

## Pension Protection Fund

Hermes EOS

### Engagement by region

Over the last quarter we engaged with **42** companies held in the Pension Protection Fund portfolios on a range of **117** environmental, social and governance issues and objectives.

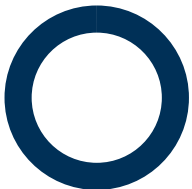
#### Global

We engaged with **42** companies over the last quarter.



#### Australia & New Zealand

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



#### Developed Asia

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



#### Emerging & Developing Markets

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



#### Europe

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



#### North America

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



#### United Kingdom

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



## Engagement by theme

Over the last quarter we engaged with 42 companies held in the Pension Protection Fund portfolios on a range of 117 environmental, social and governance issues and objectives.

### Environmental

Environmental topics featured in 32.5% of our engagements over the last quarter.



- Climate Change 65.8%
- Forestry and Land Use 2.6%
- Pollution and Waste Management 13.2%
- Supply Chain Management 15.8%
- Water 2.6%

### Social and Ethical

Social and Ethical topics featured in 19.7% of our engagements over the last quarter.



- Bribery and Corruption 4.3%
- Conduct and Culture 13.0%
- Diversity 4.3%
- Human Capital Management 8.7%
- Human Rights 47.8%
- Labour Rights 21.7%

### Governance

Governance topics featured in 28.2% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 21.2%
- Board Independence 18.2%
- Executive Remuneration 30.3%
- Shareholder Protection and Rights 6.1%
- Succession Planning 24.2%

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 19.7% of our engagements over the last quarter.



- Business Strategy 43.5%
- Cyber Security 13.0%
- Integrated Reporting and Other Disclosure 17.4%
- Risk Management 26.1%