

Coutts and Co.

Hermes EOS

Engagement by region

Over the last quarter we engaged with **23** companies held in the Coutts and Co. portfolios on a range of **71** environmental, social and governance issues and objectives.

Global

We engaged with **23** companies over the last quarter.



- Environmental **23.9%**
- Social and Ethical **29.6%**
- Governance **32.4%**
- Strategy, Risk and Communication **14.1%**

Europe

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



- Environmental **8.7%**
- Social and Ethical **30.4%**
- Governance **43.5%**
- Strategy, Risk and Communication **17.4%**

United Kingdom

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



- Environmental **36.4%**
- Social and Ethical **22.7%**
- Governance **36.4%**
- Strategy, Risk and Communication **4.5%**

North America

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



- Environmental **26.9%**
- Social and Ethical **34.6%**
- Governance **19.2%**
- Strategy, Risk and Communication **19.2%**

Engagement by theme

Over the last quarter we engaged with 23 companies held in the Coutts and Co. portfolios on a range of 71 environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in 23.9% of our engagements over the last quarter.



- Climate Change 82.4%
- Supply Chain Management 17.6%

Social and Ethical

Social and Ethical topics featured in 29.6% of our engagements over the last quarter.



- Bribery and Corruption 4.8%
- Conduct and Culture 28.6%
- Diversity 19.0%
- Human Capital Management 9.5%
- Human Rights 33.3%
- Labour Rights 4.8%

Governance

Governance topics featured in 32.4% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 26.1%
- Board Independence 21.7%
- Executive Remuneration 39.1%
- Shareholder Protection and Rights 4.3%
- Succession Planning 8.7%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 14.1% of our engagements over the last quarter.



- Business Strategy 30.0%
- Cyber Security 20.0%
- Integrated Reporting and Other Disclosure 10.0%
- Risk Management 40.0%