

Coutts and Co.

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **154** companies held in the Coutts and Co. portfolios on a range of **517** environmental, social and governance issues and objectives.

Global

We engaged with **154** companies over the last quarter.



- Environmental **24.0%**
- Social and Ethical **20.9%**
- Governance **40.0%**
- Strategy, Risk and Communication **15.1%**

Europe

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



- Environmental **29.9%**
- Social and Ethical **15.4%**
- Governance **39.3%**
- Strategy, Risk and Communication **15.4%**

United Kingdom

We engaged with **16** companies over the last quarter.



- Environmental **30.4%**
- Social and Ethical **28.3%**
- Governance **23.9%**
- Strategy, Risk and Communication **17.4%**

North America

We engaged with **81** companies over the last quarter.



- Environmental **18.5%**
- Social and Ethical **23.7%**
- Governance **43.3%**
- Strategy, Risk and Communication **14.4%**

Engagement by theme

Over the last quarter we engaged with 154 companies held in the Coutts and Co. portfolios on a range of 517 environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in 24.0% of our engagements over the last quarter.



- Climate Change 87.9%
- Forestry and Land Use 2.4%
- Pollution and Waste Management 8.1%
- Supply Chain Management 1.6%

Social and Ethical

Social and Ethical topics featured in 20.9% of our engagements over the last quarter.



- Bribery and Corruption 0.9%
- Conduct and Culture 13.0%
- Diversity 22.2%
- Human Capital Management 24.1%
- Human Rights 33.3%
- Labour Rights 6.5%

Governance

Governance topics featured in 40.0% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 22.7%
- Board Independence 11.1%
- Executive remuneration 51.2%
- Shareholder Protection and Rights 12.1%
- Succession Planning 2.9%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 15.1% of our engagements over the last quarter.



- Audit and Accounting 19.2%
- Business Strategy 35.9%
- Cyber Security 2.6%
- Integrated Reporting and Other Disclosure 21.8%
- Risk Management 20.5%