

Coutts

EOS at Federated Hermes

Engagement by region

We engaged with 176 companies held in the Coutts portfolio on a range of 660 environmental, social and governance issues and objectives

Global

We engaged with 176 companies



- Environmental 37.9%
- Governance 22.0%
- Social and Ethical 29.2%
- Strategy, Risk and Comm 10.9%

Australia & New Zealand

No Engagement Activity

Developed Asia

No Engagement Activity

Emerging & Developing Markets

No Engagement Activity

Europe

We engaged with 72 companies



- Environmental 37.1%
- Governance 28.5%
- Social and Ethical 24.3%
- Strategy, Risk and Comm 10.1%

North America

We engaged with 85 companies



- Environmental 38.0%
- Governance 16.9%
- Social and Ethical 34.4%
- Strategy, Risk and Comm 10.7%

United Kingdom

We engaged with 19 companies



- Environmental 40.0%
- Governance 20.0%
- Social and Ethical 25.9%
- Strategy, Risk and Comm 14.1%

Engagement by theme

We engaged with 176 companies held in the Coutts portfolio on a range of 660 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 37.9% of our engagements



- Climate Change 74.8%
- Forestry and Land Use 10.0%
- Pollution and Waste Management 9.2%
- Supply Chain Management 3.2%
- Water 2.8%

Social and Ethical

Social and Ethical topics featured in 29.2% of our engagements



- Bribery and Corruption 1.0%
- Conduct and Culture 6.2%
- Diversity 18.1%
- Human Capital Management 29.0%
- Human Rights 35.2%
- Labour Rights 7.3%
- Tax 3.1%

Governance

Governance topics featured in 22.0% of our engagements



- Board Diversity, Skills and Experience 14.5%
- Board Independence 4.8%
- Executive Remuneration 60.7%
- Shareholder Protection and Rights 15.2%
- Succession Planning 4.8%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 10.9% of our engagements



- Audit and Accounting 25.0%
- Business Strategy 36.1%
- Cyber Security 4.2%
- Integrated Reporting and Other Disclosure 20.8%
- Risk Management 13.9%