

DIP JØP

Hermes EOS

Engagement by region

Over the last quarter we engaged with **475** companies held in the DIP JØP portfolios on a range of **1,119** environmental, social and governance issues and objectives.

Global

We engaged with **475** companies over the last quarter.



- Environmental **17.8%**
- Social and Ethical **16.6%**
- Governance **51.7%**
- Strategy, Risk and Communication **13.9%**

Developed Asia

We engaged with **66** companies over the last quarter.



- Environmental **20.2%**
- Social and Ethical **14.7%**
- Governance **47.2%**
- Strategy, Risk and Communication **17.8%**

Emerging & Developing Markets

We engaged with **75** companies over the last quarter.



- Environmental **20.3%**
- Social and Ethical **15.7%**
- Governance **45.9%**
- Strategy, Risk and Communication **18.0%**

Europe

We engaged with **81** companies over the last quarter.



- Environmental **17.1%**
- Social and Ethical **18.7%**
- Governance **49.7%**
- Strategy, Risk and Communication **14.4%**

North America

We engaged with **183** companies over the last quarter.



- Environmental **14.8%**
- Social and Ethical **14.8%**
- Governance **59.1%**
- Strategy, Risk and Communication **11.4%**

United Kingdom

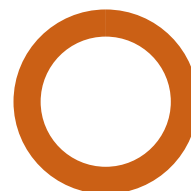
We engaged with **69** companies over the last quarter.



- Environmental **21.8%**
- Social and Ethical **22.4%**
- Governance **44.2%**
- Strategy, Risk and Communication **11.5%**

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 475 companies held in the DIP JØP portfolios on a range of 1,119 environmental, social and governance issues and objectives.

Environmental

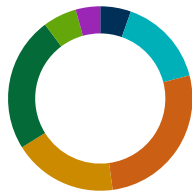
Environmental topics featured in 17.8% of our engagements over the last quarter.



- Climate Change 72.4%
- Forestry and Land Use 4.5%
- Pollution and Waste Management 11.6%
- Supply Chain Management 5.5%
- Water 6.0%

Social and Ethical

Social and Ethical topics featured in 16.6% of our engagements over the last quarter.



- Bribery and Corruption 5.4%
- Conduct and Culture 15.6%
- Diversity 26.9%
- Human Capital Management 18.3%
- Human Rights 23.7%
- Labour Rights 5.9%
- Tax 4.3%

Governance

Governance topics featured in 51.7% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 20.9%
- Board Independence 14.3%
- Executive Remuneration 45.1%
- Shareholder Protection and Rights 16.4%
- Succession Planning 3.3%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 13.9% of our engagements over the last quarter.



- Audit and Accounting 9.0%
- Business Strategy 33.5%
- Cyber Security 5.8%
- Integrated Reporting and Other Disclosure 30.3%
- Risk Management 21.3%