

Coutts and Co.

Hermes EOS

Engagement by region

Over the last quarter we engaged with **30** companies held in the Coutts and Co. portfolios on a range of **92** environmental, social and governance issues and objectives.

Global

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



- Environmental **25.0%**
- Social and Ethical **26.1%**
- Governance **27.2%**
- Strategy, Risk and Communication **21.7%**

Europe

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



- Environmental **5.6%**
- Social and Ethical **33.3%**
- Governance **27.8%**
- Strategy, Risk and Communication **33.3%**

North America

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



- Environmental **19.4%**
- Social and Ethical **33.3%**
- Governance **27.8%**
- Strategy, Risk and Communication **19.4%**

United Kingdom

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



- Environmental **39.5%**
- Social and Ethical **15.8%**
- Governance **26.3%**
- Strategy, Risk and Communication **18.4%**

Engagement by theme

Over the last quarter we engaged with 30 companies held in the Coutts and Co. portfolios on a range of 92 environmental, social and governance issues and objectives.

Environmental

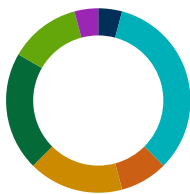
Environmental topics featured in 25% of our engagements over the last quarter.



- Climate Change 60.9%
- Pollution and Waste Management 4.3%
- Supply Chain Management 17.4%
- Water 17.4%

Social and Ethical

Social and Ethical topics featured in 26.1% of our engagements over the last quarter.



- Bribery and Corruption 4.2%
- Conduct and Culture 33.3%
- Diversity 8.3%
- Human Capital Management 16.7%
- Human Rights 20.8%
- Labour Rights 12.5%
- Tax 4.2%

Governance

Governance topics featured in 27.2% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 16.0%
- Board Independence 8.0%
- Executive Remuneration 64.0%
- Shareholder Protection and Rights 4.0%
- Succession Planning 8.0%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 21.7% of our engagements over the last quarter.



- Audit and Accounting 5.0%
- Business Strategy 35.0%
- Cyber Security 5.0%
- Integrated Reporting and Other Disclosure 30.0%
- Risk Management 25.0%