

Coutts

EOS at Federated Hermes

Engagement by region

We engaged with 116 companies held in the Coutts portfolio on a range of 434 environmental, social and governance issues and objectives

Global

We engaged with 116 companies



- Environmental 41.9%
- Governance 14.3%
- Social and Ethical 32.3%
- Strategy, Risk and Comm 11.5%

Australia & New Zealand

No Engagement Activity

Developed Asia

No Engagement Activity

Emerging & Developing Markets

No Engagement Activity

Europe

We engaged with 36 companies



- Environmental 46.4%
- Governance 13.6%
- Social and Ethical 24.3%
- Strategy, Risk and Comm 15.7%

North America

We engaged with 63 companies



- Environmental 40.0%
- Governance 14.0%
- Social and Ethical 35.7%
- Strategy, Risk and Comm 10.2%

United Kingdom

We engaged with 17 companies



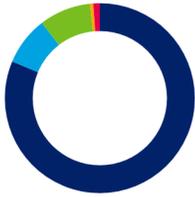
- Environmental 39.0%
- Governance 16.9%
- Social and Ethical 37.3%
- Strategy, Risk and Comm 6.8%

Engagement by theme

We engaged with 116 companies held in the Coutts portfolio on a range of 434 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 41.9% of our engagements



- Climate Change 81.3%
- Forestry and Land Use 8.2%
- Pollution and Waste Management 8.8%
- Supply Chain Management 0.5%
- Water 1.1%

Social and Ethical

Social and Ethical topics featured in 32.3% of our engagements



- Bribery and Corruption 1.4%
- Conduct and Culture 10.0%
- Diversity 12.1%
- Human Capital Management 23.6%
- Human Rights 49.3%
- Labour Rights 3.6%
- Tax 0.0%

Governance

Governance topics featured in 14.3% of our engagements



- Board Diversity, Skills and Experience 22.6%
- Board Independence 9.7%
- Executive Remuneration 50.0%
- Shareholder Protection and Rights 11.3%
- Succession Planning 6.5%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 11.5% of our engagements



- Audit and Accounting 18.0%
- Business Strategy 30.0%
- Cyber Security 4.0%
- Integrated Reporting and Other Disclosure 24.0%
- Risk Management 24.0%