

Hermès EOS

**COMPANIES ENGAGED BY THEME – 2019**

## Companies engaged by theme 2019

We are pleased to present an overview of the companies in our engagement programme, highlighting the themes we engaged with them on in 2019. We have included links to our published company case studies which you can access by clicking the names in blue. We are happy for you to share this document with your beneficiaries or stakeholders.

	Environmental			Social and ethical			Governance			Strategy, risk and communication		
	Climate change	Natural resource stewardship	Pollution, waste and circular economy	Conduct, culture and ethics	Human capital management	Human rights	Board effectiveness	Executive remuneration	Shareholder protection and rights	Business purpose and strategy	Corporate reporting	Risk management
<b>TIER 1</b>												
Alibaba Group Holding Ltd	•			•		•	•		•		•	•
Alphabet Inc				•	•	•	•	•	•	•		•
Amazon.com Inc	•				•		•	•			•	
AP Moller - Maersk A/S	•											
Apple Inc	•	•		•		•		•		•		
Associated British Foods PLC	•	•	•		•		•	•				•
AT&T Inc	•		•				•	•			•	•
Baidu Inc				•	•	•	•		•		•	•
Banco Santander SA	•			•			•	•		•		
Bank of America Corp	•				•		•	•	•			
Barclays PLC	•			•				•		•		•
Bayer AG			•	•	•					•		•
Berkshire Hathaway Inc	•						•	•				
<a href="#">BHP Group PLC</a>	•		•		•	•		•				
BlackRock Inc							•					
BNP Paribas SA	•			•	•		•					
BP PLC	•			•				•		•	•	

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British American Tobacco PLC	•	•			•			•				•
Centrica PLC	•	•					•				•	
Chevron Corp	•			•				•				
China Construction Bank Corp	•											•
China Mobile Ltd	•			•	•		•			•		•
China Petroleum & Chemical Corp	•		•	•	•	•			•			•
Compass Group PLC	•	•	•	•	•		•	•				
Credit Suisse Group AG				•	•					•	•	•
Daimler AG	•			•			•	•		•	•	
Danske Bank A/S	•			•								
Deutsche Bank AG				•				•		•		•
Dominion Energy Inc	•						•	•				•
Duke Energy Corp	•		•	•		•						•
Exxon Mobil Corp	•			•			•					
Facebook Inc				•	•		•	•		•		•
G4S PLC				•	•	•		•				
Gazprom PJSC	•						•					•
GlaxoSmithKline PLC				•		•	•	•				
Glencore PLC				•	•	•	•					•

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Hana Financial Group Inc	•						•		•			•
<a href="#">Hon Hai Precision Industry Co Ltd</a>	•				•	•	•				•	
<a href="#">Hyundai Motor Co</a>	•		•		•		•			•	•	
Imperial Brands PLC		•			•			•		•	•	
<a href="#">Industrial &amp; Commercial Bank of China Ltd</a>	•			•		•	•			•		•
JPMorgan Chase & Co	•					•	•	•			•	
LUKOIL PJSC	•						•					
McDonald's Corp			•				•	•	•	•		
McKesson Corp	•			•	•		•	•				
MTN Group Ltd				•		•	•	•				
Nestle SA		•	•		•	•	•	•		•		
Nissan Motor Co Ltd	•			•		•	•	•		•		
Novartis AG				•	•	•	•	•		•	•	•
Oracle Corp	•				•		•	•				
PetroChina Co Ltd	•		•	•		•						
Petroleo Brasileiro SA	•						•					•
Pfizer Inc						•	•					
POSCO	•				•					•		•

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Reckitt Benckiser Group PLC								•				
Renault SA	•					•	•			•		
Repsol SA	•				•	•	•					
Rio Tinto PLC	•	•						•				•
Royal Bank of Canada	•							•				
Royal Bank of Scotland Group PLC	•						•	•	•	•		
Royal Dutch Shell PLC	•		•			•	•	•				•
Samsung Electronics Co Ltd	•			•	•	•	•	•	•	•	•	
State Street Corp	•											
<a href="#">Tencent Holdings Ltd</a>	•				•	•	•		•	•		•
Tesco PLC		•	•		•	•				•	•	
Tesla Inc	•				•		•		•	•	•	
Toronto-Dominion Bank/The								•				
TOTAL SA	•				•		•		•			
Toyota Motor Corp	•				•	•	•		•			
Tyson Foods Inc		•		•	•				•		•	
Vale SA	•		•			•	•	•	•	•		•
Volkswagen AG				•		•	•	•			•	•
Walt Disney Co/The				•	•		•	•				

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<a href="#">Wells Fargo &amp; Co</a>	•			•	•			•				
<a href="#">WPP PLC</a>				•	•			•		•		
<b>TIER 2</b>												
3M Co	•		•		•			•				
ABB Ltd				•	•		•	•	•	•		
Abbott Laboratories				•	•		•	•		•		
adidas AG		•			•			•			•	
Air Liquide SA	•				•			•				
Akzo Nobel NV					•		•					
Allianz SE	•							•				
Altria Group Inc	•	•		•				•		•		
America Movil SAB de CV				•			•		•			
American Electric Power Co Inc	•			•				•				
American International Group Inc	•											
<a href="#">Anglo American PLC</a>	•	•	•		•			•				•
Anheuser-Busch InBev SA/NV		•	•		•		•	•			•	
ArcelorMittal SA	•											•
AstraZeneca PLC						•	•	•		•		
Atlantia SpA							•					

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Aviva PLC	•						•	•				
AXA SA	•							•				•
Babcock International Group PLC							•	•				
BAE Systems PLC					•	•	•	•				
Banco Bilbao Vizcaya Argentaria SA	•						•				•	
Bank of Montreal	•											
Bank of New York Mellon Corp/The					•			•				
Bank of Nova Scotia/The	•							•	•			
Bank Rakyat Indonesia Persero Tbk PT	•	•				•					•	•
BASF SE	•						•	•		•		
Bausch Health Cos Inc							•	•				
Bayerische Motoren Werke AG	•			•		•		•		•		•
Berkeley Group Holdings PLC					•		•	•				
Boeing Co/The							•				•	
Booking Holdings Inc	•					•			•	•		
Bristol-Myers Squibb Co				•		•	•	•	•			

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Burberry Group PLC	•	•	•	•			•	•				
Canadian Imperial Bank of Commerce							•					
Canon Inc						•	•					
Capita PLC				•	•			•				
Carnival Corp	•						•	•				
Cemex SAB de CV	•	•					•					
China Gas Holdings Ltd	•											
Chubb Ltd							•	•				
Citigroup Inc	•			•	•		•		•			
CK Hutchison Holdings Ltd			•			•				•		
Coca-Cola Co/The	•	•	•			•		•				
Commonwealth Bank of Australia					•							
ConocoPhillips	•							•			•	
Continental AG									•			
Costco Wholesale Corp	•				•		•				•	
CTBC Financial Holding Co Ltd	•			•			•					•
Danone SA	•	•	•		•	•		•	•		•	
Deutsche Boerse AG							•	•				





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General Motors Co	•						•	•		•	•	•
Goldman Sachs Group Inc/The				•				•				
Heineken NV					•			•				
Hennes & Mauritz AB		•				•		•		•		
Honda Motor Co Ltd	•					•	•		•			•
HSBC Holdings PLC	•				•			•				
IAC/InterActiveCorp									•			
Infosys Ltd							•	•				
ING Groep NV								•				•
Inpex Corp	•				•	•	•			•		
InterContinental Hotels Group PLC	•				•			•				•
International Business Machines Corp	•						•	•		•	•	
J Sainsbury PLC			•		•	•					•	
Japan Tobacco Inc		•				•	•	•	•	•		
Jardine Matheson Holdings Ltd		•					•					
JD.com Inc			•		•		•		•			
Johnson & Johnson						•		•			•	•
Kansai Electric		•		•			•	•	•	•		

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Power Co Inc/The												
Kerry Group PLC					•							
Kinder Morgan Inc/DE	•				•	•	•	•			•	
Kirin Holdings Co Ltd			•		•	•	•		•	•		
Koninklijke Ahold Delhaize NV	•				•	•		•			•	
Kraft Heinz Co/The	•							•			•	
<a href="#">Kuala Lumpur Kepong Bhd</a>		•			•							
Kyocera Corp							•	•	•			•
LafargeHolcim Ltd	•			•	•		•	•				
Legal & General Group PLC	•											
LG Chem Ltd	•				•		•					
Linde PLC							•			•		•
Link REIT			•			•						
Lockheed Martin Corp		•			•	•		•	•	•	•	
London Stock Exchange Group PLC							•	•				
LyondellBasell Industries NV	•		•				•	•		•		
Marks & Spencer Group PLC	•				•	•		•				

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Medtronic PLC							•	•		•		•
Merck & Co Inc						•	•	•				
Mitsubishi Corp	•	•					•	•	•			
Mitsubishi UFJ Financial Group Inc	•									•		
Mizuho Financial Group Inc	•							•	•	•		•
MMC Norilsk Nickel PJSC	•	•			•		•				•	
Monster Beverage Corp	•				•		•	•			•	
Morgan Stanley	•										•	
Muenchener Rueckversicherungs-Gesellschaft AG in Muenchen	•						•		•			
Mylan NV								•				
Naspers Ltd								•		•		
National Grid PLC	•						•	•		•		•
NetEase Inc											•	•
Netflix Inc	•				•			•	•			
Nintendo Co Ltd	•						•			•		
Nomura Holdings Inc	•			•	•		•					
NTT DOCOMO Inc						•	•		•			•

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Nutrien Ltd		•			•	•	•			•		
Occidental Petroleum Corp	•							•	•			
Olympus Corp							•				•	
Palo Alto Networks Inc	•							•				
Panasonic Corp	•					•	•					
PepsiCo Inc		•	•			•	•	•				
Persimmon PLC								•		•		
Petrofac Ltd				•				•				
Phillips 66	•					•		•			•	•
<a href="#">Ping An Insurance Group Co of China Ltd</a>	•							•	•	•	•	•
PNC Financial Services Group Inc/The	•											
Power Assets Holdings Ltd	•				•						•	
Procter & Gamble Co/The									•			
Prudential PLC					•		•					
Reliance Industries Ltd	•				•		•					•
Roche Holding AG				•	•		•	•		•		
Rolls-Royce Holdings PLC	•			•	•			•				
RWE AG	•			•				•				

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salesforce.com Inc	•				•			•	•	•		
Sanofi		•			•			•				
SAP SE						•	•	•				
Sasol Ltd	•			•	•	•						
Sberbank of Russia PJSC									•	•	•	
Schneider Electric SE	•				•	•	•	•				•
Seven & i Holdings Co Ltd		•			•		•	•	•	•		
Severstal PJSC	•				•							
Sherwin-Williams Co/The	•							•		•		
Shinhan Financial Group Co Ltd					•				•	•		•
Siam Cement PCL/The	•						•					
<a href="#">Siemens AG</a>	•					•	•	•		•	•	
SK Holdings Co Ltd						•						
SK Hynix Inc	•			•	•		•				•	
Societe Generale SA	•							•				•
SoftBank Group Corp	•						•	•	•	•		•
Sony Corp					•	•		•		•	•	•
Southern Co/The	•		•									
SSE PLC							•	•		•		
Standard Chartered PLC								•				

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Starbucks Corp			•	•	•			•	•			
Subaru Corp	•					•	•		•	•		•
Sumitomo Mitsui Financial Group Inc	•								•			•
Suncor Energy Inc	•		•					•				
Suzuki Motor Corp	•						•		•			
Swedbank AB	•			•							•	
Swiss Re AG					•		•					
Takeda Pharmaceutical Co Ltd	•			•		•	•	•		•		
Telecom Italia SpA/Milano							•		•			
<a href="#">Teva Pharmaceutical Industries Ltd</a>						•	•	•				
Tokyo Electric Power Co Holdings Inc	•									•		
Toray Industries Inc					•		•	•	•			
Toshiba Corp				•			•		•	•		
Uber Technologies Inc				•		•				•		
UniCredit SpA	•				•			•				
Unilever NV		•	•					•		•		
Uni-President Enterprises Corp	•	•	•				•					

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UnitedHealth Group Inc							•	•		•		
Valero Energy Corp	•							•			•	
Veolia Environnement SA	•				•		•	•				
Vinci SA	•				•			•				
Volvo AB	•					•						
Walgreens Boots Alliance Inc							•				•	•
Whitbread PLC		•	•					•				
Worldpay Inc	•							•	•	•		•
Zoetis Inc			•		•	•	•					
Zurich Insurance Group AG	•							•				•
<b>TIER 3</b>												
AbbVie Inc						•		•		•	•	
Adobe Inc					•		•	•			•	
AIA Group Ltd					•					•	•	•
Allergan PLC							•					
Allstate Corp/The	•				•					•		
American Express Co					•							
American Water Works Co Inc	•	•										
Amgen Inc							•	•				
Anthem Inc	•						•	•	•		•	



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Antofagasta PLC	•						•					
ASML Holding NV				•	•							
Astellas Pharma Inc							•					
Atlas Copco AB										•		•
Bank Mandiri Persero Tbk PT		•									•	
Bank of China Ltd									•			•
Barrick Gold Corp		•					•	•		•		
Baxter International Inc						•						
Best Buy Co Inc								•				
Biogen Inc							•	•			•	
Broadcom Inc	•							•				
BT Group PLC								•				
Capital One Financial Corp	•					•		•		•		•
Carlsberg A/S	•											
Caterpillar Inc			•		•	•	•	•				
Cie Financiere Richemont SA						•	•	•				
Cie Generale des Etablissements Michelin SCA					•			•				
Cigna Corp							•	•				

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Cisco Systems Inc	•	•			•		•	•			•	
CME Group Inc	•								•			
CNOOC Ltd	•						•			•		•
Colgate-Palmolive Co	•						•	•				
Comcast Corp	•							•	•		•	•
Cummins Inc					•			•				
CVS Health Corp												•
Danaher Corp							•		•			
DBS Group Holdings Ltd	•	•										•
Dentsu Group Inc					•		•	•				
DSV PANALPINA A/S	•	•										
East Japan Railway Co	•						•		•			
Edison International	•											
Enel SpA	•											
Equifax Inc							•	•				•
Fast Retailing Co Ltd			•		•							
FedEx Corp	•							•			•	•
Fomento Economico Mexicano SAB de CV							•					
General Mills Inc	•					•						

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Gilead Sciences Inc	•					•		•				
Grupo Financiero Banorte SAB de CV							•					
HeidelbergCement AG	•					•	•	•			•	
Home Depot Inc/The					•				•			
Honeywell International Inc	•							•			•	
Housing Development Finance Corp Ltd							•			•		
HP Inc	•	•			•		•					
Industria de Diseno Textil SA		•										
Intel Corp	•	•		•	•		•	•		•		
Itau Unibanco Holding SA	•									•		
Kao Corp							•					
KDDI Corp				•					•	•		
Keyence Corp										•	•	
Kingfisher PLC											•	
Lloyds Banking Group PLC								•			•	
L'Oreal SA					•			•				
LVMH Moet Hennessy						•	•	•	•			

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Louis Vuitton SE												
Mastercard Inc					•		•	•				•
MetLife Inc								•				
Microsoft Corp		•				•		•			•	
Mondelez International Inc		•				•	•	•				
Murata Manufacturing Co Ltd							•		•		•	•
NextEra Energy Inc	•					•	•	•				
NIKE Inc	•				•	•		•	•		•	
Nippon Telegraph & Telephone Corp	•			•			•					
Novo Nordisk A/S			•		•		•					
NVIDIA Corp	•	•			•		•					
Orange SA									•			
Orsted A/S	•				•	•					•	
Pandora A/S										•		
PayPal Holdings Inc	•					•	•	•			•	
Philip Morris International Inc										•		
Prudential Financial Inc	•							•				
Public Service Enterprise Group Inc	•				•							

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QUALCOMM Inc							•	•			•	
RELX PLC								•		•		
Schlumberger Ltd	•				•			•				
Severn Trent PLC				•	•					•		
SMC Corp/Japan											•	
Stora Enso OYJ							•		•			
Suzano SA		•	•									
Taiwan Semiconductor or Manufacturing Co Ltd	•	•										•
Target Corp								•				
Texas Instruments Inc							•	•				
Thermo Fisher Scientific Inc						•	•	•			•	
TJX Cos Inc/The								•				
Travelers Cos Inc/The	•						•			•	•	•
UBS Group AG				•								
Union Pacific Corp							•	•				
United Parcel Service Inc	•						•		•			
United Utilities Group PLC				•	•							

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US Bancorp								•				
Verizon Communications Inc					•		•					
Visa Inc							•	•				•
Vodafone Group PLC						•		•		•		•
Walmart Inc	•							•				•
Waste Management Inc	•		•		•					•	•	
XPO Logistics Inc						•	•	•				

## Important information

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