

Pension Protection Fund

Hermes EOS

Engagement by region

Over the last quarter we engaged with **28** companies held in the Pension Protection Fund portfolios on a range of **74** environmental, social and governance issues and objectives.

Global

We engaged with **28** companies over the last quarter.



- Environmental **8.1%**
- Social and Ethical **17.6%**
- Governance **55.4%**
- Strategy, Risk and Communication **18.9%**

United Kingdom

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



- Governance **55.6%**
- Strategy, Risk and Communication **44.4%**

Europe

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



- Governance **100.0%**

Developed Asia

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



- Environmental **9.4%**
- Social and Ethical **18.8%**
- Governance **50.0%**
- Strategy, Risk and Communication **21.9%**

Emerging & Developing Markets

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



- Social and Ethical **100.0%**

North America

We engaged with **12** companies over the last quarter.



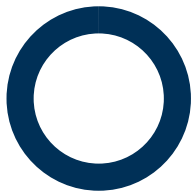
- Environmental **10.0%**
- Social and Ethical **20.0%**
- Governance **60.0%**
- Strategy, Risk and Communication **10.0%**

Engagement by theme

Over the last quarter we engaged with **28** companies held in the Pension Protection Fund portfolios on a range of **74** environmental, social and governance issues and objectives.

Environmental

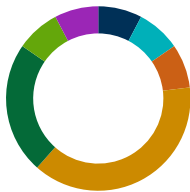
Environmental topics featured in **8.1%** of our engagements over the last quarter.



■ Climate Change **100.0%**

Social and Ethical

Social and Ethical topics featured in **17.6%** of our engagements over the last quarter.



- Bribery and Corruption **7.7%**
- Conduct and Culture **7.7%**
- Diversity **7.7%**
- Human Rights **38.5%**
- Labour Rights **23.1%**
- Supply Chain Management **7.7%**
- Tax **7.7%**

Governance

Governance topics featured in **55.4%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **31.7%**
- Board Independence **19.5%**
- Executive Remuneration **22.0%**
- Shareholder Protection and Rights **9.8%**
- Succession Planning **17.1%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **18.9%** of our engagements over the last quarter.



- Business Strategy **57.1%**
- Integrated Reporting and Other Disclosure **28.6%**
- Risk Management **14.3%**