

## Pension Protection Fund

Hermes EOS

### Engagement by region

Over the last quarter we engaged with **68** companies held in the Pension Protection Fund portfolios on a range of **174** environmental, social and governance issues and objectives.

#### Global

We engaged with **68** companies over the last quarter.



- Environmental **25.9%**
- Social and Ethical **23.6%**
- Governance **26.4%**
- Strategy, Risk and Communication **24.1%**

#### Developed Asia

We engaged with **14** companies over the last quarter.



- Environmental **25.6%**
- Social and Ethical **25.6%**
- Governance **25.6%**
- Strategy, Risk and Communication **23.3%**

#### Emerging & Developing Markets

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



- Environmental **40.0%**
- Social and Ethical **20.0%**
- Governance **20.0%**
- Strategy, Risk and Communication **20.0%**

#### Europe

We engaged with **21** companies over the last quarter.



- Environmental **16.7%**
- Social and Ethical **22.9%**
- Governance **25.0%**
- Strategy, Risk and Communication **35.4%**

#### North America

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



- Environmental **34.3%**
- Social and Ethical **11.4%**
- Governance **37.1%**
- Strategy, Risk and Communication **17.1%**

#### United Kingdom

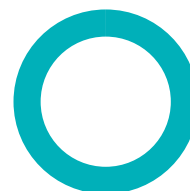
We engaged with **12** companies over the last quarter.



- Environmental **27.0%**
- Social and Ethical **32.4%**
- Governance **21.6%**
- Strategy, Risk and Communication **18.9%**

#### Australia & New Zealand

We engaged with **one** company over the last quarter.



- Social and Ethical **100.0%**

## Engagement by theme

Over the last quarter we engaged with **68** companies held in the Pension Protection Fund portfolios on a range of **174** environmental, social and governance issues and objectives.

### Environmental

Environmental topics featured in **25.9%** of our engagements over the last quarter.



- Climate Change **71.1%**
- Pollution and Waste Management **13.3%**
- Supply Chain Management **6.7%**
- Water **8.9%**

### Social and Ethical

Social and Ethical topics featured in **23.6%** of our engagements over the last quarter.



- Bribery and Corruption **9.8%**
- Conduct and Culture **19.5%**
- Diversity **9.8%**
- Human Capital Management **9.8%**
- Human Rights **34.1%**
- Labour Rights **12.2%**
- Tax **4.9%**

### Governance

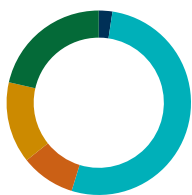
Governance topics featured in **26.4%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **37.0%**
- Board Independence **13.0%**
- Executive Remuneration **26.1%**
- Shareholder Protection and Rights **10.9%**
- Succession Planning **13.0%**

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **24.1%** of our engagements over the last quarter.



- Audit and Accounting **2.4%**
- Business Strategy **52.4%**
- Cyber Security **9.5%**
- Integrated Reporting and Other Disclosure **14.3%**
- Risk Management **21.4%**