

Pension Protection Fund

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **85** companies held in the Pension Protection Fund portfolios on a range of **249** environmental, social and governance issues and objectives.

Global

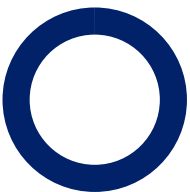
We engaged with **85** companies over the last quarter.



- Environmental 32.9%
- Social and Ethical 20.5%
- Governance 29.7%
- Strategy, Risk and Communication 16.9%

Australia & New Zealand

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



- Environmental 100.0%

Developed Asia

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



- Environmental 38.5%
- Social and Ethical 23.1%
- Governance 20.5%
- Strategy, Risk and Communication 17.9%

Emerging & Developing Markets

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



- Environmental 25.0%
- Social and Ethical 8.3%
- Governance 58.3%
- Strategy, Risk and Communication 8.3%

Europe

We engaged with **13** companies over the last quarter.



- Environmental 35.7%
- Social and Ethical 21.4%
- Governance 21.4%
- Strategy, Risk and Communication 21.4%

North America

We engaged with **37** companies over the last quarter.



- Environmental 28.2%
- Social and Ethical 20.2%
- Governance 37.1%
- Strategy, Risk and Communication 14.5%

United Kingdom

We engaged with **11** companies over the last quarter.



- Environmental 41.9%
- Social and Ethical 22.6%
- Governance 12.9%
- Strategy, Risk and Communication 22.6%

Engagement by theme

Over the last quarter we engaged with **85** companies held in the Pension Protection Fund portfolios on a range of **249** environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in **32.9%** of our engagements over the last quarter.



- Climate Change **70.7%**
- Forestry and Land Use **2.4%**
- Pollution and Waste Management **20.7%**
- Supply Chain Management **3.7%**
- Water **2.4%**

Social and Ethical

Social and Ethical topics featured in **20.5%** of our engagements over the last quarter.



- Bribery and Corruption **3.9%**
- Conduct and Culture **11.8%**
- Diversity **29.4%**
- Human Capital Management **17.6%**
- Human Rights **25.5%**
- Labour Rights **11.8%**

Governance

Governance topics featured in **29.7%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **21.6%**
- Board Independence **6.8%**
- Executive Remuneration **44.6%**
- Shareholder Protection and Rights **21.6%**
- Succession Planning **5.4%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **16.9%** of our engagements over the last quarter.



- Business Strategy **45.2%**
- Cyber Security **4.8%**
- Integrated Reporting and Other Disclosure **23.8%**
- Risk Management **26.2%**