

**Pension Protection Fund**

**EOS at Federated Hermes**

**Engagement by region**

Over the last quarter we engaged with **210** companies held in the Pension Protection Fund portfolios on a range of **674** environmental, social and governance issues and objectives.

**Global**

We engaged with **210** companies over the last quarter.



- Environmental 32.0%
- Social and Ethical 22.6%
- Governance 28.8%
- Strategy, Risk and Communication 16.6%

**Australia & New Zealand**

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



- Environmental 41.7%
- Governance 33.3%
- Strategy, Risk and Communication 25.0%

**Developed Asia**

We engaged with **28** companies over the last quarter.



- Environmental 32.0%
- Social and Ethical 26.7%
- Governance 30.7%
- Strategy, Risk and Communication 10.7%

**Emerging & Developing Markets**

We engaged with **24** companies over the last quarter.



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

**Europe**

We engaged with **45** companies over the last quarter.



- Environmental 32.1%
- Social and Ethical 21.2%
- Governance 27.7%
- Strategy, Risk and Communication 19.0%

**North America**

We engaged with **83** companies over the last quarter.



- Environmental 31.7%
- Social and Ethical 24.9%
- Governance 27.0%
- Strategy, Risk and Communication 16.4%

**United Kingdom**

We engaged with **26** companies over the last quarter.



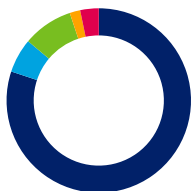
- Environmental 35.6%
- Social and Ethical 24.7%
- Governance 27.4%
- Strategy, Risk and Communication 12.3%

## Engagement by theme

Over the last quarter we engaged with 210 companies held in the Pension Protection Fund portfolios on a range of 674 environmental, social and governance issues and objectives.

### Environmental

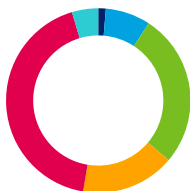
Environmental topics featured in 32.0% of our engagements over the last quarter.



- Climate Change 80.1%
- Forestry and Land Use 6.0%
- Pollution and Waste Management 8.8%
- Supply Chain Management 1.9%
- Water 3.2%

### Social and Ethical

Social and Ethical topics featured in 22.6% of our engagements over the last quarter.



- Bribery and Corruption 1.3%
- Conduct and Culture 7.9%
- Diversity 27.0%
- Human Capital Management 16.4%
- Human Rights 42.8%
- Labour Rights 4.6%

### Governance

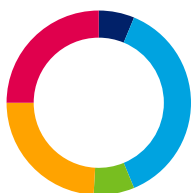
Governance topics featured in 28.8% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 23.7%
- Board Independence 12.9%
- Executive Remuneration 47.9%
- Shareholder Protection and Rights 11.9%
- Succession Planning 3.6%

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 16.6% of our engagements over the last quarter.



- Audit and Accounting 6.2%
- Business Strategy 37.5%
- Cyber Security 7.1%
- Integrated Reporting and Other Disclosure 24.1%
- Risk Management 25.0%