

Hermes EOS

SAMPLE LIST OF COMPANIES ENGAGED

2018

Hermes EOS

Hermes EOS is a leading stewardship provider with a focus on achieving positive change. Our dedicated team of engagement and voting specialists enables pension funds and other longer-term institutional investors to achieve their fiduciary responsibilities and be more active owners of companies.

We believe more active ownership by investors is essential to build a global financial system that delivers improved long-term returns on investment as well as better, more sustainable outcomes for society, in the interests of ultimate beneficiaries.

Objectives

Hermes EOS focuses its stewardship resource on the issues with the greatest potential for long-term positive outcomes for investors and their beneficiaries.

Our engagement is focused on providing both improved long-term financial returns on investment as well as fostering better, more sustainable outcomes for society and the environment in which to spend that future – what we call holistic returns.

Good governance and strategy provides a foundation for us to most effectively engage with companies to achieve ambitious improvements on their most material environmental and social issues, and achieve the following long-term outcomes:

- **Environment** – improved management and disclosure of the risks arising from climate change in support of the goals of the Paris Agreement to limit climate change to below 2°C; sustainable levels of consumption of natural resources including water, land-use and materials, building a circular economy over time; and control of pollution of air, land and water to below harmful levels.
- **Social** – respect for basic human rights including those of indigenous communities, eradication of slave and child labour, provision of fundamental services and protection of privacy; improvements in human capital management including the protection of labour rights and development of a more diverse and inclusive workforce; and the development of an appropriate corporate culture resulting in more ethical conduct, including the elimination of bribery and corruption.
- **Corporate governance** – improvement of the governance of companies through better board composition and effectiveness, including more diverse and independent boards, the alignment of executive remuneration with the creation of long-term value, and the protection and enhancement of shareholder rights.
- **Strategy, risk and communications** – the clear articulation of a company's purpose, supported by a long-term sustainable business model and strategy, robust risk management practices and transparent disclosure of reliable information that is sufficient for investors and wider stakeholders to make informed decisions on long-term investment.
- **Stewardship** – more active ownership by investors to support a global financial system that acts in the interests of ultimate beneficiaries, rather than their various agents, including greater levels of market engagement, voting on all shareholdings and working collectively in support of shared goals.

Sample list of company engagements

This document contains a sample list of companies Hermes EOS has engaged with in 2018, with a high level indicator of the thematic areas we have discussed. The companies on this list represent tier 1 and tier 2 engagements where we have set specific engagement objectives we seek to achieve. We have included hyperlinks for the companies that have public case studies available.

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Sample of companies engaged with in 2018				
Company	Environmental	Social and Ethical	Governance	Strategy, Risk and Communication
3M Co			•	
Abbott Laboratories		•	•	
Allianz SE	•		•	
Allstate Corp/The				•
Altria Group Inc	•		•	
American International Group Inc	•	•	•	•
Antofagasta PLC	•	•	•	
AP Moller - Maersk A/S	•	•		•
Apple Inc	•	•	•	•
Asahi Kasei Corp			•	
Associated British Foods PLC	•	•	•	•
AstraZeneca PLC		•	•	
AT&T Inc				•
Aviva PLC			•	•
AXA SA			•	
Babcock International Group PLC		•	•	
BAE Systems PLC	•	•	•	
Banco Bilbao Vizcaya Argentaria SA	•		•	•
Banco Santander SA	•	•	•	•
Bank of America Corp	•	•	•	•
Bank of Montreal	•		•	•
Bank of Nova Scotia/The		•	•	
Barclays PLC		•	•	•
Barrick Gold Corp		•	•	•
BASF SE	•		•	•

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Company	Environmental	Social and Ethical	Governance	Strategy, Risk and Communication
Bausch Health Cos Inc		•	•	•
Bayer AG		•		•
Bayerische Motoren Werke AG	•	•	•	•
Berkeley Group Holdings PLC		•	•	
Berkshire Hathaway Inc	•		•	
BNP Paribas SA		•	•	
Boeing Co/The			•	•
BP PLC	•	•	•	•
Bridgestone Corp	•	•	•	
Bristol-Myers Squibb Co		•	•	
Canadian Imperial Bank of Commerce	•	•		
Canon Inc		•	•	
Capita PLC		•	•	•
Carnival Corp		•	•	
Cemex SAB de CV	•		•	
Chevron Corp	•		•	
Chubb Ltd			•	
Citigroup Inc		•	•	
Coca-Cola Co/The	•	•	•	
ConocoPhillips	•		•	•
Continental AG			•	•
Credit Suisse Group AG		•	•	
Danone SA	•	•		•
Deutsche Bank AG		•	•	•
Diageo PLC	•	•		
Duke Energy Corp	•	•		
E.ON SE			•	•
East Japan Railway Co	•		•	•
Edison International			•	

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Company	Environmental	Social and Ethical	Governance	Strategy, Risk and Communication
Eni SpA	•		•	•
EOG Resources Inc	•		•	
Exelon Corp	•	•	•	
Exxon Mobil Corp	•	•	•	
Facebook Inc		•	•	•
FANUC Corp	•	•		•
Ford Motor Co	•			
Freeport-McMoRan Inc	•	•	•	
Fresenius SE & Co KGaA			•	
FUJIFILM Holdings Corp		•	•	•
General Electric Co		•	•	
GlaxoSmithKline PLC	•	•	•	
Heineken NV	•	•	•	
Hennes & Mauritz AB	•	•	•	
Home Depot Inc/The	•			•
Hon Hai Precision Industry Co Ltd	•	•	•	•
HSBC Holdings PLC	•		•	•
Hyundai Motor Co	•	•	•	•
ING Groep NV	•	•	•	•
Inpex Corp	•		•	•
International Business Machines Corp			•	
International Consolidated Airlines Group SA	•			•
J Sainsbury PLC	•		•	•
Japan Tobacco Inc	•	•	•	•
JBS SA	•	•	•	
Johnson & Johnson		•	•	•
JPMorgan Chase & Co	•	•	•	
Kansai Electric Power Co Inc/The	•		•	
KB Financial Group Inc		•	•	•

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Company	Environmental	Social and Ethical	Governance	Strategy, Risk and Communication
Kerry Group PLC	•			
Keurig Dr Pepper Inc		•	•	
Kingfisher PLC				•
Kirin Holdings Co Ltd		•	•	•
Koninklijke Ahold Delhaize NV	•	•	•	•
Kuala Lumpur Kepong Bhd		•		
Kyocera Corp	•		•	
LafargeHolcim Ltd	•	•	•	
Legal & General Group PLC		•		•
Linde AG				•
London Stock Exchange Group PLC				•
Marks & Spencer Group PLC	•	•		
McDonald's Corp	•		•	•
McKesson Corp		•	•	
Medtronic PLC		•	•	•
Merck & Co Inc		•	•	
Mitsubishi Corp	•		•	
Mitsubishi UFJ Financial Group Inc				•
Mondelez International Inc	•	•		
Morgan Stanley			•	
Muenchener Rueckversicherungs-Gesellschaft AG in Muenchen	•		•	•
Mylan NV			•	
Naspers Ltd			•	•
Nestle SA	•	•	•	•
NIKE Inc		•		
Nintendo Co Ltd	•	•	•	•
Nissan Motor Co Ltd	•	•	•	•

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Company	Environmental	Social and Ethical	Governance	Strategy, Risk and Communication
Novo Nordisk A/S		•	•	
Occidental Petroleum Corp	•		•	
Olympus Corp			•	•
Oracle Corp	•		•	
Panasonic Corp	•	•	•	•
PepsiCo Inc	•	•	•	•
PetroChina Co Ltd	•	•		•
Petroleo Brasileiro SA	•	•	•	•
Pfizer Inc	•	•	•	•
POSCO	•	•	•	
Power Assets Holdings Ltd	•	•	•	•
Procter & Gamble Co/The			•	
Prudential PLC			•	•
Reckitt Benckiser Group PLC			•	•
Reliance Industries Ltd	•	•	•	•
RELX PLC			•	•
Renault SA	•	•	•	
Repsol SA	•	•	•	•
Rio Tinto PLC	•	•	•	•
Roche Holding AG	•	•	•	
Rolls-Royce Holdings PLC	•			•
Royal Bank of Canada	•			•
Royal Bank of Scotland Group PLC	•		•	•
Samsung Electronics Co Ltd	•	•	•	•
SAP SE			•	
Sasol Ltd	•	•		
Sberbank of Russia PJSC		•		•
Schlumberger Ltd	•		•	

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Company	Environmental	Social and Ethical	Governance	Strategy, Risk and Communication
Schneider Electric SE	•	•	•	•
Severn Trent PLC	•	•		•
Siam Cement PCL/The	•		•	
Siemens AG			•	•
SMC Corp/Japan				•
Societe Generale SA	•		•	•
Sony Corp	•	•	•	•
Southern Co/The	•			
SSE PLC	•	•	•	•
Standard Chartered PLC	•			
State Street Corp	•	•	•	
Suzano Papel e Celulose SA	•		•	
Suzuki Motor Corp	•		•	
Taiwan Semiconductor Manufacturing Co Ltd	•	•	•	•
Telecom Italia SpA/Milano			•	
Tesco PLC	•	•	•	•
Tesla Inc		•	•	•
Teva Pharmaceutical Industries Ltd		•	•	
Tokyo Electric Power Co Holdings Inc	•			
Toray Industries Inc		•	•	
Toronto-Dominion Bank/The	•	•		•
Toshiba Corp		•	•	•
Tosoh Corp				•
TOTAL SA	•		•	
Toyota Motor Corp			•	•
Tullow Oil PLC	•	•	•	
Tyson Foods Inc	•	•	•	•

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UniCredit SpA	•	•	•	
Uni-President Enterprises Corp	•			
United Utilities Group PLC		•		
UnitedHealth Group Inc		•	•	•
Vale SA	•	•	•	•
Verizon Communications Inc		•		
Vinci SA	•	•	•	
Volkswagen AG		•	•	•
Volvo AB	•	•		
Walt Disney Co/The	•	•	•	
Wells Fargo & Co	•	•	•	
Whitbread PLC	•	•	•	
Wirecard AG			•	
WPP PLC			•	•

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