

Coutts and Co.

Hermes EOS

Engagement by region

Over the last quarter we engaged with **50** companies held in the Coutts and Co. portfolios on a range of **137** environmental, social and governance issues and objectives.

Global

We engaged with **50** companies over the last quarter.



- Environmental **20.4%**
- Social and Ethical **19.7%**
- Governance **41.6%**
- Strategy, Risk and Communication **18.2%**

Europe

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



- Environmental **8.7%**
- Social and Ethical **17.4%**
- Governance **47.8%**
- Strategy, Risk and Communication **26.1%**

North America

We engaged with **19** companies over the last quarter.



- Environmental **19.2%**
- Social and Ethical **26.9%**
- Governance **46.2%**
- Strategy, Risk and Communication **7.7%**

United Kingdom

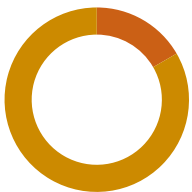
We engaged with **18** companies over the last quarter.



- Environmental **28.6%**
- Social and Ethical **16.1%**
- Governance **37.5%**
- Strategy, Risk and Communication **17.9%**

Developed Asia

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



- Governance **16.7%**
- Strategy, Risk and Communication **83.3%**

Engagement by theme

Over the last quarter we engaged with 50 companies held in the Coutts and Co. portfolios on a range of 137 environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in 20.4% of our engagements over the last quarter.



- Climate Change 82.1%
- Supply Chain Management 10.7%
- Water 7.1%

Social and Ethical

Social and Ethical topics featured in 19.7% of our engagements over the last quarter.



- Bribery and Corruption 3.7%
- Conduct and Culture 25.9%
- Diversity 14.8%
- Human Capital Management 7.4%
- Human Rights 29.6%
- Labour Rights 11.1%
- Tax 7.4%

Governance

Governance topics featured in 41.6% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 17.5%
- Board Independence 15.8%
- Executive Remuneration 43.9%
- Shareholder Protection and Rights 8.8%
- Succession Planning 14.0%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 18.2% of our engagements over the last quarter.



- Business Strategy 48.0%
- Cyber Security 4.0%
- Integrated Reporting and Other Disclosure 16.0%
- Risk Management 32.0%