

Coutts and Co

Hermes EOS

Over the last quarter we made voting recommendations at **38** meetings (**313** resolutions). At **nine** 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 **27** meetings.

Global

We made voting recommendations at **38** meetings (**313** resolutions) over the last quarter.



- Total meetings in favour **71.1%**
- Meetings against (or against AND abstain) **23.7%**
- Meetings with management by exception **5.3%**

Europe

We made voting recommendations at **23** meetings (**84** resolutions) over the last quarter.



- Total meetings in favour **82.6%**
- Meetings against (or against AND abstain) **17.4%**

North America

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



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

United Kingdom

We made voting recommendations at **12** meetings (**192** resolutions) over the last quarter.



- Total meetings in favour **66.7%**
- Meetings against (or against AND abstain) **33.3%**

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 **31.2%**
- Remuneration **31.2%**
- Shareholder resolution **18.8%**
- Capital structure and dividends **6.2%**
- Amend articles **12.5%**

Europe

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



- Board structure **75%**
- Remuneration **25%**

North America

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



- Board structure **16.7%**
- Remuneration **33.3%**
- Shareholder resolution **50%**

United Kingdom

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



- Board structure **16.7%**
- Remuneration **33.3%**
- Capital structure and dividends **16.7%**
- Amend articles **33.3%**