

## Coutts and Co.

Hermes EOS

### Engagement by region

Over the last quarter we engaged with **28** companies held in the Coutts and Co. portfolios on a range of **83** environmental, social and governance issues and objectives.

#### Global

We engaged with **28** companies over the last quarter.



- Environmental **30.1%**
- Social and Ethical **14.5%**
- Governance **28.9%**
- Strategy, Risk and Communication **26.5%**

#### Developed Asia

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



- Environmental **33.3%**
- Strategy, Risk and Communication **66.7%**

#### Europe

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



- Environmental **16.7%**
- Social and Ethical **11.1%**
- Governance **38.9%**
- Strategy, Risk and Communication **33.3%**

#### North America

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



- Environmental **27.0%**
- Social and Ethical **13.5%**
- Governance **40.5%**
- Strategy, Risk and Communication **18.9%**

#### United Kingdom

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



- Environmental **44.0%**
- Social and Ethical **20.0%**
- Governance **8.0%**
- Strategy, Risk and Communication **28.0%**

## Engagement by theme

Over the last quarter we engaged with **28** companies held in the Coutts and Co. portfolios on a range of **83** environmental, social and governance issues and objectives.

### Environmental

Environmental topics featured in **30.1%** of our engagements over the last quarter.



- Climate Change **56.0%**
- Pollution and Waste Management **12.0%**
- Supply Chain Management **24.0%**
- Water **8.0%**

### Social and Ethical

Social and Ethical topics featured in **14.5%** of our engagements over the last quarter.



- Conduct and Culture **25.0%**
- Diversity **8.3%**
- Human Capital Management **16.7%**
- Human Rights **41.7%**
- Labour Rights **8.3%**

### Governance

Governance topics featured in **28.9%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **33.3%**
- Board Independence **8.3%**
- Executive Remuneration **41.7%**
- Shareholder Protection and Rights **12.5%**
- Succession Planning **4.2%**

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **26.5%** of our engagements over the last quarter.



- Business Strategy **18.2%**
- Cyber Security **18.2%**
- Integrated Reporting and Other Disclosure **31.8%**
- Risk Management **31.8%**