights **20.0%**
- Supply Chain Management **10.0%**

Governance

Governance topics featured in **34.7%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **17.6%**
- Board Independence **11.8%**
- Executive Remuneration **35.3%**
- Shareholder Protection and Rights **11.8%**
- Succession Planning **23.5%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **8.2%** of our engagements over the last quarter.



- Integrated Reporting and Other Disclosure **75.0%**
- Risk Management **25.0%**