

## Coutts and Co.

Hermes EOS

### Engagement by region

Over the last quarter we engaged with **27** companies held in the Coutts and Co. portfolios on a range of **72** environmental, social and governance issues and objectives.

#### Global

We engaged with **27** companies over the last quarter.



- Environmental **15.3%**
- Social and Ethical **30.6%**
- Governance **31.9%**
- Strategy, Risk and Communication **22.2%**

#### Europe

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



- Environmental **11.1%**
- Social and Ethical **27.8%**
- Governance **33.3%**
- Strategy, Risk and Communication **27.8%**

#### North America

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



- Environmental **16.7%**
- Social and Ethical **37.5%**
- Governance **29.2%**
- Strategy, Risk and Communication **16.7%**

#### United Kingdom

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



- Environmental **20.0%**
- Social and Ethical **32.0%**
- Governance **28.0%**
- Strategy, Risk and Communication **20.0%**

#### Developed Asia

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



- Governance **60.0%**
- Strategy, Risk and Communication **40.0%**

## Engagement by theme

Over the last quarter we engaged with 27 companies held in the Coutts and Co. portfolios on a range of 72 environmental, social and governance issues and objectives.

### Environmental

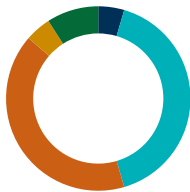
Environmental topics featured in 15.3% of our engagements over the last quarter.



- Climate Change 90.9%
- Water 9.1%

### Social and Ethical

Social and Ethical topics featured in 30.6% of our engagements over the last quarter.



- Bribery and Corruption 4.5%
- Conduct and Culture 40.9%
- Human Rights 40.9%
- Labour Rights 4.5%
- Tax 9.1%

### Governance

Governance topics featured in 31.9% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 21.7%
- Board Independence 17.4%
- Executive Remuneration 26.1%
- Shareholder Protection and Rights 8.7%
- Succession Planning 26.1%

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 22.2% of our engagements over the last quarter.



- Audit and Accounting 12.5%
- Business Strategy 31.2%
- Integrated Reporting and Other Disclosure 25.0%
- Risk Management 31.2%