

## Pension Protection Fund

Hermes EOS

### Engagement by region

Over the last quarter we engaged with **93** companies held in the Pension Protection Fund portfolios on a range of **223** environmental, social and governance issues and objectives.

#### Global

We engaged with **93** companies over the last quarter.



- Environmental **22.9%**
- Social and Ethical **12.6%**
- Governance **50.2%**
- Strategy, Risk and Communication **14.3%**

#### Developed Asia

We engaged with **16** companies over the last quarter.



- Environmental **22.7%**
- Social and Ethical **13.6%**
- Governance **47.7%**
- Strategy, Risk and Communication **15.9%**

#### Emerging & Developing Markets

We engaged with **19** companies over the last quarter.



- Environmental **30.8%**
- Social and Ethical **10.3%**
- Governance **41.0%**
- Strategy, Risk and Communication **17.9%**

#### Europe

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



- Environmental **33.3%**
- Social and Ethical **5.6%**
- Governance **44.4%**
- Strategy, Risk and Communication **16.7%**

#### North America

We engaged with **36** companies over the last quarter.



- Environmental **11.4%**
- Social and Ethical **14.8%**
- Governance **62.5%**
- Strategy, Risk and Communication **11.4%**

#### United Kingdom

We engaged with **12** companies over the last quarter.



- Environmental **38.2%**
- Social and Ethical **11.8%**
- Governance **35.3%**
- Strategy, Risk and Communication **14.7%**

## Engagement by theme

Over the last quarter we engaged with 93 companies held in the Pension Protection Fund portfolios on a range of 223 environmental, social and governance issues and objectives.

### Environmental

Environmental topics featured in 22.9% of our engagements over the last quarter.



- Climate Change 62.7%
- Forestry and Land Use 2.0%
- Pollution and Waste Management 19.6%
- Supply Chain Management 3.9%
- Water 11.8%

### Social and Ethical

Social and Ethical topics featured in 12.6% of our engagements over the last quarter.



- Bribery and Corruption 14.3%
- Conduct and Culture 7.1%
- Diversity 39.3%
- Human Capital Management 7.1%
- Human Rights 17.9%
- Labour Rights 7.1%
- Tax 7.1%

### Governance

Governance topics featured in 50.2% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 23.2%
- Board Independence 17.0%
- Executive Remuneration 42.9%
- Shareholder Protection and Rights 13.4%
- Succession Planning 3.6%

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 14.3% of our engagements over the last quarter.



- Audit and Accounting 9.4%
- Business Strategy 28.1%
- Cyber Security 12.5%
- Integrated Reporting and Other Disclosure 31.2%
- Risk Management 18.8%