

Coutts and Co.

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **46** companies held in the Coutts and Co. portfolios on a range of **162** environmental, social and governance issues and objectives.

Global

We engaged with **46** companies over the last quarter.



- Environmental **27.2%**
- Social and Ethical **33.3%**
- Governance **17.3%**
- Strategy, Risk and Communication **22.2%**

Australia & New Zealand

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



- Environmental **43.8%**
- Social and Ethical **18.8%**
- Governance **12.5%**
- Strategy, Risk and Communication **25.0%**

Europe

We engaged with **11** companies over the last quarter.



- Environmental **26.7%**
- Social and Ethical **33.3%**
- Governance **6.7%**
- Strategy, Risk and Communication **33.3%**

North America

We engaged with **19** companies over the last quarter.



- Environmental **18.6%**
- Social and Ethical **37.1%**
- Governance **25.7%**
- Strategy, Risk and Communication **18.6%**

United Kingdom

We engaged with **13** companies over the last quarter.



- Environmental **34.8%**
- Social and Ethical **32.6%**
- Governance **13.0%**
- Strategy, Risk and Communication **19.6%**

Engagement by theme

Over the last quarter we engaged with 46 companies held in the Coutts and Co. portfolios on a range of 162 environmental, social and governance issues and objectives.

Environmental

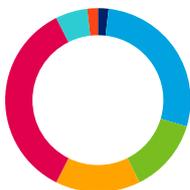
Environmental topics featured in 27.2% of our engagements over the last quarter.



- Climate Change 81.8%
- Pollution and Waste Management 11.4%
- Supply Chain Management 4.5%
- Water 2.3%

Social and Ethical

Social and Ethical topics featured in 33.3% of our engagements over the last quarter.



- Bribery and Corruption 1.9%
- Conduct and Culture 27.8%
- Diversity 13.0%
- Human Capital Management 14.8%
- Human Rights 35.2%
- Labour Rights 5.6%
- Tax 1.9%

Governance

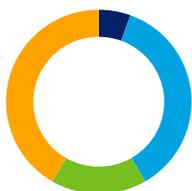
Governance topics featured in 17.3% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 7.1%
- Board Independence 17.9%
- Executive Remuneration 67.9%
- Shareholder Protection and Rights 3.6%
- Succession Planning 3.6%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 22.2% of our engagements over the last quarter.



- Audit and Accounting 5.6%
- Business Strategy 36.1%
- Integrated Reporting and Other Disclosure 16.7%
- Risk Management 41.7%