

## Coutts and Co.

Hermes EOS

### Engagement by region

Over the last quarter we engaged with **28** companies held in the Coutts and Co. portfolios on a range of **94** environmental, social and governance issues and objectives.

#### Global

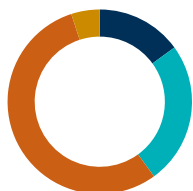
We engaged with **28** companies over the last quarter.



- Environmental **17.0%**
- Social and Ethical **14.9%**
- Governance **50.0%**
- Strategy, Risk and Communication **18.1%**

#### Europe

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



- Environmental **15.0%**
- Social and Ethical **25.0%**
- Governance **55.0%**
- Strategy, Risk and Communication **5.0%**

#### North America

We engaged with **12** companies over the last quarter.



- Environmental **12.0%**
- Social and Ethical **10.0%**
- Governance **56.0%**
- Strategy, Risk and Communication **22.0%**

#### United Kingdom

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



- Environmental **29.2%**
- Social and Ethical **16.7%**
- Governance **33.3%**
- Strategy, Risk and Communication **20.8%**

## Engagement by theme

Over the last quarter we engaged with **28** companies held in the Coutts and Co. portfolios on a range of **94** environmental, social and governance issues and objectives.

### Environmental

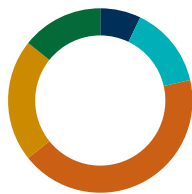
Environmental topics featured in **17.0%** of our engagements over the last quarter.



- Climate Change **56.2%**
- Pollution and Waste Management **18.8%**
- Supply Chain Management **12.5%**
- Water **12.5%**

### Social and Ethical

Social and Ethical topics featured in **14.9%** of our engagements over the last quarter.



- Bribery and Corruption **7.1%**
- Conduct and Culture **14.3%**
- Diversity **42.9%**
- Human Capital Management **21.4%**
- Human Rights **14.3%**

### Governance

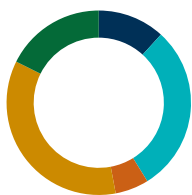
Governance topics featured in **50%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **19.1%**
- Board Independence **8.5%**
- Executive Remuneration **57.4%**
- Shareholder Protection and Rights **14.9%**

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **18.1%** of our engagements over the last quarter.



- Audit and Accounting **11.8%**
- Business Strategy **29.4%**
- Cyber Security **5.9%**
- Integrated Reporting and Other Disclosure **35.3%**
- Risk Management **17.6%**