

Coutts and Co

Hermes EOS

Over the last quarter we made voting recommendations at **89** meetings (**1,355** resolutions). At **43** meetings we recommended opposing one or more resolutions. We supported management on all resolutions at the remaining **46** meetings.

Global

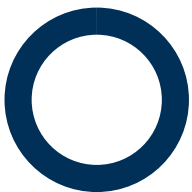
We made voting recommendations at **89** meetings (**1,355** resolutions) over the last quarter.



■ Total meetings in favour **51.7%**
■ Meetings against (or against AND abstain) **48.3%**

Developed Asia

We made voting recommendations at **three** meetings (**60** resolutions) over the last quarter.



■ Total meetings in favour **100%**

Europe

We made voting recommendations at **42** meetings (**520** resolutions) over the last quarter.



■ Total meetings in favour **52.4%**
■ Meetings against (or against AND abstain) **47.6%**

North America

We made voting recommendations at **19** meetings (**291** resolutions) over the last quarter.



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

United Kingdom

We made voting recommendations at **25** meetings (**484** resolutions) over the last quarter.



■ Total meetings in favour **84%**
■ Meetings against (or against AND abstain) **16%**

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

Global

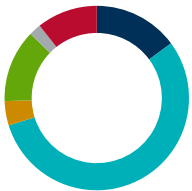
We recommended voting against or abstaining on **97** resolutions over the last quarter.



- Board structure **17.5%**
- Remuneration **44.3%**
- Shareholder resolution **20.6%**
- Capital structure and dividends **2.1%**
- Amend articles **2.1%**
- Audit and accounts **6.2%**
- Poison pill/Anti-takeover device **1.0%**
- Other **6.2%**

Europe

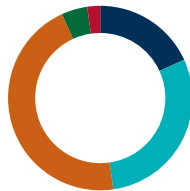
We recommended voting against or abstaining on **47** resolutions over the last quarter.



- Board structure **14.9%**
- Remuneration **55.3%**
- Capital structure and dividends **4.3%**
- Audit and accounts **12.8%**
- Poison pill/Anti-takeover device **2.1%**
- Other **10.6%**

North America

We recommended voting against or abstaining on **44** resolutions over the last quarter.



- Board structure **18.2%**
- Remuneration **29.5%**
- Shareholder resolution **45.5%**
- Amend articles **4.5%**
- Other **2.3%**

United Kingdom

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



- Board structure **33.3%**
- Remuneration **66.7%**