

## Coutts and Co

### Hermes EOS

Over the last quarter we made voting recommendations at **25** meetings (**177** resolutions). At **11** meetings we recommended opposing one or more resolutions. We supported management on all resolutions at the remaining **14** meetings.

#### Global

We made voting recommendations at **25** meetings (**177** resolutions) over the last quarter.



■ Total meetings in favour **56%**  
■ Meetings against (or against AND abstain) **44%**

#### Europe

We made voting recommendations at **14** meetings (**60** resolutions) over the last quarter.



■ Total meetings in favour **57.1%**  
■ Meetings against (or against AND abstain) **42.9%**

#### North America

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



■ Total meetings in favour **20%**  
■ Meetings against (or against AND abstain) **80%**

#### United Kingdom

We made voting recommendations at **six** meetings (**57** resolutions) over the last quarter.



■ Total meetings in favour **83.3%**  
■ Meetings against (or against AND abstain) **16.7%**

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

**Global**

We recommended voting against or abstaining on **19** resolutions over the last quarter.



- Board structure **36.8%**
- Remuneration **31.6%**
- Shareholder resolution **5.3%**
- Audit and accounts **15.8%**
- Other **10.5%**

**Europe**

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



- Remuneration **28.6%**
- Audit and accounts **42.9%**
- Other **28.6%**

**North America**

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



- Board structure **55.6%**
- Remuneration **33.3%**
- Shareholder resolution **11.1%**

**United Kingdom**

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



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