

## Pension Protection Fund

## EOS at Federated Hermes

### Engagement by region

Over the last quarter we engaged with **115** companies held in the Pension Protection Fund portfolios on a range of **331** environmental, social and governance issues and objectives.

#### Global

We engaged with **115** companies over the last quarter.



- Environmental **21.8%**
- Social and Ethical **16.0%**
- Governance **46.8%**
- Strategy, Risk and Communication **15.4%**

#### Developed Asia

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



- Environmental **22.8%**
- Social and Ethical **21.1%**
- Governance **36.8%**
- Strategy, Risk and Communication **19.3%**

#### Emerging & Developing Markets

We engaged with **20** companies over the last quarter.



- Environmental **35.1%**
- Social and Ethical **7.0%**
- Governance **43.9%**
- Strategy, Risk and Communication **14.0%**

#### Europe

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



- Environmental **26.9%**
- Social and Ethical **11.5%**
- Governance **46.2%**
- Strategy, Risk and Communication **15.4%**

#### North America

We engaged with **60** companies over the last quarter.



- Environmental **13.1%**
- Social and Ethical **17.5%**
- Governance **54.4%**
- Strategy, Risk and Communication **15.0%**

#### United Kingdom

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



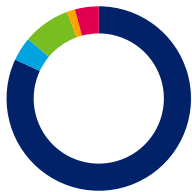
- Environmental **35.5%**
- Social and Ethical **19.4%**
- Governance **32.3%**
- Strategy, Risk and Communication **12.9%**

## Engagement by theme

Over the last quarter we engaged with 115 companies held in the Pension Protection Fund portfolios on a range of 331 environmental, social and governance issues and objectives.

### Environmental

Environmental topics featured in 21.8% of our engagements over the last quarter.



- Climate Change 81.9%
- Forestry and Land Use 4.2%
- Pollution and Waste Management 8.3%
- Supply Chain Management 1.4%
- Water 4.2%

### Social and Ethical

Social and Ethical topics featured in 16.0% of our engagements over the last quarter.



- Bribery and Corruption 7.5%
- Conduct and Culture 20.8%
- Diversity 15.1%
- Human Capital Management 22.6%
- Human Rights 28.3%
- Labour Rights 5.7%

### Governance

Governance topics featured in 46.8% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 23.9%
- Board Independence 9.7%
- Executive Remuneration 49.0%
- Shareholder Protection and Rights 12.9%
- Succession Planning 4.5%

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 15.4% of our engagements over the last quarter.



- Audit and Accounting 5.9%
- Business Strategy 27.5%
- Cyber Security 15.7%
- Integrated Reporting and Other Disclosure 17.6%
- Risk Management 33.3%