

Pension Protection Fund

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **627** companies held in the Pension Protection Fund portfolios on a range of **1,658** environmental, social and governance issues and objectives.

Global

We engaged with **627** companies over the last quarter.



- Environmental 28.5%
- Social and Ethical 16.7%
- Governance 43.2%
- Strategy, Risk and Communication 11.6%

Australia & New Zealand

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



- Environmental 68.8%
- Social and Ethical 0%
- Governance 18.8%
- Strategy, Risk and Communication 12.5%

Developed Asia

We engaged with **80** companies over the last quarter.



- Environmental 36.6%
- Social and Ethical 17.8%
- Governance 39.6%
- Strategy, Risk and Communication 5.9%

Emerging & Developing Markets

We engaged with **100** companies over the last quarter.



- Environmental 35.5%
- Social and Ethical 11.4%
- Governance 42.7%
- Strategy, Risk and Communication 10.5%

Europe

We engaged with **120** companies over the last quarter.



- Environmental 26.7%
- Social and Ethical 14.9%
- Governance 44.6%
- Strategy, Risk and Communication 13.9%

North America

We engaged with **265** companies over the last quarter.



- Environmental 24.0%
- Social and Ethical 18.0%
- Governance 45.9%
- Strategy, Risk and Communication 12.1%

United Kingdom

We engaged with **51** companies over the last quarter.



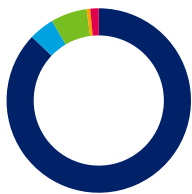
- Environmental 30.1%
- Social and Ethical 21.9%
- Governance 34.2%
- Strategy, Risk and Communication 13.7%

Engagement by theme

Over the last quarter we engaged with 627 companies held in the Pension Protection Fund portfolios on a range of 1,658 environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in 28.5% of our engagements over the last quarter.



- Climate Change 87.1%
- Forestry and Land Use 4.4%
- Pollution and Waste Management 6.3%
- Supply Chain Management 0.6%
- Water 1.5%

Social and Ethical

Social and Ethical topics featured in 16.7% of our engagements over the last quarter.



- Bribery and Corruption 1.8%
- Conduct and Culture 11.2%
- Diversity 27.8%
- Human Capital Management 21.7%
- Human Rights 33.6%
- Labour Rights 4.0%

Governance

Governance topics featured in 43.2% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 23.9%
- Board Independence 12.4%
- Executive Remuneration 46.8%
- Shareholder Protection and Rights 14.2%
- Succession Planning 2.7%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 11.6% of our engagements over the last quarter.



- Audit and Accounting 7.8%
- Business Strategy 40.6%
- Cyber Security 2.1%
- Integrated Reporting and Other Disclosure 23.4%
- Risk Management 26.0%