

Pension Protection Fund

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **60** companies held in the Pension Protection Fund portfolios on a range of **173** environmental, social and governance issues and objectives.

Global

We engaged with **60** companies over the last quarter.



- Environmental 29.5%
- Social and Ethical 23.7%
- Governance 29.5%
- Strategy, Risk and Communication 17.3%

Developed Asia

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



- Environmental 35.0%
- Social and Ethical 22.5%
- Governance 32.5%
- Strategy, Risk and Communication 10.0%

Emerging & Developing Markets

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



- Environmental 52.2%
- Social and Ethical 17.4%
- Governance 21.7%
- Strategy, Risk and Communication 8.7%

Europe

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



- Environmental 40.0%
- Social and Ethical 20.0%
- Governance 40.0%
- Strategy, Risk and Communication 40.0%

North America

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



- Environmental 19.6%
- Social and Ethical 25.0%
- Governance 31.5%
- Strategy, Risk and Communication 23.9%

United Kingdom

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



- Environmental 41.7%
- Social and Ethical 41.7%
- Governance 16.7%

Australia & New Zealand

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



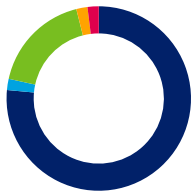
- Governance 100.0%

Engagement by theme

Over the last quarter we engaged with 60 companies held in the Pension Protection Fund portfolios on a range of 173 environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in 29.5% of our engagements over the last quarter.



- Climate Change 76.5%
- Forestry and Land Use 2.0%
- Pollution and Waste Management 17.6%
- Supply Chain Management 2.0%
- Water 2.0%

Social and Ethical

Social and Ethical topics featured in 23.7% of our engagements over the last quarter.



- Conduct and Culture 17.1%
- Diversity 19.5%
- Human Capital Management 22.0%
- Human Rights 31.7%
- Labour Rights 9.8%

Governance

Governance topics featured in 29.5% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 23.5%
- Board Independence 21.6%
- Executive Remuneration 45.1%
- Shareholder Protection and Rights 3.9%
- Succession Planning 5.9%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 17.3% of our engagements over the last quarter.



- Business Strategy 50.0%
- Integrated Reporting and Other Disclosure 23.3%
- Risk Management 26.7%