

Coutts and Co.

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **240** companies held in the Coutts and Co. portfolios on a range of **767** environmental, social and governance issues and objectives.

Global

We engaged with **240** companies over the last quarter.



- Environmental **29.1%**
- Social and Ethical **23.1%**
- Governance **28.0%**
- Strategy, Risk and Communication **19.8%**

Australia & New Zealand

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



- Environmental **20.0%**
- Social and Ethical **30.0%**
- Governance **30.0%**
- Strategy, Risk and Communication **20.0%**

Emerging & Developing Markets

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



- Environmental **10.0%**
- Social and Ethical **40.0%**
- Governance **20.0%**
- Strategy, Risk and Communication **30.0%**

Europe

We engaged with **84** companies over the last quarter.



- Environmental **37.1%**
- Social and Ethical **21.6%**
- Governance **22.0%**
- Strategy, Risk and Communication **19.3%**

North America

We engaged with **117** companies over the last quarter.



- Environmental **24.7%**
- Social and Ethical **21.3%**
- Governance **34.8%**
- Strategy, Risk and Communication **19.1%**

United Kingdom

We engaged with **32** companies over the last quarter.



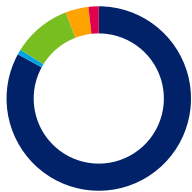
- Environmental **27.7%**
- Social and Ethical **30.4%**
- Governance **19.6%**
- Strategy, Risk and Communication **22.3%**

Engagement by theme

Over the last quarter we engaged with **240** companies held in the Coutts and Co. portfolios on a range of **767** environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in **29.1%** of our engagements over the last quarter.



- Climate Change **83.0%**
- Forestry and Land Use **0.9%**
- Pollution and Waste Management **10.3%**
- Supply Chain Management **4.0%**
- Water **1.8%**

Social and Ethical

Social and Ethical topics featured in **23.1%** of our engagements over the last quarter.



- Bribery and Corruption **5.1%**
- Conduct and Culture **22.0%**
- Diversity **20.3%**
- Human Capital Management **15.3%**
- Human Rights **31.1%**
- Labour Rights **5.1%**
- Tax **1.1%**

Governance

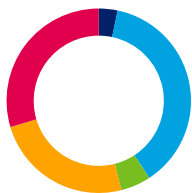
Governance topics featured in **28.0%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **22.8%**
- Board Independence **10.2%**
- Executive Remuneration **48.8%**
- Shareholder Protection and Rights **12.1%**
- Succession Planning **6.0%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **19.8%** of our engagements over the last quarter.



- Audit and Accounting **3.3%**
- Business Strategy **37.5%**
- Cyber Security **5.3%**
- Integrated Reporting and Other Disclosure **24.3%**
- Risk Management **29.6%**