

## Coutts and Co.

## EOS at Federated Hermes

### Engagement by region

Over the last quarter we engaged with **293** companies held in the Coutts and Co. portfolios on a range of **1,042** environmental, social and governance issues and objectives.

#### Global

We engaged with **293** companies over the last quarter.



- Environmental 24.2%
- Social and Ethical 22.6%
- Governance 38.2%
- Strategy, Risk and Communication 15.0%

#### Emerging & Developing Markets

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



- Environmental 40.0%
- Governance 60.0%

#### Europe

We engaged with **112** companies over the last quarter.



- Environmental 27.1%
- Social and Ethical 20.0%
- Governance 40.5%
- Strategy, Risk and Communication 12.4%

#### North America

We engaged with **146** companies over the last quarter.



- Environmental 19.8%
- Social and Ethical 24.5%
- Governance 37.9%
- Strategy, Risk and Communication 17.8%

#### United Kingdom

We engaged with **33** companies over the last quarter.



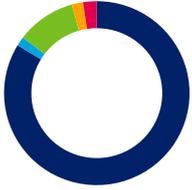
- Environmental 35.8%
- Social and Ethical 23.6%
- Governance 30.2%
- Strategy, Risk and Communication 10.4%

## Engagement by theme

Over the last quarter we engaged with 293 companies held in the Coutts and Co. portfolios on a range of 1,042 environmental, social and governance issues and objectives.

### Environmental

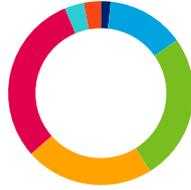
Environmental topics featured in 24.2% of our engagements over the last quarter.



- Climate Change 83.7%
- Forestry and Land Use 1.6%
- Pollution and Waste Management 10.3%
- Supply Chain Management 2.0%
- Water 2.4%

### Social and Ethical

Social and Ethical topics featured in 22.6% of our engagements over the last quarter.



- Bribery and Corruption 1.7%
- Conduct and Culture 13.6%
- Diversity 25.8%
- Human Capital Management 22.5%
- Human Rights 30.1%
- Labour Rights 3.4%
- Tax 3.0%

### Governance

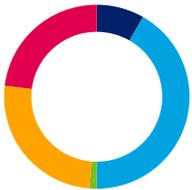
Governance topics featured in 38.2% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 20.6%
- Board Independence 14.1%
- Executive Remuneration 48.0%
- Shareholder Protection and Rights 13.3%
- Succession Planning 4.0%

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 15.0% of our engagements over the last quarter.



- Audit and Accounting 8.3%
- Business Strategy 41.7%
- Cyber Security 1.3%
- Integrated Reporting and Other Disclosure 25.6%
- Risk Management 23.1%