

Coutts and Co

Hermes EOS

Over the last quarter we made voting recommendations at **27** meetings (**273** 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 **16** meetings.

Global

We made voting recommendations at **27** meetings (**273** resolutions) over the last quarter.



- Total meetings in favour **59.3%**
- Meetings against (or against AND abstain) **33.3%**
- Meetings with management by exception **7.4%**

Australia and New Zealand

We made voting recommendations at **one** meeting (**22** resolutions) over the last quarter.



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

Europe

We made voting recommendations at **13** meetings (**101** resolutions) over the last quarter.



- Total meetings in favour **76.9%**
- Meetings against (or against AND abstain) **23.1%**

North America

We made voting recommendations at **six** meetings (**65** resolutions) over the last quarter.



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

United Kingdom

We made voting recommendations at **seven** meetings (**85** resolutions) over the last quarter.



- Total meetings in favour **71.4%**
- Meetings against (or against AND abstain) **28.6%**

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

Global

We recommended voting against or abstaining on **23** resolutions over the last quarter.



- Board structure **8.7%**
- Remuneration **60.9%**
- Shareholder resolution **17.4%**
- Amend articles **4.3%**
- Other **8.7%**

Australia and New Zealand

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



- Remuneration **75%**
- Shareholder resolution **25%**

Europe

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



- Remuneration **50%**
- Amend articles **16.7%**
- Other **33.3%**

North America

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



- Board structure **12.5%**
- Remuneration **62.5%**
- Shareholder resolution **25%**

United Kingdom

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



- Board structure **20%**
- Remuneration **60%**
- Shareholder resolution **20%**