

Pension Protection Fund

Hermes EOS

Engagement by region

Over the last quarter we engaged with **97** companies held in the Pension Protection Fund portfolios on a range of **304** environmental, social and governance issues and objectives.

Global

We engaged with **97** companies over the last quarter.



- Environmental **29.6%**
- Social and Ethical **19.7%**
- Governance **31.6%**
- Strategy, Risk and Communication **19.1%**

Developed Asia

We engaged with **25** companies over the last quarter.



- Environmental **35.0%**
- Social and Ethical **21.2%**
- Governance **32.5%**
- Strategy, Risk and Communication **11.2%**

Emerging & Developing Markets

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



- Environmental **32.4%**
- Social and Ethical **20.6%**
- Governance **20.6%**
- Strategy, Risk and Communication **26.5%**

Europe

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



- Environmental **24.1%**
- Social and Ethical **11.1%**
- Governance **44.4%**
- Strategy, Risk and Communication **20.4%**

North America

We engaged with **33** companies over the last quarter.



- Environmental **26.4%**
- Social and Ethical **22.7%**
- Governance **25.5%**
- Strategy, Risk and Communication **25.5%**

United Kingdom

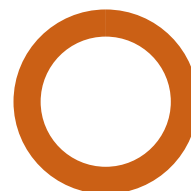
We engaged with **seven** companies over the last quarter.



- Environmental **36.0%**
- Social and Ethical **20.0%**
- Governance **40.0%**
- Strategy, Risk and Communication **4.0%**

Australia & New Zealand

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



- Governance **100.0%**

Engagement by theme

Over the last quarter we engaged with **97** companies held in the Pension Protection Fund portfolios on a range of **304** environmental, social and governance issues and objectives.

Environmental

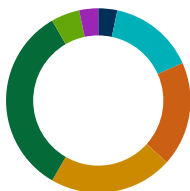
Environmental topics featured in **29.6%** of our engagements over the last quarter.



- Climate Change **77.8%**
- Forestry and Land Use **4.4%**
- Pollution and Waste Management **13.3%**
- Supply Chain Management **2.2%**
- Water **2.2%**

Social and Ethical

Social and Ethical topics featured in **19.7%** of our engagements over the last quarter.



- Bribery and Corruption **3.3%**
- Conduct and Culture **15.0%**
- Diversity **18.3%**
- Human Capital Management **21.7%**
- Human Rights **33.3%**
- Labour Rights **5.0%**
- Tax **3.3%**

Governance

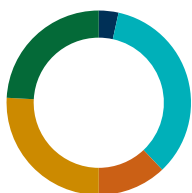
Governance topics featured in **31.6%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **33.3%**
- Board Independence **8.3%**
- Executive Remuneration **39.6%**
- Shareholder Protection and Rights **15.6%**
- Succession Planning **3.1%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **19.1%** of our engagements over the last quarter.



- Audit and Accounting **3.4%**
- Business Strategy **34.5%**
- Cyber Security **12.1%**
- Integrated Reporting and Other Disclosure **25.9%**
- Risk Management **24.1%**