

Coutts and Co.

Hermes EOS

Engagement by region

Over the last quarter we engaged with **33** companies held in the Coutts and Co. portfolios on a range of **92** environmental, social and governance issues and objectives.

Global

We engaged with **33** companies over the last quarter.



- Environmental **18.5%**
- Social and Ethical **16.3%**
- Governance **43.5%**
- Strategy, Risk and Communication **21.7%**

Europe

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



- Environmental **16.7%**
- Social and Ethical **8.3%**
- Governance **33.3%**
- Strategy, Risk and Communication **41.7%**

North America

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



- Environmental **13.2%**
- Social and Ethical **26.3%**
- Governance **52.6%**
- Strategy, Risk and Communication **7.9%**

United Kingdom

We engaged with **15** companies over the last quarter.



- Environmental **25.6%**
- Social and Ethical **7.7%**
- Governance **41.0%**
- Strategy, Risk and Communication **25.6%**

Developed Asia

We engaged with **one** company over the last quarter.



- Social and Ethical **33.3%**
- Strategy, Risk and Communication **66.7%**

Engagement by theme

Over the last quarter we engaged with 33 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 18.5% of our engagements over the last quarter.



- Climate Change 82.4%
- Environmental Policy and Strategy 5.9%
- Pollution and Waste Management 5.9%
- Water 5.9%

Social and Ethical

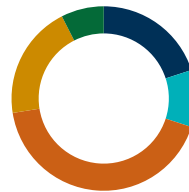
Social and Ethical topics featured in 16.3% of our engagements over the last quarter.



- Bribery and Corruption 6.7%
- Conduct and Culture 33.3%
- Cyber Security 6.7%
- Diversity 20.0%
- Human Rights 33.3%

Governance

Governance topics featured in 43.5% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 20.0%
- Board Independence 10.0%
- Executive Remuneration 42.5%
- Shareholder Protection and Rights 20.0%
- Succession Planning 7.5%

Strategy, Risk and Communication

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



- Audit and Accounting 10.0%
- Business Strategy 35.0%
- Integrated Reporting and Other Disclosure 20.0%
- Risk Management 35.0%