

### Coutts and Co.

### EOS at Federated Hermes

#### Engagement by region

Over the last quarter we engaged with **115** companies held in the Coutts and Co. portfolios on a range of **377** environmental, social and governance issues and objectives.

##### Global

We engaged with **115** companies over the last quarter.



- Environmental **31.0%**
- Social and Ethical **26.3%**
- Governance **26.0%**
- Strategy, Risk and Communication **16.7%**

##### Europe

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



- Environmental **35.6%**
- Social and Ethical **23.1%**
- Governance **21.2%**
- Strategy, Risk and Communication **20.2%**

##### North America

We engaged with **59** companies over the last quarter.



- Environmental **28.6%**
- Social and Ethical **27.2%**
- Governance **27.2%**
- Strategy, Risk and Communication **17.0%**

##### United Kingdom

We engaged with **23** companies over the last quarter.



- Environmental **32.8%**
- Social and Ethical **28.1%**
- Governance **29.7%**
- Strategy, Risk and Communication **9.4%**

##### Emerging & Developing Markets

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



- Social and Ethical **33.3%**
- Governance **33.3%**
- Strategy, Risk and Communication **33.3%**

## Engagement by theme

Over the last quarter we engaged with 115 companies held in the Coutts and Co. portfolios on a range of 377 environmental, social and governance issues and objectives.

### Environmental

Environmental topics featured in 31.0% of our engagements over the last quarter.



- Climate Change 75.2%
- Forestry and Land Use 6.0%
- Pollution and Waste Management 11.1%
- Supply Chain Management 2.6%
- Water 5.1%

### Social and Ethical

Social and Ethical topics featured in 26.3% of our engagements over the last quarter.



- Bribery and Corruption 1.0%
- Conduct and Culture 9.1%
- Diversity 24.2%
- Human Capital Management 16.2%
- Human Rights 45.5%
- Labour Rights 4.0%

### Governance

Governance topics featured in 26.0% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 23.5%
- Board Independence 10.2%
- Executive Remuneration 54.1%
- Shareholder Protection and Rights 8.2%
- Succession Planning 4.1%

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 16.7% of our engagements over the last quarter.



- Audit and Accounting 6.3%
- Business Strategy 33.3%
- Cyber Security 7.9%
- Integrated Reporting and Other Disclosure 28.6%
- Risk Management 23.8%