

Pension Protection Fund

Hermes EOS

Engagement by region

Over the last quarter we engaged with **53** companies held in the Pension Protection Fund portfolios on a range of **131** environmental, social and governance issues and objectives.

Global

We engaged with **53** companies over the last quarter.



- Environmental **35.1%**
- Social and Ethical **17.6%**
- Governance **31.3%**
- Strategy, Risk and Communication **16.0%**

Europe

We engaged with **17** companies over the last quarter.



- Environmental **28.1%**
- Social and Ethical **21.9%**
- Governance **28.1%**
- Strategy, Risk and Communication **21.9%**

United Kingdom

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



- Environmental **38.9%**
- Social and Ethical **16.7%**
- Governance **33.3%**
- Strategy, Risk and Communication **11.1%**

Emerging & Developing Markets

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



- Environmental **56.5%**
- Social and Ethical **8.7%**
- Governance **26.1%**
- Strategy, Risk and Communication **8.7%**

Developed Asia

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



- Environmental **28.9%**
- Social and Ethical **15.6%**
- Governance **37.8%**
- Strategy, Risk and Communication **17.8%**

North America

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



- Environmental **30.8%**
- Social and Ethical **30.8%**
- Governance **23.1%**
- Strategy, Risk and Communication **15.4%**

Engagement by theme

Over the last quarter we engaged with 53 companies held in the Pension Protection Fund portfolios on a range of 131 environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in 35.1% of our engagements over the last quarter.



- Climate Change 65.2%
- Pollution and Waste Management 17.4%
- Supply Chain Management 6.5%
- Water 10.9%

Social and Ethical

Social and Ethical topics featured in 17.6% of our engagements over the last quarter.



- Bribery and Corruption 4.3%
- Conduct and Culture 26.1%
- Diversity 17.4%
- Human Capital Management 4.3%
- Human Rights 34.8%
- Labour Rights 13.0%

Governance

Governance topics featured in 31.3% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 24.4%
- Board Independence 29.3%
- Executive Remuneration 24.4%
- Shareholder Protection and Rights 14.6%
- Succession Planning 7.3%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 16.0% of our engagements over the last quarter.



- Audit and Accounting 14.3%
- Business Strategy 57.1%
- Integrated Reporting and Other Disclosure 9.5%
- Risk Management 19.0%