

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.



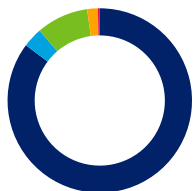
■ Environmental **25.3%**
■ Social and Ethical **22.5%**
■ Governance **38.4%**
■ Strategy, Risk and Communication **13.8%**

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%**