

### Coutts and Co.

### EOS at Federated Hermes

#### Engagement by region

Over the last quarter we engaged with **267** companies held in the Coutts and Co. portfolios on a range of **846** environmental, social and governance issues and objectives.

#### Global

We engaged with **267** companies over the last quarter.



- Environmental **27.8%**
- Social and Ethical **17.7%**
- Governance **45.0%**
- Strategy, Risk and Communication **9.5%**

#### Europe

We engaged with **87** companies over the last quarter.



- Environmental **32.1%**
- Social and Ethical **14.0%**
- Governance **45.7%**
- Strategy, Risk and Communication **8.3%**

#### United Kingdom

We engaged with **35** companies over the last quarter.



- Environmental **37.4%**
- Social and Ethical **13.2%**
- Governance **44.0%**
- Strategy, Risk and Communication **5.5%**

#### Emerging & Developing Markets

We engaged with **one** company over the last quarter.



- Governance **100.0%**

#### North America

We engaged with **144** companies over the last quarter.



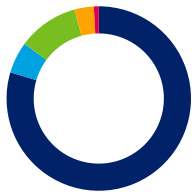
- Environmental **23.7%**
- Social and Ethical **20.7%**
- Governance **44.8%**
- Strategy, Risk and Communication **10.8%**

## Engagement by theme

Over the last quarter we engaged with 267 companies held in the Coutts and Co. portfolios on a range of 846 environmental, social and governance issues and objectives.

### Environmental

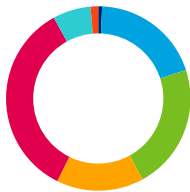
Environmental topics featured in 27.8% of our engagements over the last quarter.



- Climate Change 79.6%
- Forestry and Land Use 5.5%
- Pollution and Waste Management 10.6%
- Supply Chain Management 3.4%
- Water 0.9%

### Social and Ethical

Social and Ethical topics featured in 17.7% of our engagements over the last quarter.



- Bribery and Corruption 0.7%
- Conduct and Culture 19.3%
- Diversity 22.0%
- Human Capital Management 15.3%
- Human Rights 34.7%
- Labour Rights 6.7%
- Tax 1.3%

### Governance

Governance topics featured in 45.0% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 15.7%
- Board Independence 9.2%
- Executive Remuneration 62.7%
- Shareholder Protection and Rights 10.0%
- Succession Planning 2.4%

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 9.5% of our engagements over the last quarter.



- Audit and Accounting 27.5%
- Business Strategy 23.8%
- Cyber Security 2.5%
- Integrated Reporting and Other Disclosure 25.0%
- Risk management 21.2%