

Pension Protection Fund

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **538** companies held in the Pension Protection Fund portfolios on a range of **1,627** environmental, social and governance issues and objectives.

Global

We engaged with **538** companies over the last quarter.



- Environmental 27.8%
- Social and Ethical 17.3%
- Governance 44.5%
- Strategy, Risk and Communication 10.4%

Europe

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



- Environmental 28.8%
- Social and Ethical 14.2%
- Governance 49.3%
- Strategy, Risk and Communication 7.7%

United Kingdom

We engaged with **48** companies over the last quarter.



- Environmental 30.1%
- Social and Ethical 16.3%
- Governance 44.7%
- Strategy, Risk and Communication 8.9%

Emerging & Developing Markets

We engaged with **67** companies over the last quarter.



- Environmental 25.5%
- Social and Ethical 17.5%
- Governance 43.5%
- Strategy, Risk and Communication 13.5%

Developed Asia

We engaged with **51** companies over the last quarter.



- Environmental 31.1%
- Social and Ethical 18.9%
- Governance 40.5%
- Strategy, Risk and Communication 9.5%

Australia & New Zealand

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



- Environmental 40.0%
- Social and Ethical 20.0%
- Governance 20.0%
- Strategy, Risk and Communication 20.0%

North America

We engaged with **254** companies over the last quarter.



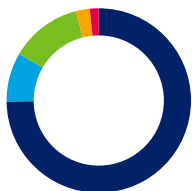
- Environmental 26.9%
- Social and Ethical 18.3%
- Governance 43.8%
- Strategy, Risk and Communication 11.0%

Engagement by theme

Over the last quarter we engaged with **538** companies held in the Pension Protection Fund portfolios on a range of **1,627** environmental, social and governance issues and objectives.

Environmental

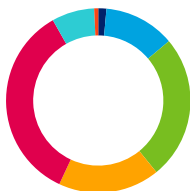
Environmental topics featured in **27.8%** of our engagements over the last quarter.



- Climate Change **74.8%**
- Forestry and Land Use **8.6%**
- Pollution and Waste Management **12.6%**
- Supply Chain Management **2.4%**
- Water **1.5%**

Social and Ethical

Social and Ethical topics featured in **17.3%** of our engagements over the last quarter.



- Bribery and Corruption **1.4%**
- Conduct and Culture **12.5%**
- Diversity **25.3%**
- Human Capital Management **17.8%**
- Human Rights **34.9%**
- Labour Rights **7.5%**
- Tax **0.7%**

Governance

Governance topics featured in **44.5%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **21.1%**
- Board Independence **12.2%**
- Executive Remuneration **50.7%**
- Shareholder Protection and Rights **14.0%**
- Succession Planning **2.1%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **10.4%** of our engagements over the last quarter.



- Audit and Accounting **21.3%**
- Business Strategy **26.0%**
- Cyber Security **1.2%**
- Integrated Reporting and Other Disclosure **27.2%**
- Risk management **24.3%**