

Coutts and Co

EOS at Federated Hermes

Over the last quarter we made voting recommendations at **36** meetings (**441** resolutions). At **seven** 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**

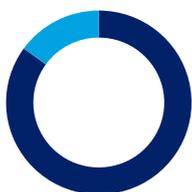
We made voting recommendations at **36** meetings (**441** resolutions) over the last quarter.



- Total meetings in favour **75%**
- Meetings against (or against AND abstain) **19.4%**
- Meetings with management by exception **5.6%**

**Europe**

We made voting recommendations at **20** meetings (**168** resolutions) over the last quarter.



- Total meetings in favour **85%**
- Meetings against (or against AND abstain) **15%**

**North America**

We made voting recommendations at **three** meetings (**42** 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 **13** meetings (**231** resolutions) over the last quarter.



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

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

**Global**

We recommended voting against or abstaining on **14** resolutions over the last quarter.



- Board structure 21.4%
- Remuneration 35.7%
- Shareholder resolution 35.7%
- Capital structure and dividends 7.1%

**Europe**

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



- Board structure 33.3%
- Remuneration 33.3%
- Capital structure and dividends 33.3%

**North America**

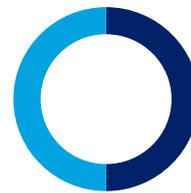
We recommended voting against or abstaining on **seven** resolutions over the last quarter.



- Remuneration 28.6%
- Shareholder resolution 71.4%

**United Kingdom**

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



- Board structure 50%
- Remuneration 50%