

Pension Protection Fund

Hermes EOS

Engagement by region

Over the last quarter we engaged with **41** companies held in the Pension Protection Fund portfolios on a range of **123** environmental, social and governance issues and objectives.

Global

We engaged with **41** companies over the last quarter.



- Environmental **22.0%**
- Social and Ethical **24.4%**
- Governance **30.9%**
- Strategy, Risk and Communication **22.8%**

United Kingdom

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



- Environmental **50.0%**
- Social and Ethical **12.5%**
- Governance **37.5%**

Emerging & Developing Markets

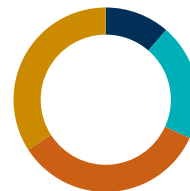
We engaged with **11** companies over the last quarter.



- Environmental **33.3%**
- Social and Ethical **25.0%**
- Governance **33.3%**
- Strategy, Risk and Communication **8.3%**

Developed Asia

We engaged with **12** companies over the last quarter.



- Environmental **11.4%**
- Social and Ethical **20.5%**
- Governance **34.1%**
- Strategy, Risk and Communication **34.1%**

North America

We engaged with **15** companies over the last quarter.



- Environmental **17.1%**
- Social and Ethical **31.4%**
- Governance **22.9%**
- Strategy, Risk and Communication **28.6%**

Engagement by theme

Over the last quarter we engaged with **41** companies held in the Pension Protection Fund portfolios on a range of **123** environmental, social and governance issues and objectives.

Environmental

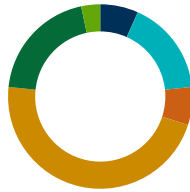
Environmental topics featured in **22.0%** of our engagements over the last quarter.



- Climate Change **59.3%**
- Pollution and Waste Management **22.2%**
- Supply Chain Management **18.5%**

Social and Ethical

Social and Ethical topics featured in **24.4%** of our engagements over the last quarter.



- Bribery and Corruption **6.7%**
- Conduct and Culture **16.7%**
- Diversity **6.7%**
- Human Rights **46.7%**
- Labour Rights **20.0%**
- Tax **3.3%**

Governance

Governance topics featured in **30.9%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **34.2%**
- Board Independence **21.1%**
- Executive Remuneration **28.9%**
- Shareholder Protection and Rights **10.5%**
- Succession Planning **5.3%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **22.8%** of our engagements over the last quarter.



- Business Strategy **35.7%**
- Cyber Security **14.3%**
- Integrated Reporting and Other Disclosure **17.9%**
- Risk Management **32.1%**