

DIP JØP

Hermes EOS

Engagement by region

Over the last quarter we engaged with **183** companies held in the DIP JØP portfolios on a range of **487** environmental, social and governance issues and objectives.

Global

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



- Environmental **26.7%**
- Social and Ethical **25.5%**
- Governance **29.0%**
- Strategy, Risk and Communication **18.9%**

Developed Asia

We engaged with **42** companies over the last quarter.



- Environmental **23.8%**
- Social and Ethical **25.7%**
- Governance **29.7%**
- Strategy, Risk and Communication **20.8%**

Emerging & Developing Markets

We engaged with **31** companies over the last quarter.



- Environmental **27.5%**
- Social and Ethical **15.9%**
- Governance **31.9%**
- Strategy, Risk and Communication **24.6%**

Europe

We engaged with **39** companies over the last quarter.



- Environmental **28.4%**
- Social and Ethical **31.2%**
- Governance **22.0%**
- Strategy, Risk and Communication **18.3%**

North America

We engaged with **41** companies over the last quarter.



- Environmental **21.8%**
- Social and Ethical **25.2%**
- Governance **34.5%**
- Strategy, Risk and Communication **18.5%**

United Kingdom

We engaged with **30** companies over the last quarter.



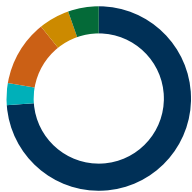
- Environmental **33.7%**
- Social and Ethical **25.8%**
- Governance **27.0%**
- Strategy, Risk and Communication **13.5%**

Engagement by theme

Over the last quarter we engaged with **183** companies held in the DIP JØP portfolios on a range of **487** environmental, social and governance issues and objectives.

Environmental

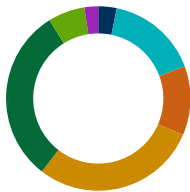
Environmental topics featured in **26.7%** of our engagements over the last quarter.



- Climate Change **73.8%**
- Forestry and Land Use **3.8%**
- Pollution and Waste Management **11.5%**
- Supply Chain Management **5.4%**
- Water **5.4%**

Social and Ethical

Social and Ethical topics featured in **25.5%** of our engagements over the last quarter.



- Bribery and Corruption **3.2%**
- Conduct and Culture **16.1%**
- Diversity **12.1%**
- Human Capital Management **29.0%**
- Human Rights **30.6%**
- Labour Rights **6.5%**
- Tax **2.4%**

Governance

Governance topics featured in **29.0%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **29.8%**
- Board Independence **14.2%**
- Executive Remuneration **36.2%**
- Shareholder Protection and Rights **12.8%**
- Succession Planning **7.1%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **18.9%** of our engagements over the last quarter.



- Audit and Accounting **3.3%**
- Business Strategy **42.4%**
- Cyber Security **1.1%**
- Integrated Reporting and Other Disclosure **28.3%**
- Risk Management **25.0%**