Federated Hermes EOS

**Engagement Report**

Q3 2026

**EOS at Federated Hermes**

# Pension Protection Fund

## Engagement by region

We engaged with 217 companies held in the Pension Protection Fund portfolio on a range of 726 environmental, social and governance issues and objectives

### Global

We engaged with 217 companies



- Environmental 45.6%
- Governance 21.2%
- Social 24.1%
- Strategy, Risk & Comm 9.1%

### Australia & New Zealand

We engaged with eight companies



- Environmental 70.0%
- Governance 10.0%
- Social 10.0%
- Strategy, Risk & Comm 10.0%

### Developed Asia

We engaged with 27 companies



- Environmental 28.9%
- Governance 38.9%
- Social 17.8%
- Strategy, Risk & Comm 14.4%

### Emerging & Developing Markets

We engaged with 29 companies



- Environmental 49.2%
- Governance 29.2%
- Social 15.4%
- Strategy, Risk & Comm 6.2%

### Europe

We engaged with 36 companies



- Environmental 57.0%
- Governance 15.8%
- Social 19.4%
- Strategy, Risk & Comm 7.9%

### North America

We engaged with 104 companies



- Environmental 43.9%
- Governance 18.7%
- Social 29.8%
- Strategy, Risk & Comm 7.6%

### United Kingdom

We engaged with 13 companies



- Environmental 34.1%
- Governance 18.2%
- Social 29.5%
- Strategy, Risk & Comm 18.2%

## Engagement by Meta theme

We engaged with 217 companies held in the Pension Protection Fund portfolio on a range of 726 environmental, social and governance issues and objectives

### Environmental

Environmental topics featured in 45.6% of our engagements



- Circular Economy & Zero Pollution 11.8%
- Climate Change 68.0%
- Natural Resource Stewardship 20.2%

### Social

Social topics featured in 24.1% of our engagements



- Human & Labour Rights 55.4%
- Human Capital 29.7%
- Wider Societal Impacts 14.9%

### Governance

Governance topics featured in 21.2% of our engagements



- Board Effectiveness 55.8%
- Executive Remuneration 30.5%
- Investor Protection & Rights 13.6%

### Strategy, Risk & Communication

Strategy, Risk & Communication topics featured in 9.1% of our engagements



- Corporate Reporting 30.3%
- Purpose, Strategy & Policies 37.9%
- Risk Management 31.8%