

**Pension Protection Fund**

**EOS at Federated Hermes**

**Engagement by region**

We engaged with 324 companies held in the Pension Protection Fund portfolio on a range of 1188 environmental, social and governance issues and objectives

**Global**

We engaged with 324 companies



- Environmental 41.5%
- Governance 22.6%
- Social 29.4%
- Strategy, Risk & Comm 6.6%

**Australia & New Zealand**

We engaged with four companies



- Environmental 44.4%
- Governance 22.2%
- Social 22.2%
- Strategy, Risk & Comm 11.1%

**Developed Asia**

We engaged with 43 companies



- Environmental 29.4%
- Governance 35.5%
- Social 29.4%
- Strategy, Risk & Comm 5.6%

**Emerging & Developing Markets**

We engaged with 35 companies



- Environmental 38.3%
- Governance 30.5%
- Social 26.2%
- Strategy, Risk & Comm 5.0%

**Europe**

We engaged with 88 companies



- Environmental 45.2%
- Governance 23.3%
- Social 24.9%
- Strategy, Risk & Comm 6.6%

**North America**

We engaged with 137 companies



- Environmental 44.2%
- Governance 14.7%
- Social 34.4%
- Strategy, Risk & Comm 6.7%

**United Kingdom**

We engaged with 17 companies



- Environmental 49.0%
- Governance 21.6%
- Social 17.6%
- Strategy, Risk & Comm 11.8%

## Engagement by Meta theme

We engaged with 324 companies held in the Pension Protection Fund portfolio on a range of 1188 environmental, social and governance issues and objectives

### Environmental

Environmental topics featured in 41.5% of our engagements



- Circular Economy & Zero Pollution 8.9%
- Climate Change 65.9%
- Natural Resource Stewardship 25.2%

### Social

Social topics featured in 29.4% of our engagements



- Human & Labour Rights 43.3%
- Human Capital 45.6%
- Wider Societal Impacts 11.2%

### Governance

Governance topics featured in 22.6% of our engagements



- Board Effectiveness 50.4%
- Executive Remuneration 34.0%
- Investor Protection & Rights 15.7%

### Strategy, Risk & Communication

Strategy, Risk & Communication topics featured in 6.6% of our engagements



- Corporate Reporting 48.7%
- Purpose, Strategy & Policies 24.4%
- Risk Management 26.9%