

Pension Protection Fund

EOS at Federated Hermes

Engagement by region

We engaged with 295 companies held in the Pension Protection Fund portfolio on a range of 1128 environmental, social and governance issues and objectives

Global

We engaged with 295 companies



- Environmental 34.8%
- Governance 25.6%
- Social and Ethical 27.9%
- Strategy, Risk and Comm 11.6%

Australia & New Zealand

We engaged with eight companies



- Environmental 36.0%
- Governance 28.0%
- Social and Ethical 20.0%
- Strategy, Risk and Comm 16.0%

Developed Asia

We engaged with 30 companies



- Environmental 28.8%
- Governance 35.3%
- Social and Ethical 25.6%
- Strategy, Risk and Comm 10.3%

Emerging & Developing Markets

We engaged with 34 companies



- Environmental 31.3%
- Governance 32.1%
- Social and Ethical 18.7%
- Strategy, Risk and Comm 17.9%

Europe

We engaged with 80 companies



- Environmental 35.1%
- Governance 28.1%
- Social and Ethical 26.4%
- Strategy, Risk and Comm 10.4%

North America

We engaged with 124 companies



- Environmental 36.6%
- Governance 20.0%
- Social and Ethical 33.0%
- Strategy, Risk and Comm 10.3%

United Kingdom

We engaged with 19 companies



- Environmental 41.3%
- Governance 17.5%
- Social and Ethical 27.5%
- Strategy, Risk and Comm 13.8%

Engagement by theme

We engaged with 295 companies held in the Pension Protection Fund portfolio on a range of 1128 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 34.8% of our engagements



- Climate Change 73.5%
- Forestry and Land Use 9.7%
- Pollution and Waste Management 11.7%
- Supply Chain Management 2.0%
- Water 3.1%

Social and Ethical

Social and Ethical topics featured in 27.9% of our engagements



- Bribery and Corruption 1.0%
- Conduct and Culture 5.1%
- Diversity 16.5%
- Human Capital Management 31.1%
- Human Rights 37.8%
- Labour Rights 6.7%
- Tax 1.9%

Governance

Governance topics featured in 25.6% of our engagements



- Board Diversity, Skills and Experience 24.2%
- Board Independence 13.5%
- Executive Remuneration 41.9%
- Shareholder Protection and Rights 15.9%
- Succession Planning 4.5%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 11.6% of our engagements



- Audit and Accounting 17.6%
- Business Strategy 39.7%
- Cyber Security 3.1%
- Integrated Reporting and Other Disclosure 19.1%
- Risk Management 20.6%