

Pension Protection Fund

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **345** companies held in the Pension Protection Fund portfolios on a range of **1,118** environmental, social and governance issues and objectives.

Global

We engaged with **345** companies over the last quarter.



- Environmental **28.4%**
- Social and Ethical **20.2%**
- Governance **36.6%**
- Strategy, Risk and Communication **14.8%**

Europe

We engaged with **75** companies over the last quarter.



- Environmental **31.1%**
- Social and Ethical **16.3%**
- Governance **37.1%**
- Strategy, Risk and Communication **15.5%**

United Kingdom

We engaged with **19** companies over the last quarter.



- Environmental **29.6%**
- Social and Ethical **25.9%**
- Governance **27.8%**
- Strategy, Risk and Communication **16.7%**

Emerging & Developing Markets

We engaged with **47** companies over the last quarter.



- Environmental **33.8%**
- Social and Ethical **19.4%**
- Governance **30.6%**
- Strategy, Risk and Communication **16.2%**

Developed Asia

We engaged with **41** companies over the last quarter.



- Environmental **26.1%**
- Social and Ethical **20.4%**
- Governance **40.8%**
- Strategy, Risk and Communication **12.7%**

Australia & New Zealand

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



- Environmental **40.0%**
- Social and Ethical **10.0%**
- Governance **25.0%**
- Strategy, Risk and Communication **25.0%**

North America

We engaged with **158** companies over the last quarter.



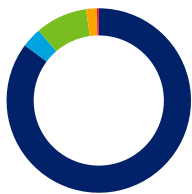
- Environmental **25.3%**
- Social and Ethical **22.5%**
- Governance **38.4%**
- Strategy, Risk and Communication **13.8%**

Engagement by theme

Over the last quarter we engaged with 345 companies held in the Pension Protection Fund portfolios on a range of 1,118 environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in 28.4% of our engagements over the last quarter.



- Climate Change 85.2%
- Forestry and Land Use 3.5%
- Pollution and Waste Management 9.1%
- Supply Chain Management 1.9%
- Water 0.3%

Social and Ethical

Social and Ethical topics featured in 20.2% of our engagements over the last quarter.



- Bribery and Corruption 0.9%
- Conduct and Culture 8.8%
- Diversity 22.1%
- Human and labour rights 0.4%
- Human Capital Management 30.1%
- Human Rights 31.9%
- Labour Rights 5.8%

Governance

Governance topics featured in 36.6% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 29.1%
- Board Independence 15.4%
- Executive Remuneration 40.8%
- Shareholder Protection and Rights 12.2%
- Succession Planning 2.4%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 14.8% of our engagements over the last quarter.



- Audit and Accounting 13.3%
- Business Strategy 35.8%
- Cyber Security 1.8%
- Integrated Reporting and Other Disclosure 24.8%
- Risk Management 24.2%