

Coutts and Co.

Hermes EOS

Engagement by region

Over the last quarter we engaged with **23** companies held in the Coutts and Co. portfolios on a range of **66** environmental, social and governance issues and objectives.

Global

We engaged with **23** companies over the last quarter.



- Environmental **34.8%**
- Social and Ethical **16.7%**
- Governance **31.8%**
- Strategy, Risk and Communication **16.7%**

Europe

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



- Environmental **30.4%**
- Social and Ethical **13.0%**
- Governance **47.8%**
- Strategy, Risk and Communication **8.7%**

United Kingdom

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



- Environmental **34.8%**
- Social and Ethical **17.4%**
- Governance **26.1%**
- Strategy, Risk and Communication **21.7%**

North America

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



- Environmental **40.0%**
- Social and Ethical **20.0%**
- Governance **20.0%**
- Strategy, Risk and Communication **20.0%**

Engagement by theme

Over the last quarter we engaged with **23** companies held in the Coutts and Co. portfolios on a range of **66** environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in **34.8%** of our engagements over the last quarter.



- Climate Change **82.6%**
- Pollution and Waste Management **4.3%**
- Supply Chain Management **4.3%**
- Water **8.7%**

Social and Ethical

Social and Ethical topics featured in **16.7%** of our engagements over the last quarter.



- Conduct and Culture **45.5%**
- Human Capital Management **9.1%**
- Human Rights **18.2%**
- Labour Rights **9.1%**
- Tax **18.2%**

Governance

Governance topics featured in **31.8%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **23.8%**
- Board Independence **9.5%**
- Executive Remuneration **52.4%**
- Shareholder Protection and Rights **9.5%**
- Succession Planning **4.8%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **16.7%** of our engagements over the last quarter.



- Business Strategy **27.3%**
- Cyber Security **9.1%**
- Integrated Reporting and Other Disclosure **45.5%**
- Risk Management **18.2%**