

**Engagement by region**

We engaged with 287 companies held in the P+ portfolio on a range of 1046 environmental, social and governance issues and objectives

**Global**

We engaged with 287 companies



- Environmental 32.3%
- Governance 26.0%
- Social and Ethical 28.8%
- Strategy, Risk and Comm 12.9%

**Australia & New Zealand**

We engaged with six companies



- Environmental 33.3%
- Governance 25.0%
- Social and Ethical 20.8%
- Strategy, Risk and Comm 20.8%

**Developed Asia**

We engaged with 24 companies



- Environmental 24.6%
- Governance 38.5%
- Social and Ethical 23.8%
- Strategy, Risk and Comm 13.1%

**Emerging & Developing Markets**

We engaged with 33 companies



- Environmental 28.8%
- Governance 25.6%
- Social and Ethical 25.6%
- Strategy, Risk and Comm 20.0%

**Europe**

We engaged with 77 companies



- Environmental 36.5%
- Governance 28.4%
- Social and Ethical 24.2%
- Strategy, Risk and Comm 10.9%

**North America**

We engaged with 129 companies



- Environmental 32.1%
- Governance 21.5%
- Social and Ethical 35.3%
- Strategy, Risk and Comm 11.1%

**United Kingdom**

We engaged with 18 companies



- Environmental 35.5%
- Governance 22.4%
- Social and Ethical 26.3%
- Strategy, Risk and Comm 15.8%

## Engagement by theme

We engaged with 287 companies held in the P+ portfolio on a range of 1046 environmental, social and governance issues and objectives

### Environmental

Environmental topics featured in 32.3% of our engagements



- Climate Change 70.1%
- Forestry and Land Use 10.4%
- Pollution and Waste Management 13.0%
- Supply Chain Management 3.0%
- Water 3.6%

### Social and Ethical

Social and Ethical topics featured in 28.8% of our engagements



- Bribery and Corruption 1.7%
- Conduct and Culture 4.3%
- Diversity 16.9%
- Human Capital Management 33.9%
- Human Rights 34.6%
- Labour Rights 7.0%
- Tax 1.7%

### Governance

Governance topics featured in 26.0% of our engagements



- Board Diversity, Skills and Experience 26.1%
- Board Independence 12.5%
- Executive Remuneration 41.5%
- Shareholder Protection and Rights 15.4%
- Succession Planning 4.4%

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 12.9% of our engagements



- Audit and Accounting 19.3%
- Business Strategy 37.0%
- Cyber Security 3.0%
- Integrated Reporting and Other Disclosure 21.5%
- Risk Management 19.3%