

DIP

Hermes EOS

Engagement by region

Over the last quarter we engaged with **270** companies held in the DIP portfolios on a range of **639** environmental, social and governance issues and objectives.

Global

We engaged with **270** companies over the last quarter.



- Environmental **30.2%**
- Social and Ethical **18.2%**
- Governance **33.5%**
- Strategy, Risk and Communication **18.2%**

Europe

We engaged with **74** companies over the last quarter.



- Environmental **28.0%**
- Social and Ethical **17.3%**
- Governance **40.7%**
- Strategy, Risk and Communication **14.0%**

United Kingdom

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



- Environmental **28.3%**
- Social and Ethical **18.9%**
- Governance **39.6%**
- Strategy, Risk and Communication **13.2%**

Emerging & Developing Markets

We engaged with **53** companies over the last quarter.



- Environmental **36.6%**
- Social and Ethical **14.2%**
- Governance **26.9%**
- Strategy, Risk and Communication **22.4%**

Developed Asia

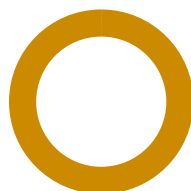
We engaged with **45** companies over the last quarter.



- Environmental **24.1%**
- Social and Ethical **17.0%**
- Governance **41.8%**
- Strategy, Risk and Communication **17.0%**

Australia & New Zealand

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



- Strategy, Risk and Communication **100.0%**

North America

We engaged with **74** companies over the last quarter.



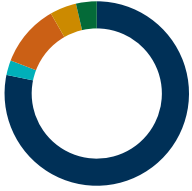
- Environmental **33.3%**
- Social and Ethical **23.3%**
- Governance **23.3%**
- Strategy, Risk and Communication **20.1%**

Engagement by theme

Over the last quarter we engaged with 270 companies held in the DIP portfolios on a range of 639 environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in 30.2% of our engagements over the last quarter.



- Climate Change 78.2%
- Forestry and Land Use 2.6%
- Pollution and Waste Management 10.9%
- Supply Chain Management 4.7%
- Water 3.6%

Social and Ethical

Social and Ethical topics featured in 18.2% of our engagements over the last quarter.



- Bribery and Corruption 5.2%
- Conduct and Culture 19.8%
- Diversity 10.3%
- Human Capital Management 23.3%
- Human Rights 28.4%
- Labour Rights 8.6%
- Tax 4.3%

Governance

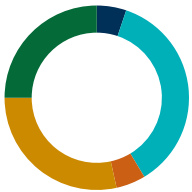
Governance topics featured in 33.5% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 34.6%
- Board Independence 17.8%
- Executive Remuneration 32.2%
- Shareholder Protection and Rights 10.7%
- Succession Planning 4.7%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 18.2% of our engagements over the last quarter.



- Audit and Accounting 5.2%
- Business Strategy 36.2%
- Cyber Security 5.2%
- Integrated Reporting and Other Disclosure 28.4%
- Risk Management 25.0%