

Pension Protection Fund

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **60** companies held in the Pension Protection Fund portfolios on a range of **173** environmental, social and governance issues and objectives.

Global

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



■ Environmental **29.5%**
 ■ Social and Ethical **23.7%**
 ■ Governance **29.5%**
 ■ Strategy, Risk and Communication **17.3%**

Developed Asia

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



■ Environmental **35.0%**
 ■ Social and Ethical **22.5%**
 ■ Governance **32.5%**
 ■ Strategy, Risk and Communication **10.0%**

Emerging & Developing Markets

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



■ Environmental **52.2%**
 ■ Social and Ethical **17.4%**
 ■ Governance **21.7%**
 ■ Strategy, Risk and Communication **8.7%**

Europe

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



■ Environmental **40.0%**
 ■ Governance **20.0%**
 ■ Strategy, Risk and Communication **40.0%**

North America

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



■ Environmental **19.6%**
 ■ Social and Ethical **25.0%**
 ■ Governance **31.5%**
 ■ Strategy, Risk and Communication **23.9%**

United Kingdom

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



■ Environmental **41.7%**
 ■ Social and Ethical **41.7%**
 ■ Governance **16.7%**

Australia & New Zealand

We engaged with **one** company over the last quarter.



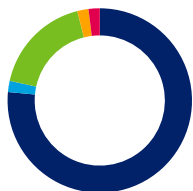
■ Governance **100.0%**

Engagement by theme

Over the last quarter we engaged with **60** companies held in the Pension Protection Fund portfolios on a range of **173** environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in **29.5%** of our engagements over the last quarter.



- Climate Change **76.5%**
- Forestry and Land Use **2.0%**
- Pollution and Waste Management **17.6%**
- Supply Chain Management **2.0%**
- Water **2.0%**

Social and Ethical

Social and Ethical topics featured in **23.7%** of our engagements over the last quarter.



- Conduct and Culture **17.1%**
- Diversity **19.5%**
- Human Capital Management **22.0%**
- Human Rights **31.7%**
- Labour Rights **9.8%**

Governance

Governance topics featured in **29.5%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **23.5%**
- Board Independence **21.6%**
- Executive Remuneration **45.1%**
- Shareholder Protection and Rights **3.9%**
- Succession Planning **5.9%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **17.3%** of our engagements over the last quarter.



- Business Strategy **50.0%**
- Integrated Reporting and Other Disclosure **23.3%**
- Risk Management **26.7%**