

**Coutts**

**EOS at Federated Hermes**

**Engagement by region**

We engaged with 98 companies held in the Coutts portfolio on a range of 375 environmental, social and governance issues and objectives

**Global**

We engaged with 98 companies



- Environmental 38.9%
- Governance 15.2%
- Social and Ethical 32.8%
- Strategy, Risk and Comm 13.1%

**Australia & New Zealand**

No Engagement Activity

**Developed Asia**

No Engagement Activity

**Emerging & Developing Markets**

No Engagement Activity

**Europe**

We engaged with 33 companies



- Environmental 45.3%
- Governance 7.9%
- Social and Ethical 27.3%
- Strategy, Risk and Comm 19.4%

**North America**

We engaged with 47 companies



- Environmental 32.6%
- Governance 18.9%
- Social and Ethical 36.6%
- Strategy, Risk and Comm 12.0%

**United Kingdom**

We engaged with 18 companies



- Environmental 42.6%
- Governance 21.3%
- Social and Ethical 34.4%
- Strategy, Risk and Comm 1.6%

## Engagement by theme

We engaged with 98 companies held in the Coutts portfolio on a range of 375 environmental, social and governance issues and objectives

### Environmental

Environmental topics featured in 38.9% of our engagements



- Climate Change 76.0%
- Forestry and Land Use 5.5%
- Pollution and Waste Management 13.0%
- Supply Chain Management 2.7%
- Water 2.7%

### Social and Ethical

Social and Ethical topics featured in 32.8% of our engagements



- Bribery and Corruption 0.8%
- Conduct and Culture 9.8%
- Diversity 19.5%
- Human Capital Management 15.4%
- Human Rights 47.2%
- Labour Rights 4.9%
- Tax 2.4%

### Governance

Governance topics featured in 15.2% of our engagements



- Board Diversity, Skills and Experience 28.1%
- Board Independence 3.5%
- Executive Remuneration 56.1%
- Shareholder Protection and Rights 10.5%
- Succession Planning 1.8%

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 13.1% of our engagements



- Audit and Accounting 8.2%
- Business Strategy 20.4%
- Cyber Security 6.1%
- Integrated Reporting and Other Disclosure 30.6%
- Risk Management 34.7%