

Coutts and Co.

Hermes EOS

Engagement by region

Over the last quarter we engaged with **37** companies held in the Coutts and Co. portfolios on a range of **87** environmental, social and governance issues and objectives.

Global

We engaged with **37** companies over the last quarter.



- Environmental **32.2%**
- Social and Ethical **21.8%**
- Governance **28.7%**
- Strategy, Risk and Communication **17.2%**

Europe

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



- Environmental **25.9%**
- Social and Ethical **22.2%**
- Governance **25.9%**
- Strategy, Risk and Communication **25.9%**

North America

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



- Environmental **29.2%**
- Social and Ethical **33.3%**
- Governance **37.5%**

United Kingdom

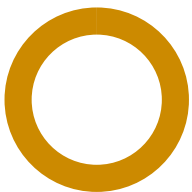
We engaged with **14** companies over the last quarter.



- Environmental **41.2%**
- Social and Ethical **14.7%**
- Governance **26.5%**
- Strategy, Risk and Communication **17.6%**

Developed Asia

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



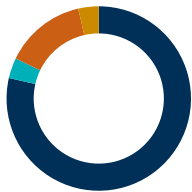
- Strategy, Risk and Communication **100.0%**

Engagement by theme

Over the last quarter we engaged with 37 companies held in the Coutts and Co. portfolios on a range of 87 environmental, social and governance issues and objectives.

Environmental

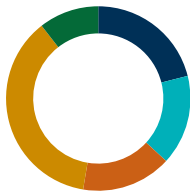
Environmental topics featured in 32.2% of our engagements over the last quarter.



- Climate Change 78.6%
- Pollution and Waste Management 3.6%
- Supply Chain Management 14.3%
- Water 3.6%

Social and Ethical

Social and Ethical topics featured in 21.8% of our engagements over the last quarter.



- Conduct and Culture 21.1%
- Diversity 15.8%
- Human Capital Management 15.8%
- Human Rights 36.8%
- Tax 10.5%

Governance

Governance topics featured in 28.7% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 8.0%
- Board Independence 24.0%
- Executive Remuneration 48.0%
- Shareholder Protection and Rights 4.0%
- Succession Planning 16.0%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 17.2% of our engagements over the last quarter.



- Business Strategy 40.0%
- Cyber Security 6.7%
- Integrated Reporting and Other Disclosure 13.3%
- Risk Management 40.0%