Pension Protection Fund
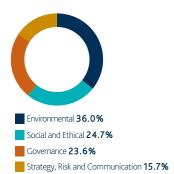
Hermes EOS

Engagement by region

Over the last quarter we engaged with **35** companies held in the Pension Protection Fund portfolios on a range of **89** environmental, social and governance issues and objectives.

Global

We engaged with **35** companies over the last quarter.

- Environmental **36.0%**
- Social and Ethical **24.7%**
- Governance **23.6%**
- Strategy, Risk and Communication **15.7%**

Developed Asia

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

- Environmental **28.6%**
- Social and Ethical **35.7%**
- Governance **21.4%**
- Strategy, Risk and Communication **14.3%**

Emerging & Developing Markets

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

- Environmental **55.6%**
- Social and Ethical **22.2%**
- Governance **22.2%**

Europe

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

- Environmental **10.5%**
- Social and Ethical **36.8%**
- Governance **26.3%**
- Strategy, Risk and Communication **26.3%**

North America

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

- Environmental **29.4%**
- Social and Ethical **35.3%**
- Governance **23.5%**
- Strategy, Risk and Communication **11.8%**

United Kingdom

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

- Environmental **53.3%**
- Social and Ethical **6.7%**
- Governance **23.3%**
- Strategy, Risk and Communication **16.7%**

Engagement by theme

Over the last quarter we engaged with **35** companies held in the Pension Protection Fund portfolios on a range of **89** environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in **36.0%** of our engagements over the last quarter.

- Climate Change **56.2%**
- Forestry and Land Use **3.1%**
- Pollution and Waste Management **25.0%**
- Supply Chain Management **6.2%**
- Water **9.4%**

Social and Ethical

Social and Ethical topics featured in **24.7%** of our engagements over the last quarter.

- Bribery and Corruption **9.1%**
- Conduct and Culture **13.6%**
- Diversity **9.1%**
- Human Capital Management **22.7%**
- Human Rights **31.8%**
- Labour Rights **13.6%**

Governance

Governance topics featured in **23.6%** of our engagements over the last quarter.

- Board Diversity, Skills and Experience **38.1%**
- Board Independence **9.5%**
- Executive Remuneration **42.9%**
- Shareholder Protection and Rights **9.5%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **15.7%** of our engagements over the last quarter.

- Audit and Accounting **7.1%**
- Business Strategy **28.6%**
- Cyber Security **7.1%**
- Integrated Reporting and Other Disclosure **28.6%**
- Risk Management **28.6%**