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PRESS RELEASE

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Hermes EOS boosts environmental expertise with latest hire

Hermes EOS, one of the world's leading engagement services, has expanded its environmental credentials with the appointment of Bruce Duguid to the engagement team.

Hermes EOS helps institutional shareowners globally meet their fiduciary responsibilities and become active owners of the companies in which they invest. Based in London, Bruce will be responsible for engaging with companies on relevant strategic, governance, social and environmental issues in order to foster long-term value creation.

Bruce is an expert in sustainability and has extensive experience in advising companies and investors on Environmental, Social and Governance (ESG) issues. Before he joined Hermes EOS, Bruce was Head of Sustainability and Green Impact at The UK Green Investment Bank where he established the company's sustainability function and successfully implemented its responsible investment policies. Prior to this, Bruce was Head of Investor Engagement at The Carbon Trust where he led all investor-related thought leadership initiatives. Bruce will initially focus on more environmentally exposed sectors such as oil & gas, mining and utilities, as well as developing Hermes environmental thematic engagement across all sectors.

The addition of Bruce to the team follows the appointment of five other individuals, who significantly advance Hermes EOS' business. Two further additions to the engagement team include Roland Bosch and Rochelle Giugni, who are responsible for corporate engagements in the consumer goods and retail, and financial services sectors. Between them they cover Europe, the US and Latin America. EOS has also appointed Amy Lunn, Head of Business and Client Development, James O'Halloran, Head of Operations and Lucy Saville, Client Relationship Manager.

Colin Melvin, CEO of Hermes EOS said: "Hermes EOS has grown exponentially since its launch in 2004, and currently advises 41 clients on £134 billion of assets. This latest series of appointments is a natural progression of this and reflects the success we are having within the marketplace, as global pension funds exercise their shareowner voting rights and responsibilities.

"Widely experienced with advising investors on ESG issues, Bruce brings vital knowledge to the firm and will play an integral role in expanding the level of expertise we can offer our clients."

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Follow Hermes EOS on Twitter: [@HermesEos](https://twitter.com/HermesEos)

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Notes to Editors:

Hermes EOS, which is owned by Hermes Fund Managers Limited, is one of the largest stewardship resources of any fund manager in the world. Our 26-person team comprises industry executives, senior strategists, corporate

governance and climate change experts, fund managers and lawyers. As at 31 October 2014 we act on behalf of 41 clients and advise on £134billion of assets on behalf of some of the world's leading pension funds.

We help long-term institutional investors around the world to meet their fiduciary responsibilities and become active owners of public and private companies. Our team of engagement and voting specialists monitors clients' investments in companies and intervenes where necessary with the aim of improving their performance. Our activities are based on the premise that companies with informed and involved shareholders are more likely to achieve superior long-term performance than those without.

Hermes Investment Management

Hermes is focused on delivering superior, sustainable, risk adjusted returns for our clients – responsibly.

Hermes manages assets on behalf of more than 200 clients* across equities, fixed income, alternatives and real estate, with £27.9 billion* assets under management.

We believe in Excellence, Responsibility and Innovation

- **Excellence:** We aspire to excellence in everything we do. This manifests itself most visibly in our investment performance. We will only offer products to our clients where we believe there is a strong investment thesis and where we can deliver sustainable alpha.
- **Responsibility:** We believe it is our responsibility to lead discussion and debate about the fiduciary responsibilities of fund managers to our clients, their stakeholders and, ultimately, society at large. We have always sought positive engagement with the firms in which we invest.
- **Innovation:** We have the entrepreneurial culture to identify forward-looking products that meet those needs, along with the resources and speed-to-market mentality to develop them rapidly.

Our structure gives clients globally the benefit of access to a broad range of specialist, high conviction investment teams operating within an established and robust operating platform.

Hermes' investment solutions include:

- **Equities:** Global, Emerging Markets, Small & Mid Cap, Europe, Asia Ex Japan, Greater China
- **Fixed Income:** Inflation-Linked, Government Bonds, Investment Grade, High Yield
- **Real Estate:** Segregated, Unitised, Debt, UK, US Residential, European, UK PRS
- **Alternatives:** Multi Asset, Infrastructure, Private Equity

*Please note the total AuM figure includes £3.6bn of assets managed or under an advisory agreement by Hermes GPE LLP ("HGPE"), a joint venture between Hermes Fund Managers ("HFM") and GPE Partner Limited. HGPE is an independent entity and not part of the Hermes group. £0.4bn of total group AuM figure represents HFM mandates under advice. Source: Hermes as at 30 September 2014.