

Pension Protection Fund

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **274** companies held in the Pension Protection Fund portfolios on a range of **912** environmental, social and governance issues and objectives.

Global

We engaged with **274** companies over the last quarter.



- Environmental **38.2%**
- Social and Ethical **22.7%**
- Governance **22.6%**
- Strategy, Risk and Communication **16.6%**

Australia & New Zealand

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



- Environmental **29.2%**
- Social and Ethical **4.2%**
- Governance **50.0%**
- Strategy, Risk and Communication **16.7%**

Developed Asia

We engaged with **34** companies over the last quarter.



- Environmental **33.7%**
- Social and Ethical **21.1%**
- Governance **28.4%**
- Strategy, Risk and Communication **16.8%**

Emerging & Developing Markets

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



- Environmental **32.7%**
- Social and Ethical **19.1%**
- Governance **28.2%**
- Strategy, Risk and Communication **20.0%**

Europe

We engaged with **55** companies over the last quarter.



- Environmental **46.0%**
- Social and Ethical **20.8%**
- Governance **20.8%**
- Strategy, Risk and Communication **12.4%**

North America

We engaged with **104** companies over the last quarter.



- Environmental **38.5%**
- Social and Ethical **24.5%**
- Governance **19.8%**
- Strategy, Risk and Communication **17.2%**

United Kingdom

We engaged with **32** companies over the last quarter.



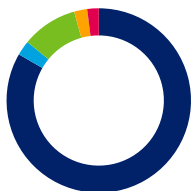
- Environmental **33.3%**
- Social and Ethical **29.4%**
- Governance **18.6%**
- Strategy, Risk and Communication **18.6%**

Engagement by theme

Over the last quarter we engaged with 274 companies held in the Pension Protection Fund portfolios on a range of 912 environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in 38.2% of our engagements over the last quarter.



- Climate Change 83.3%
- Forestry and Land Use 2.6%
- Pollution and Waste Management 9.8%
- Supply Chain Management 2.3%
- Water 2.0%

Social and Ethical

Social and Ethical topics featured in 22.7% of our engagements over the last quarter.



- Bribery and Corruption 2.4%
- Conduct and Culture 14.5%
- Diversity 24.6%
- Human Capital Management 18.8%
- Human Rights 35.7%
- Labour Rights 3.9%

Governance

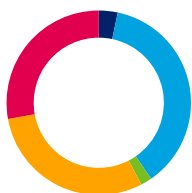
Governance topics featured in 22.6% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 29.1%
- Board Independence 16.5%
- Executive Remuneration 41.3%
- Shareholder Protection and Rights 11.7%
- Succession Planning 1.5%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 16.6% of our engagements over the last quarter.



- Audit and Accounting 3.3%
- Business Strategy 37.1%
- Cyber Security 2.0%
- Integrated Reporting and Other Disclosure 29.8%
- Risk Management 27.8%