

Coutts and Co

Hermes EOS

Over the last quarter we made voting recommendations at **28** meetings (**273** resolutions). At **eight** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **two** meetings. We supported management on all resolutions at the remaining **18** meetings.

Global

We made voting recommendations at **28** meetings (**273** resolutions) over the last quarter.



- Total meetings in favour **64.3%**
- Meetings against (or against AND abstain) **28.6%**
- Meetings with management by exception **7.1%**

Europe

We made voting recommendations at **13** meetings (**55** resolutions) over the last quarter.



- Total meetings in favour **92.3%**
- Meetings against (or against AND abstain) **7.7%**

North America

We made voting recommendations at **three** meetings (**41** resolutions) over the last quarter.



- Meetings against (or against AND abstain) **100%**

United Kingdom

We made voting recommendations at **12** meetings (**177** resolutions) over the last quarter.



- Total meetings in favour **50%**
- Meetings against (or against AND abstain) **33.3%**
- Meetings with management by exception **16.7%**

The issues on which we recommended voting against management or abstaining on resolutions are shown below.

Global

We recommended voting against or abstaining on **16** resolutions over the last last quarter.



- Board structure 12.5%
- Remuneration 31.2%
- Shareholder resolution 2.5%
- Capital structure and dividends 18.8%
- Audit and accounts 12.5%

Europe

We recommended voting against or abstaining on **one** resolution over the last last quarter.



- Audit and accounts 100%

North America

We recommended voting against or abstaining on **eight** resolutions over the last last quarter.



- Board structure 12.5%
- Remuneration 37.5%
- Shareholder resolution 50%

United Kingdom

We recommended voting against or abstaining on **seven** resolutions over the last last quarter.



- Board structure 14.3%
- Remuneration 28.6%
- Capital structure and dividends 42.9%
- Audit and accounts 14.3%