

## Coutts and Co.

Hermes EOS

### Engagement by region

Over the last quarter we engaged with **69** companies held in the Coutts and Co. portfolios on a range of **221** environmental, social and governance issues and objectives.

#### Global

We engaged with **69** companies over the last quarter.



- Environmental **25.8%**
- Social and Ethical **23.5%**
- Governance **29.9%**
- Strategy, Risk and Communication **20.8%**

#### Australia & New Zealand

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



- Environmental **28.6%**
- Governance **42.9%**
- Strategy, Risk and Communication **28.6%**

#### Europe

We engaged with **17** companies over the last quarter.



- Environmental **22.2%**
- Social and Ethical **16.7%**
- Governance **31.5%**
- Strategy, Risk and Communication **29.6%**

#### North America

We engaged with **26** companies over the last quarter.



- Environmental **22.5%**
- Social and Ethical **30.3%**
- Governance **28.1%**
- Strategy, Risk and Communication **19.1%**

#### United Kingdom

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



- Environmental **32.4%**
- Social and Ethical **22.5%**
- Governance **29.6%**
- Strategy, Risk and Communication **15.5%**

## Engagement by theme

Over the last quarter we engaged with 69 companies held in the Coutts and Co. portfolios on a range of 221 environmental, social and governance issues and objectives.

### Environmental

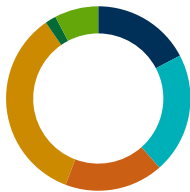
Environmental topics featured in 25.8% of our engagements over the last quarter.



- Climate Change 77.2%
- Forestry and Land Use 1.8%
- Pollution and Waste Management 8.8%
- Supply Chain Management 7.0%
- Water 5.3%

### Social and Ethical

Social and Ethical topics featured in 23.5% of our engagements over the last quarter.



- Conduct and Culture 17.3%
- Diversity 21.2%
- Human Capital Management 17.3%
- Human Rights 34.6%
- Labour Rights 1.9%
- Tax 7.7%

### Governance

Governance topics featured in 29.9% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 24.2%
- Board Independence 10.6%
- Executive Remuneration 63.6%
- Succession Planning 1.5%

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 20.8% of our engagements over the last quarter.



- Audit and Accounting 6.5%
- Business Strategy 43.5%
- Cyber Security 8.7%
- Integrated Reporting and Other Disclosure 19.6%
- Risk Management 21.7%