

## Brunel

## Hermes EOS

### Engagement by region

Over the last quarter we engaged with **362** companies held in the Brunel portfolios on a range of **1,011** environmental, social and governance issues and objectives.

#### Global

We engaged with **362** companies over the last quarter.



#### Australia & New Zealand

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



#### Developed Asia

We engaged with **58** companies over the last quarter.



#### Emerging & Developing Markets

We engaged with **35** companies over the last quarter.



#### Europe

We engaged with **96** companies over the last quarter.



#### North America

We engaged with **115** companies over the last quarter.



#### United Kingdom

We engaged with **52** companies over the last quarter.



## Engagement by theme

Over the last quarter we engaged with 362 companies held in the Brunel portfolios on a range of 1,011 environmental, social and governance issues and objectives.

### Environmental

Environmental topics featured in 29.5% of our engagements over the last quarter.



- Climate Change 81.5%
- Forestry and Land Use 2.3%
- Pollution and Waste Management 10.1%
- Supply Chain Management 3.7%
- Water 2.3%

### Social and Ethical

Social and Ethical topics featured in 18.6% of our engagements over the last quarter.



- Bribery and Corruption 4.8%
- Conduct and Culture 18.6%
- Diversity 19.1%
- Human Capital Management 18.6%
- Human Rights 29.3%
- Labour Rights 6.4%
- Tax 3.2%

### Governance

Governance topics featured in 33.0% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 25.4%
- Board Independence 12.3%
- Executive Remuneration 44.3%
- Shareholder Protection and Rights 12.9%
- Succession Planning 5.1%

### Strategy, Risk and Communication

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



- Audit and Accounting 5.2%
- Business Strategy 45.0%
- Cyber Security 6.8%
- Integrated Reporting and Other Disclosure 23.6%
- Risk Management 19.4%