

**Coutts and Co.**

**EOS at Federated Hermes**

**Engagement by region**

Over the last quarter we engaged with **80** companies held in the Coutts and Co. portfolios on a range of **268** environmental, social and governance issues and objectives.

**Global**

We engaged with **80** companies over the last quarter.



- Environmental 18.7%
- Social and Ethical 17.2%
- Governance 42.5%
- Strategy, Risk and Communication 21.6%

**Australia & New Zealand**

We engaged with **one** company over the last quarter.



- Environmental 50.0%
- Governance 50.0%

**Europe**

We engaged with **24** companies over the last quarter.



- Environmental 14.5%
- Social and Ethical 11.3%
- Governance 51.6%
- Strategy, Risk and Communication 22.6%

**North America**

We engaged with **30** companies over the last quarter.



- Environmental 11.8%
- Social and Ethical 26.9%
- Governance 43.7%
- Strategy, Risk and Communication 17.6%

**United Kingdom**

We engaged with **24** companies over the last quarter.



- Environmental 31.0%
- Social and Ethical 8.3%
- Governance 33.3%
- Strategy, Risk and Communication 27.4%

**Emerging & Developing Markets**

We engaged with **one** company over the last quarter.



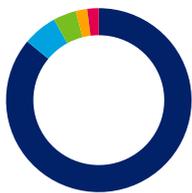
- Governance 100.0%

## Engagement by theme

Over the last quarter we engaged with 80 companies held in the Coutts and Co. portfolios on a range of 268 environmental, social and governance issues and objectives.

### Environmental

Environmental topics featured in 18.7% of our engagements over the last quarter.



- Climate Change 86.0%
- Forestry and Land Use 6.0%
- Pollution and Waste Management 4.0%
- Supply Chain Management 2.0%
- Water 2.0%

### Social and Ethical

Social and Ethical topics featured in 17.2% of our engagements over the last quarter.



- Conduct and Culture 28.3%
- Diversity 19.6%
- Human Capital Management 21.7%
- Human Rights 21.7%
- Labour Rights 6.5%
- Tax 2.2%

### Governance

Governance topics featured in 42.5% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 18.4%
- Board Independence 9.6%
- Executive Remuneration 59.6%
- Shareholder Protection and Rights 7.9%
- Succession Planning 4.4%

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 21.6% of our engagements over the last quarter.



- Audit and Accounting 8.6%
- Business Strategy 37.9%
- Cyber Security 6.9%
- Integrated Reporting and Other Disclosure 13.8%
- Risk Management 32.8%