

Pension Protection Fund

EOS at Federated Hermes

Engagement by region

We engaged with 188 companies held in the Pension Protection Fund portfolio on a range of 679 environmental, social and governance issues and objectives

Global

We engaged with 188 companies



- Environmental 39.8%
- Governance 17.4%
- Social and Ethical 29.0%
- Strategy, Risk and Comm 13.8%

Australia & New Zealand

We engaged with three companies



- Environmental 20.0%
- Governance 20.0%
- Social and Ethical 46.7%
- Strategy, Risk and Comm 13.3%

Developed Asia

We engaged with 14 companies



- Environmental 40.9%
- Governance 29.5%
- Social and Ethical 13.6%
- Strategy, Risk and Comm 15.9%

Emerging & Developing Markets

We engaged with 21 companies



- Environmental 32.8%
- Governance 22.4%
- Social and Ethical 25.9%
- Strategy, Risk and Comm 19.0%

Europe

We engaged with 46 companies



- Environmental 42.2%
- Governance 11.8%
- Social and Ethical 26.7%
- Strategy, Risk and Comm 19.3%

North America

We engaged with 84 companies



- Environmental 40.8%
- Governance 15.7%
- Social and Ethical 31.4%
- Strategy, Risk and Comm 12.1%

United Kingdom

We engaged with 20 companies



- Environmental 37.7%
- Governance 27.5%
- Social and Ethical 33.3%
- Strategy, Risk and Comm 1.4%

Engagement by theme

We engaged with 188 companies held in the Pension Protection Fund portfolio on a range of 679 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 39.8% of our engagements



- Climate Change 74.4%
- Forestry and Land Use 6.3%
- Pollution and Waste Management 13.0%
- Supply Chain Management 2.2%
- Water 4.1%

Social and Ethical

Social and Ethical topics featured in 29.0% of our engagements



- Bribery and Corruption 1.5%
- Conduct and Culture 9.1%
- Diversity 18.3%
- Human Capital Management 20.8%
- Human Rights 42.1%
- Labour Rights 6.6%
- Tax 1.5%

Governance

Governance topics featured in 17.4% of our engagements



- Board Diversity, Skills and Experience 34.7%
- Board Independence 15.3%
- Executive Remuneration 39.0%
- Shareholder Protection and Rights 8.5%
- Succession Planning 2.5%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 13.8% of our engagements



- Audit and Accounting 6.4%
- Business Strategy 35.1%
- Cyber Security 3.2%
- Integrated Reporting and Other Disclosure 23.4%
- Risk Management 31.9%