

## Coutts and Co.

Hermes EOS

### Engagement by region

Over the last quarter we engaged with **41** companies held in the Coutts and Co. portfolios on a range of **97** environmental, social and governance issues and objectives.

#### Global

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



- Environmental **21.6%**
- Social and Ethical **27.8%**
- Governance **32.0%**
- Strategy, Risk and Communication **18.6%**

#### Europe

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



- Environmental **17.9%**
- Social and Ethical **25.0%**
- Governance **32.1%**
- Strategy, Risk and Communication **25.0%**

#### United Kingdom

We engaged with **18** companies over the last quarter.



- Environmental **29.3%**
- Social and Ethical **22.0%**
- Governance **31.7%**
- Strategy, Risk and Communication **17.1%**

#### North America

We engaged with **11** companies over the last quarter.



- Environmental **14.3%**
- Social and Ethical **39.3%**
- Governance **32.1%**
- Strategy, Risk and Communication **14.3%**

## Engagement by theme

Over the last quarter we engaged with 41 companies held in the Coutts and Co. portfolios on a range of 97 environmental, social and governance issues and objectives.

### Environmental

Environmental topics featured in 21.6% of our engagements over the last quarter.



- Climate Change 76.2%
- Forestry and Land-Use 4.8%
- Pollution and Waste Management 4.8%
- Water 14.3%

### Social and Ethical

Social and Ethical topics featured in 27.8% of our engagements over the last quarter.



- Conduct and Culture 22.2%
- Cyber Security 11.1%
- Diversity 7.4%
- Human Capital Management 11.1%
- Human Rights 11.1%
- Labour Rights 11.1%
- Supply Chain Management 18.5%
- Tax 7.4%

### Governance

Governance topics featured in 32.0% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 25.8%
- Board Independence 25.8%
- Executive Remuneration 22.6%
- Shareholder Protection and Rights 6.5%
- Succession Planning 19.4%

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 18.6% of our engagements over the last quarter.



- Audit and Accounting 5.6%
- Business Strategy 55.6%
- Integrated Reporting and Other Disclosure 16.7%
- Risk Management 22.2%