

Coutts and Co

Hermes EOS

Over the last quarter we made voting recommendations at **30** meetings (**270** resolutions). At **seven** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **one** meeting. We supported management on all resolutions at the remaining **22** meetings.

Global

We made voting recommendations at **30** meetings (**270** resolutions) over the last quarter.



- Total meetings in favour **73.3%**
- Meetings against (or against AND abstain) **23.3%**
- Meetings with management by exception **3.3%**

Europe

We made voting recommendations at **16** meetings (**68** resolutions) over the last quarter.



- Total meetings in favour **87.5%**
- Meetings against (or against AND abstain) **12.5%**

North America

We made voting recommendations at **three** meetings (**37** resolutions) over the last quarter.



- Meetings against (or against AND abstain) **66.7%**
- Meetings with management by exception **33.3%**

United Kingdom

We made voting recommendations at **11** meetings (**165** resolutions) over the last quarter.



- Total meetings in favour **72.7%**
- Meetings against (or against AND abstain) **27.3%**

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 quarter.



- Board structure **18.8%**
- Remuneration **25%**
- Shareholder resolution **31.2%**
- Capital structure and dividends **12.5%**
- Audit and accounts **12.5%**

Europe

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



- Remuneration **33.3%**
- Audit and accounts **66.7%**

North America

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



- Board structure **30%**
- Remuneration **20%**
- Shareholder resolution **50%**

United Kingdom

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



- Remuneration **33.3%**
- Capital structure and dividends **66.7%**