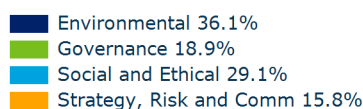


**Engagement by region**

We engaged with 173 companies held in the P+ portfolio on a range of 587 environmental, social and governance issues and objectives

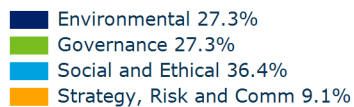
**Global**

We engaged with 173 companies



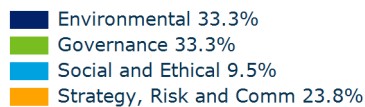
**Australia & New Zealand**

We engaged with two companies



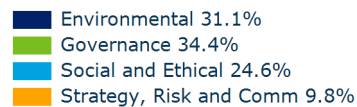
**Developed Asia**

We engaged with 14 companies



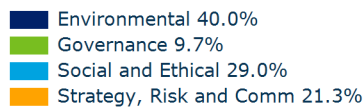
**Emerging & Developing Markets**

We engaged with 27 companies



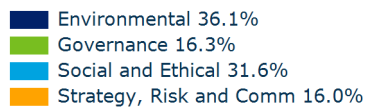
**Europe**

We engaged with 40 companies



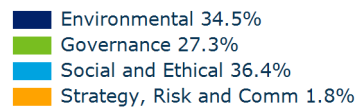
**North America**

We engaged with 76 companies



**United Kingdom**

We engaged with 14 companies



## Engagement by theme

We engaged with 173 companies held in the P+ portfolio on a range of 587 environmental, social and governance issues and objectives

### Environmental

Environmental topics featured in 36.1% of our engagements



- Climate Change 70.8%
- Forestry and Land Use 6.6%
- Pollution and Waste Management 15.6%
- Supply Chain Management 2.8%
- Water 4.2%

### Social and Ethical

Social and Ethical topics featured in 29.1% of our engagements



- Bribery and Corruption 1.8%
- Conduct and Culture 9.9%
- Diversity 18.7%
- Human Capital Management 19.3%
- Human Rights 44.4%
- Labour Rights 4.7%
- Tax 1.2%

### Governance

Governance topics featured in 18.9% of our engagements



- Board Diversity, Skills and Experience 37.8%
- Board Independence 17.1%
- Executive Remuneration 34.2%
- Shareholder Protection and Rights 8.1%
- Succession Planning 2.7%

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 15.8% of our engagements



- Audit and Accounting 6.5%
- Business Strategy 28.0%
- Cyber Security 2.2%
- Integrated Reporting and Other Disclosure 30.1%
- Risk Management 33.3%