

PPlus

Hermes EOS

Engagement by region

Over the last quarter we engaged with **380** companies held in the PPlus portfolios on a range of **1,041** environmental, social and governance issues and objectives.

Global

We engaged with **380** companies over the last quarter.



- Environmental **30.3%**
- Social and Ethical **18.3%**
- Governance **32.9%**
- Strategy, Risk and Communication **18.4%**

Australia & New Zealand

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



- Environmental **50.0%**
- Governance **37.5%**
- Strategy, Risk and Communication **12.5%**

Developed Asia

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



- Environmental **31.4%**
- Social and Ethical **23.3%**
- Governance **28.9%**
- Strategy, Risk and Communication **16.4%**

Emerging & Developing Markets

We engaged with **72** companies over the last quarter.



- Environmental **38.3%**
- Social and Ethical **13.0%**
- Governance **31.2%**
- Strategy, Risk and Communication **17.5%**

Europe

We engaged with **103** companies over the last quarter.



- Environmental **22.1%**
- Social and Ethical **16.1%**
- Governance **45.7%**
- Strategy, Risk and Communication **16.1%**

North America

We engaged with **110** companies over the last quarter.



- Environmental **31.8%**
- Social and Ethical **19.9%**
- Governance **24.7%**
- Strategy, Risk and Communication **23.5%**

United Kingdom

We engaged with **37** companies over the last quarter.



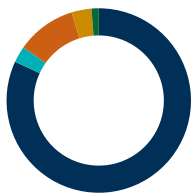
- Environmental **30.8%**
- Social and Ethical **20.5%**
- Governance **35.0%**
- Strategy, Risk and Communication **13.7%**

Engagement by theme

Over the last quarter we engaged with **380** companies held in the PPlus portfolios on a range of **1,041** environmental, social and governance issues and objectives.

Environmental

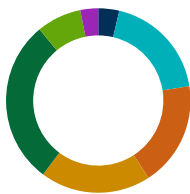
Environmental topics featured in **30.3%** of our engagements over the last quarter.



- Climate Change **81.9%**
- Forestry and Land Use **2.9%**
- Pollution and Waste Management **10.5%**
- Supply Chain Management **3.5%**
- Water **1.3%**

Social and Ethical

Social and Ethical topics featured in **18.3%** of our engagements over the last quarter.



- Bribery and Corruption **3.7%**
- Conduct and Culture **18.8%**
- Diversity **18.3%**
- Human Capital Management **19.4%**
- Human Rights **28.8%**
- Labour Rights **7.9%**
- Tax **3.1%**

Governance

Governance topics featured in **32.9%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **27.1%**
- Board Independence **12.8%**
- Executive Remuneration **41.7%**
- Shareholder Protection and Rights **13.7%**
- Succession Planning **4.7%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **18.4%** of our engagements over the last quarter.



- Audit and Accounting **5.2%**
- Business Strategy **43.2%**
- Cyber Security **6.8%**
- Integrated Reporting and Other Disclosure **23.4%**
- Risk Management **21.4%**