

Pension Protection Fund

Hermes EOS

Engagement by region

Over the last quarter we engaged with **58** companies held in the Pension Protection Fund portfolios on a range of **141** environmental, social and governance issues and objectives.

Global

We engaged with **58** companies over the last quarter.



- Environmental **22.7%**
- Social and Ethical **19.9%**
- Governance **44.0%**
- Strategy, Risk and Communication **13.5%**

Developed Asia

We engaged with **15** companies over the last quarter.



- Environmental **16.7%**
- Social and Ethical **20.0%**
- Governance **50.0%**
- Strategy, Risk and Communication **13.3%**

Emerging & Developing Markets

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



- Environmental **44.8%**
- Social and Ethical **27.6%**
- Governance **13.8%**
- Strategy, Risk and Communication **13.8%**

Europe

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



- Environmental **36.4%**
- Social and Ethical **9.1%**
- Governance **36.4%**
- Strategy, Risk and Communication **18.2%**

North America

We engaged with **23** companies over the last quarter.



- Environmental **8.0%**
- Social and Ethical **16.0%**
- Governance **64.0%**
- Strategy, Risk and Communication **12.0%**

United Kingdom

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



- Environmental **28.6%**
- Social and Ethical **23.8%**
- Governance **33.3%**
- Strategy, Risk and Communication **14.3%**

Engagement by theme

Over the last quarter we engaged with **58** companies held in the Pension Protection Fund portfolios on a range of **141** environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in **22.7%** of our engagements over the last quarter.



- Climate Change **71.9%**
- Forestry and Land Use **3.1%**
- Pollution and Waste Management **9.4%**
- Supply Chain Management **6.2%**
- Water **9.4%**

Social and Ethical

Social and Ethical topics featured in **19.9%** of our engagements over the last quarter.



- Bribery and Corruption **14.3%**
- Conduct and Culture **10.7%**
- Diversity **3.6%**
- Human Capital Management **14.3%**
- Human Rights **46.4%**
- Labour Rights **10.7%**

Governance

Governance topics featured in **44.0%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **12.9%**
- Board Independence **21.0%**
- Executive Remuneration **35.5%**
- Shareholder Protection and Rights **25.8%**
- Succession Planning **4.8%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **13.5%** of our engagements over the last quarter.



- Business Strategy **42.1%**
- Integrated Reporting and Other Disclosure **26.3%**
- Risk Management **31.6%**