

Coutts and Co.

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **346** companies held in the Coutts and Co. portfolios on a range of **986** environmental, social and governance issues and objectives.

Global

We engaged with **346** companies over the last quarter.



- Environmental **22.5%**
- Social and Ethical **18.8%**
- Governance **46.1%**
- Strategy, Risk and Communication **12.6%**

Europe

We engaged with **101** companies over the last quarter.



- Environmental **28.3%**
- Social and Ethical **15.0%**
- Governance **44.1%**
- Strategy, Risk and Communication **12.6%**

North America

We engaged with **197** companies over the last quarter.



- Environmental **18.8%**
- Social and Ethical **19.5%**
- Governance **48.8%**
- Strategy, Risk and Communication **12.8%**

United Kingdom

We engaged with **44** companies over the last quarter.



- Environmental **29.6%**
- Social and Ethical **22.4%**
- Governance **36.0%**
- Strategy, Risk and Communication **12.0%**

Emerging & Developing Markets

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



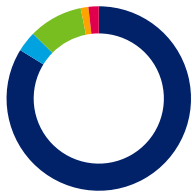
- Social and Ethical **28.6%**
- Governance **71.4%**

Engagement by theme

Over the last quarter we engaged with 346 companies held in the Coutts and Co. portfolios on a range of 986 environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in 22.5% of our engagements over the last quarter.



- Climate Change 83.8%
- Forestry and Land Use 3.6%
- Pollution and Waste Management 9.5%
- Supply Chain Management 1.4%
- Water 1.8%

Social and Ethical

Social and Ethical topics featured in 18.8% of our engagements over the last quarter.



- Bribery and Corruption 1.1%
- Conduct and Culture 12.4%
- Diversity 25.9%
- Human Capital Management 19.5%
- Human Rights 35.7%
- Labour Rights 5.4%

Governance

Governance topics featured in 46.1% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 21.1%
- Board Independence 9.5%
- Executive Remuneration 57.8%
- Shareholder Protection and Rights 9.2%
- Succession Planning 2.4%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 12.6% of our engagements over the last quarter.



- Audit and Accounting 10.5%
- Business Strategy 36.3%
- Cyber Security 1.6%
- Integrated Reporting and Other Disclosure 26.6%
- Risk Management 25.0%