

Pension Protection Fund

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **486** companies held in the Pension Protection Fund portfolios on a range of **1,572** environmental, social and governance issues and objectives.

Global

We engaged with **486** companies over the last quarter.



- Environmental 29.6%
- Social and Ethical 20.4%
- Governance 34.8%
- Strategy, Risk and Communication 15.2%

Australia & New Zealand

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



- Environmental 83.3%
- Governance 8.3%
- Strategy, Risk and Communication 8.3%

Developed Asia

We engaged with **47** companies over the last quarter.



- Environmental 38.9%
- Social and Ethical 25.4%
- Governance 27.8%
- Strategy, Risk and Communication 7.9%

Emerging & Developing Markets

We engaged with **79** companies over the last quarter.



- Environmental 37.4%
- Social and Ethical 13.8%
- Governance 31.0%
- Strategy, Risk and Communication 17.7%

Europe

We engaged with **123** companies over the last quarter.



- Environmental 28.8%
- Social and Ethical 18.7%
- Governance 40.4%
- Strategy, Risk and Communication 12.1%

North America

We engaged with **192** companies over the last quarter.



- Environmental 24.0%
- Social and Ethical 22.7%
- Governance 34.9%
- Strategy, Risk and Communication 18.3%

United Kingdom

We engaged with **37** companies over the last quarter.



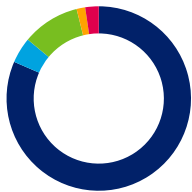
- Environmental 36.4%
- Social and Ethical 20.7%
- Governance 31.4%
- Strategy, Risk and Communication 11.6%

Engagement by theme

Over the last quarter we engaged with **486** companies held in the Pension Protection Fund portfolios on a range of **1,572** environmental, social and governance issues and objectives.

Environmental

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



- Climate Change **81.5%**
- Forestry and Land Use **4.5%**
- Pollution and Waste Management **10.1%**
- Supply Chain Management **1.5%**
- Water **2.4%**

Social and Ethical

Social and Ethical topics featured in **20.4%** of our engagements over the last quarter.



- Bribery and Corruption **1.9%**
- Conduct and Culture **13.1%**
- Diversity **22.7%**
- Human Capital Management **22.1%**
- Human Rights **31.5%**
- Labour Rights **6.5%**
- Tax **2.2%**

Governance

Governance topics featured in **34.8%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **22.9%**
- Board Independence **16.8%**
- Executive Remuneration **42.2%**
- Shareholder Protection and Rights **13.7%**
- Succession Planning **4.4%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **15.2%** of our engagements over the last quarter.



- Audit and Accounting **7.1%**
- Business Strategy **39.3%**
- Cyber Security **1.7%**
- Integrated Reporting and Other Disclosure **27.6%**
- Risk Management **24.3%**