

Coutts and Co.

Hermes EOS

Engagement by region

Over the last quarter we engaged with **77** companies held in the Coutts and Co. portfolios on a range of **288** environmental, social and governance issues and objectives.

Global

We engaged with **77** companies over the last quarter.



- Environmental **29.2%**
- Social and Ethical **19.4%**
- Governance **32.3%**
- Strategy, Risk and Communication **19.1%**

Australia & New Zealand

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



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

Europe

We engaged with **29** companies over the last quarter.



- Environmental **20.0%**
- Social and Ethical **16.8%**
- Governance **44.2%**
- Strategy, Risk and Communication **18.9%**

North America

We engaged with **29** companies over the last quarter.



- Environmental **32.0%**
- Social and Ethical **23.4%**
- Governance **21.9%**
- Strategy, Risk and Communication **22.7%**

United Kingdom

We engaged with **18** companies over the last quarter.



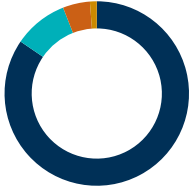
- Environmental **35.5%**
- Social and Ethical **16.1%**
- Governance **37.1%**
- Strategy, Risk and Communication **11.3%**

Engagement by theme

Over the last quarter we engaged with 77 companies held in the Coutts and Co. portfolios on a range of 288 environmental, social and governance issues and objectives.

Environmental

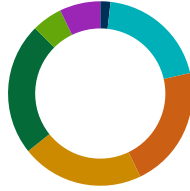
Environmental topics featured in 29.2% of our engagements over the last quarter.



- Climate Change 84.5%
- Pollution and Waste Management 9.5%
- Supply Chain Management 4.8%
- Water 1.2%

Social and Ethical

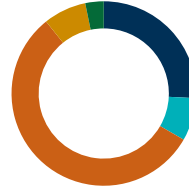
Social and Ethical topics featured in 19.4% of our engagements over the last quarter.



- Bribery and Corruption 1.8%
- Conduct and Culture 19.6%
- Diversity 21.4%
- Human Capital Management 21.4%
- Human Rights 23.2%
- Labour Rights 5.4%
- Tax 7.1%

Governance

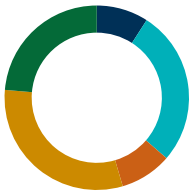
Governance topics featured in 32.3% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 25.8%
- Board Independence 7.5%
- Executive Remuneration 55.9%
- Shareholder Protection and Rights 7.5%
- Succession Planning 3.2%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 19.1% of our engagements over the last quarter.



- Audit and Accounting 9.1%
- Business Strategy 27.3%
- Cyber Security 9.1%
- Integrated Reporting and Other Disclosure 30.9%
- Risk Management 23.6%