

Pension Protection Fund

Hermes EOS

Engagement by region

Over the last quarter we engaged with **35** companies held in the Pension Protection Fund portfolios on a range of **89** environmental, social and governance issues and objectives.

Global

We engaged with **35** companies over the last quarter.



■ Environmental **36.0%**
■ Social and Ethical **24.7%**
■ Governance **23.6%**
■ Strategy, Risk and Communication **15.7%**

Developed Asia

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



■ Environmental **28.6%**
■ Social and Ethical **35.7%**
■ Governance **21.4%**
■ Strategy, Risk and Communication **14.3%**

Emerging & Developing Markets

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



■ Environmental **55.6%**
■ Social and Ethical **22.2%**
■ Governance **22.2%**

Europe

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



■ Environmental **10.5%**
■ Social and Ethical **36.8%**
■ Governance **26.3%**
■ Strategy, Risk and Communication **26.3%**

North America

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



■ Environmental **29.4%**
■ Social and Ethical **35.3%**
■ Governance **23.5%**
■ Strategy, Risk and Communication **11.8%**

United Kingdom

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



■ Environmental **53.3%**
■ Social and Ethical **6.7%**
■ Governance **23.3%**
■ Strategy, Risk and Communication **16.7%**

Engagement by theme

Over the last quarter we engaged with **35** companies held in the Pension Protection Fund portfolios on a range of **89** environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in **36.0%** of our engagements over the last quarter.



Climate Change	56.2%
Forestry and Land Use	3.1%
Pollution and Waste Management	25.0%
Supply Chain Management	6.2%
Water	9.4%

Social and Ethical

Social and Ethical topics featured in **24.7%** of our engagements over the last quarter.



Bribery and Corruption	9.1%
Conduct and Culture	13.6%
Diversity	9.1%
Human Capital Management	22.7%
Human Rights	31.8%
Labour Rights	13.6%

Governance

Governance topics featured in **23.6%** of our engagements over the last quarter.



Board Diversity, Skills and Experience	38.1%
Board Independence	9.5%
Executive Remuneration	42.9%
Shareholder Protection and Rights	9.5%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **15.7%** of our engagements over the last quarter.



Audit and Accounting	7.1%
Business Strategy	28.6%
Cyber Security	7.1%
Integrated Reporting and Other Disclosure	28.6%
Risk Management	28.6%