

**Coutts and Co.**

**EOS at Federated Hermes**

**Engagement by region**

Over the last quarter we engaged with **128** companies held in the Coutts and Co. portfolios on a range of **450** environmental, social and governance issues and objectives.

**Global**

We engaged with **128** companies over the last quarter.



- Environmental **36.7%**
- Social and Ethical **26.4%**
- Governance **21.3%**
- Strategy, Risk and Communication **15.6%**

**Europe**

We engaged with **42** companies over the last quarter.



- Environmental **42.4%**
- Social and Ethical **22.5%**
- Governance **22.5%**
- Strategy, Risk and Communication **12.6%**

**North America**

We engaged with **57** companies over the last quarter.



- Environmental **36.1%**
- Social and Ethical **26.7%**
- Governance **21.3%**
- Strategy, Risk and Communication **15.8%**

**United Kingdom**

We engaged with **27** companies over the last quarter.



- Environmental **29.8%**
- Social and Ethical **31.9%**
- Governance **20.2%**
- Strategy, Risk and Communication **18.1%**

**Emerging & Developing Markets**

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



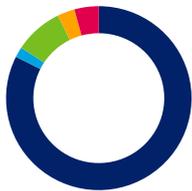
- Social and Ethical **33.3%**
- Strategy, Risk and Communication **66.7%**

## Engagement by theme

Over the last quarter we engaged with **128** companies held in the Coutts and Co. portfolios on a range of **450** environmental, social and governance issues and objectives.

### Environmental

Environmental topics featured in **36.7%** of our engagements over the last quarter.



- Climate Change **82.4%**
- Forestry and Land Use **1.8%**
- Pollution and Waste Management **8.5%**
- Supply Chain Management **3.0%**
- Water **4.2%**

### Social and Ethical

Social and Ethical topics featured in **26.4%** of our engagements over the last quarter.



- Bribery and Corruption **1.7%**
- Conduct and Culture **16.8%**
- Diversity **25.2%**
- Human Capital Management **17.6%**
- Human Rights **33.6%**
- Labour Rights **5.0%**

### Governance

Governance topics featured in **21.3%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **25.0%**
- Board Independence **12.5%**
- Executive Remuneration **50.0%**
- Shareholder Protection and Rights **10.4%**
- Succession Planning **2.1%**

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **15.6%** of our engagements over the last quarter.



- Audit and Accounting **1.4%**
- Business Strategy **40.0%**
- Cyber Security **2.9%**
- Integrated Reporting and Other Disclosure **24.3%**
- Risk Management **31.4%**