

Q1 2021 Voting Disclosure

This disclosure covers all voting decisions of the international business of Federated Hermes, which includes Hermes Investment Management Limited, from 1 January to 31 March 2021. Our Voting Policy and Guidelines document is available on our website.

This disclosure includes information on the meeting ID and date, the region and the company name and International Securities Identification Number (ISIN). Company meetings where we have recommended voting in line with management on all resolutions are condensed.

We provide the rationale behind our decision when we have voted against management on one or more resolutions. On occasions when our policy may suggest a vote against management but engagement with the company provided additional insight – for example, a company that has committed to making a change but that will not implement it until the following year – we may vote ‘for, by exception’ to our policy. These instances are highlighted in our voting disclosures and are within the scope of our overall voting policy.

This information does not constitute a solicitation or offer to any person to buy or sell any related securities or financial instruments.

Meeting ID	ISIN	Company Name	Investment Region	Country	Meeting Date	Meeting Type	Voting Action*	Agenda Item Numbers	Voting Explanation	Vote FOR By Exception	Ballot Count
1501619	JP3786600001	Hitachi Capital Corp.	Asia	Japan	26/02/2021	Special	Against	1	Concerns to protect shareholder value		1
1506803	JP3277040006	KH Neochem Co., Ltd.	Asia	Japan	23/03/2021	Annual	All For				2
1506798	JP3294460005	INPEX Corp.	Asia	Japan	25/03/2021	Annual	Against	3.9,3.10,3.12,3.13	Lack of independence on board		3
1512447	JP3758190007	NEXON Co., Ltd.	Asia	Japan	25/03/2021	Annual	Against	3,4 1.1	Apparent failure to link pay & appropriate performance Concerns related to approach to board gender diversity		2
1504948	JP3205800000	Kao Corp.	Asia	Japan	26/03/2021	Annual	Against	2.8	Concerns about overall board structure		3
1510511	JP3759500006	Noritsu Koki Co., Ltd.	Asia	Japan	26/03/2021	Annual	All For				5
1511140	JP3853000002	Horiba, Ltd.	Asia	Japan	27/03/2021	Annual	All For				7
1509308	JP3965400009	Lion Corp.	Asia	Japan	30/03/2021	Annual	All For				5
1512431	JP3955800002	The Yokohama Rubber Co., Ltd.	Asia	Japan	30/03/2021	Annual	Against	2.1	Concerns related to approach to board gender diversity		3
1508303	JP3556400004	Toagosei Co., Ltd.	Asia	Japan	30/03/2021	Annual	Against	2.6	Concerns about overall board structure		2
1488708	KR7023890007	HANKOOK ATLASBX Co., Ltd.	Asia	South Korea	15/02/2021	Special	Against	1	Concerns to protect shareholder value		3
1503928	KR7005930003	Samsung Electronics Co., Ltd.	Asia	South Korea	17/03/2021	Annual	All For				11
1505397	KR7005930003	Samsung Electronics Co., Ltd.	Asia	South Korea	17/03/2021	Annual	All For				1
1510074	KR7003540002	Daishin Securities Co., Ltd.	Asia	South Korea	19/03/2021	Annual	Against	6.1 6.2	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation		1
1504618	KR7051900009	LG Household & Health Care Ltd.	Asia	South Korea	19/03/2021	Annual	Against	3.1,3.2			6
1507806	KR7004000006	LOTTE Fine Chemical Co., Ltd.	Asia	South Korea	19/03/2021	Annual	All For				3
1507034	KR7000810002	Samsung Fire & Marine Insurance Co., Ltd.	Asia	South Korea	19/03/2021	Annual	All For				3
1504527	KR7005680004	Samyoung Electronics Co., Ltd.	Asia	South Korea	19/03/2021	Annual	Against	2.1			1
1503626	KR7093190007	Bixelon Co., Ltd.	Asia	South Korea	23/03/2021	Annual	All For				1
1504011	KR7004020004	Hyundai Steel Co.	Asia	South Korea	23/03/2021	Annual	All For				1
1512496	KR7005180005	BINGGRAE Co., Ltd.	Asia	South Korea	25/03/2021	Annual	All For				1
1502938	KR7092130004	e-Credible Co., Ltd.	Asia	South Korea	25/03/2021	Annual	All For				1

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1511300	KR7089470009	HDC Hyundai Engineering Plastics Co., Ltd.	Asia	South Korea	25/03/2021	Annual	Against	5	Concerns regarding audit quality		1
1506821	KR7000720003	HYUNDAI ENGINEERING & CONSTRUCTION CO., LTD.	Asia	South Korea	25/03/2021	Annual	All For				1
1504613	KR7126560002	Hyundai Futurenet Co., Ltd.	Asia	South Korea	25/03/2021	Annual	Against	1.1 1.2	Concerns to protect shareholder value SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes efficient capital structure		1
1511396	KR7098460009	Koh Young Technology, Inc.	Asia	South Korea	25/03/2021	Annual	All For				1
1501658	KR7036570000	NCsoft Corp.	Asia	South Korea	25/03/2021	Annual	All For				5
1513206	KR7030190003	NICE Information Service Co., Ltd.	Asia	South Korea	25/03/2021	Annual	Against	6.3	Concerns about reducing shareholder rights		1
1502495	KR7029530003	Sindoh Co., Ltd.	Asia	South Korea	25/03/2021	Annual	All For				1
1510016	KR7192820009	Cosmax, Inc.	Asia	South Korea	26/03/2021	Annual	All For				1
1508594	KR7005710009	DAEWON SANUP Co., Ltd.	Asia	South Korea	26/03/2021	Annual	All For				1
1506272	KR7084370006	Eugene Technology Co., Ltd.	Asia	South Korea	26/03/2021	Annual	All For				1
1506949	KR7099190001	i-SENS, Inc.	Asia	South Korea	26/03/2021	Annual	All For				1
1492954	KR7105560007	KB Financial Group, Inc.	Asia	South Korea	26/03/2021	Annual	All For				8
1512088	KR7105560007	KB Financial Group, Inc.	Asia	South Korea	26/03/2021	Annual	All For				1
1506287	KR7104700000	KISCO Corp.	Asia	South Korea	26/03/2021	Annual	Against	2 3.1	Concerns about reducing shareholder rights Concerns related to board gender diversity		1
1511397	KR7025000001	KPX Chemical Co., Ltd.	Asia	South Korea	26/03/2021	Annual	Against	2.1	Concerns related to board gender diversity		1
1513198	KR7011780004	Kumho Petrochemical Co., Ltd.	Asia	South Korea	26/03/2021	Annual	Against	3.2,4.2,5.4,5.5,6.2 3.1,5.1,5.2,6.1	Concerns related to minority shareholder interest Lack of independence on board		3
1511400	KR7003550001	LG Corp.	Asia	South Korea	26/03/2021	Annual	Against	1			3
1512779	KR7003550001	LG Corp.	Asia	South Korea	26/03/2021	Special	Against	1			1
1505671	KR7005440003	Hyundai Green Food Co., Ltd.	Asia	South Korea	29/03/2021	Annual	All For				1
1504227	KR7002810000	Samyung Trading Co., Ltd.	Asia	South Korea	29/03/2021	Annual	All For				1

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1515409	KR7067160002	AfreecaTV Co., Ltd.	Asia	South Korea	30/03/2021	Annual	All For				1
1508353	KR7049430002	KOMELON Corp.	Asia	South Korea	30/03/2021	Annual	Against	3			1
1506976	KR7000660001	SK hynix, Inc.	Asia	South Korea	30/03/2021	Annual	All For				3
1507784	KR7023890007	HANKOOK ATLASBX Co., Ltd.	Asia	South Korea	31/03/2021	Annual	Against	1,2,3.1,3.2,4.1,4.2,5	Concerns to protect shareholder value		3
1501649	KR7064760002	TOKAI CARBON KOREA Co., Ltd.	Asia	South Korea	31/03/2021	Annual	All For				1
1517039	KR7111770004	Youngone Corp.	Asia	South Korea	31/03/2021	Annual	Against	2,4,4,5			2
1517271	KR7009970005	Youngone Holdings Co., Ltd.	Asia	South Korea	31/03/2021	Annual	Against	5	Apparent failure to link pay & appropriate performance		1
1492371	AU000000SAR9	Saracen Mineral Holdings Limited	Australia & New Zealand	Australia	15/01/2021	Court	All For				1
1501902	BMG0171K1018	Alibaba Health Information Technology Ltd.	Emerging Markets	Bermuda	01/03/2021	Special	All For				4
1502277	BMG348041077	First Pacific Co. Ltd.	Emerging Markets	Bermuda	02/03/2021	Special	All For				1
1502594	BMG5320C1082	Kunlun Energy Co. Ltd.	Emerging Markets	Bermuda	12/03/2021	Special	All For				3
1512114	BMG0171K1018	Alibaba Health Information Technology Ltd.	Emerging Markets	Bermuda	29/03/2021	Special	All For				4
1500316	BMG2519Y1084	Credicorp Ltd.	Emerging Markets	Bermuda	31/03/2021	Annual	All For				7
1509620	BRHAPVACNOR4	Hapvida Participacoes e Investimentos SA	Emerging Markets	Brazil	29/03/2021	Special	Against	6,7			5
1509103	BRGNDIACNOR2	Notre Dame Intermedica Participacoes SA	Emerging Markets	Brazil	29/03/2021	Special	All For				1
1495080	KYG066341028	Autohome, Inc.	Emerging Markets	Cayman Islands	02/02/2021	Special	All For				5
1499160	KYG070341048	Baidu, Inc.	Emerging Markets	Cayman Islands	01/03/2021	Special	All For				2
1503277	US89677Q1076	Trip.com Group Ltd.	Emerging Markets	Cayman Islands	18/03/2021	Special	All For				2
1489452	CNE1000040M1	Hangzhou Tigermed Consulting Co., Ltd.	Emerging Markets	China	08/01/2021	Special	All For				5
1495992	CNE1000004S4	Zhejiang Expressway Co. Ltd.	Emerging Markets	China	20/01/2021	Special	All For				1

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1496915	CNE1000004L9	Weichai Power Co., Ltd.	Emerging Markets	China	29/01/2021	Special	Against	1			1
1495737	CNE100001NV2	SINOPEC Engineering (Group) Co., Ltd.	Emerging Markets	China	22/02/2021	Special	All For			1	2
1502646	CNE1000021L3	China Railway Signal & Communication Corp. Ltd.	Emerging Markets	China	05/03/2021	Special	All For				1
1502265	CNE1000048K8	Haier Smart Home Co., Ltd.	Emerging Markets	China	05/03/2021	Special	All For				1
1502264	CNE1000048K8	Haier Smart Home Co., Ltd.	Emerging Markets	China	05/03/2021	Special	Against	4.2			1
1501176	CNE1000003X6	Ping An Insurance (Group) Company of China, Ltd.	Emerging Markets	China	25/03/2021	Annual	Against	8.11 11	Concerns related to board gender diversity Issue of capital raises concerns about excessive dilution of existing shareholders		5
1513485	CNE1000040M1	Hangzhou Tigermed Consulting Co., Ltd.	Emerging Markets	China	26/03/2021	Special	Against	1	Apparent failure to link pay & appropriate performance		5
1500032	COB07PA00086	Bancolombia SA	Emerging Markets	Colombia	19/03/2021	Annual	All For				1
1512885	EGS60121C018	Commercial International Bank (Egypt) SAE	Emerging Markets	Egypt	30/03/2021	Annual	Against	1.a,1.b	Insufficient basis to support a decision		5
1494591	INE775A01035	Motherson Sumi Systems Limited	Emerging Markets	India	20/01/2021	Special	All For				4
1496379	INE765G01017	ICICI Lombard General Insurance Co. Ltd.	Emerging Markets	India	23/02/2021	Court	All For				1
1501138	INE766P01016	Mahindra Logistics Ltd.	Emerging Markets	India	06/03/2021	Special	Against	3			1
1493179	ID1000118201	PT Bank Rakyat Indonesia (Persero) Tbk	Emerging Markets	Indonesia	21/01/2021	Special	Against	5 1	Insufficient/poor disclosure Insufficient/poor disclosure		6
1493182	ID1000095706	PT Unilever Indonesia Tbk	Emerging Markets	Indonesia	28/01/2021	Special	All For				4
1503971	ID1000118201	PT Bank Rakyat Indonesia (Persero) Tbk	Emerging Markets	Indonesia	25/03/2021	Annual	All For				6
1503098	ID1000109507	PT Bank Central Asia Tbk	Emerging Markets	Indonesia	29/03/2021	Annual	All For				4
1504910	MX01WA000038	Wal-Mart de Mexico SAB de CV	Emerging Markets	Mexico	23/03/2021	Annual	All For			4	4
1506656	MXP320321310	Fomento Economico Mexicano SAB de CV	Emerging Markets	Mexico	24/03/2021	Annual	Against	4,5	Concerns about overall board structure 2- Concerns related to succession planning 3- Lack of independence on board 4- Overboarded/Too many other time commitments		1

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Meeting ID	ISIN	Company Name	Investment Region	Country	Meeting Date	Meeting Type	Voting Action*	Agenda Item Numbers	Voting Explanation	Vote FOR By Exception	Ballot Count
1493184	ZAE000167391	Transaction Capital Ltd.	Emerging Markets	South Africa	14/01/2021	Special	All For				1
1498607	ZAE000167391	Transaction Capital Ltd.	Emerging Markets	South Africa	05/03/2021	Annual	Against	14 13 4	Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance Concerns to protect shareholder value		1
1492445	TREBIMM00018	BIM Birlesik Magazalar AS	Emerging Markets	Turkey	06/01/2021	Special	All For				5
1503757	TRECUHE00018	Avivasa Emeklilik ve Hayat AS	Emerging Markets	Turkey	16/03/2021	Annual	Against	10 8,9,13 5	Concerns about reducing shareholder rights Insufficient/poor disclosure Lack of independence on board		1
1501555	DK0060094928	Orsted A/S	Europe	Denmark	01/03/2021	Annual	Against	3,7,2 6	Apparent failure to link pay & appropriate performance Issue of capital raises concerns about excessive dilution of existing shareholders		7
1503152	DK0060252690	Pandora AS	Europe	Denmark	11/03/2021	Annual	All For				2
1501165	DK0060534915	Novo Nordisk A/S	Europe	Denmark	25/03/2021	Annual	All For				11
1492109	FI0009005961	Stora Enso Oyj	Europe	Finland	19/03/2021	Annual	Against	13	Inappropriate bundling of election of directors on a single vote		6
1497910	FI0009004824	Kemira Oyj	Europe	Finland	24/03/2021	Annual	Against	10		12	1
1501450	FI4000440664	Neles Oyj	Europe	Finland	26/03/2021	Annual	Against	10 13	Apparent failure to link pay & appropriate performance Concerns related to inappropriate membership of committees		3
1489779	FR0000121220	Sodexo SA	Europe	France	12/01/2021	Annual	All For				2
1490203	DE0005470306	CTS Eventim AG & Co. KGaA	Europe	Germany	13/01/2021	Special	All For				1
1494751	IE00B00MZ448	Grafton Group Plc	Europe	Ireland	21/01/2021	Special	All For				1
1492521	IE00B4BNMY34	Accenture Plc	Europe	Ireland	03/02/2021	Annual	All For				6
1496487	IE0002424939	DCC Plc	Europe	Ireland	04/02/2021	Special	All For				2
1497369	IE00B1RR8406	Smurfit Kappa Group Plc	Europe	Ireland	05/02/2021	Special	All For				3
1498295	IE0001827041	CRH Plc	Europe	Ireland	09/02/2021	Special	All For				1
1497843	IE0000669501	Glanbia Plc	Europe	Ireland	11/02/2021	Special	All For				8
1497451	IE0004927939	Kingspan Group Plc	Europe	Ireland	12/02/2021	Special	All For				2
1496627	LU1066226637	Stabilus S.A.	Europe	Luxembourg	10/02/2021	Annual	All For				1
1487939	NL00150001Q9	Stellantis NV	Europe	Netherlands	04/01/2021	Special	All For				1
1495630	NL0012969182	Adyen NV	Europe	Netherlands	12/02/2021	Special	All For				3
1499511	NL0010937058	Intertrust NV	Europe	Netherlands	08/03/2021	Special	All For				1
1499438	NL00150001Q9	Stellantis NV	Europe	Netherlands	08/03/2021	Special	All For				1
1499489	NO0006390301	SpareBank 1 SMN	Europe	Norway	10/02/2021	Annual	All For				1

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1502793	ES0143416115	Siemens Gamesa Renewable Energy SA	Europe	Spain	17/03/2021	Annual	Against	11,13 10 8	Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance Overboarded/Too many other time commitments		14
1498618	SE0000242455	Swedbank AB	Europe	Sweden	15/02/2021	Special	All For				2
1505044	SE0009922164	Essity AB	Europe	Sweden	25/03/2021	Annual	Against	11.b,12,14,15			5
1504470	SE0000242455	Swedbank AB	Europe	Sweden	25/03/2021	Annual	Against	23.a2,23.b 23.a1	SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		2
1449780	SE0000825820	Lundin Energy AB	Europe	Sweden	30/03/2021	Annual	Against	12,21 16.c,16.g 16.d,16.f,16.j 16.b 24.b	Apparent failure to link pay & appropriate performance Lack of independence on board Lack of independence on board 2- Overboarded/Too many other time commitments Lack of independence on board 2- Overboarded/Too many other time commitments SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency		2
1507105	SE0000115446	Volvo AB	Europe	Sweden	31/03/2021	Annual	Against	12.8,15,16	Overboarded/Too many other time commitments		3
1490850	CH0001503199	BELIMO Holding AG	Europe	Switzerland	29/03/2021	Annual	Against	3 6.1.2 8	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity Insufficient/poor disclosure		1
1500181	CA14179V5036	Cargojet Inc.	North America	Canada	30/03/2021	Annual	Abstain	A			4
1490814	US7018771029	Parsley Energy, Inc.	North America	USA	12/01/2021	Special	Against	2	Apparent failure to link pay & appropriate performance	1	1
1490289	US9224751084	Veeva Systems, Inc.	North America	USA	13/01/2021	Special	All For				6
1492512	US22160K1051	Costco Wholesale Corporation	North America	USA	21/01/2021	Annual	All For			1.7	4
1493362	US1143401024	Brooks Automation, Inc.	North America	USA	26/01/2021	Annual	All For				7
1490280	US92826C8394	Visa Inc.	North America	USA	26/01/2021	Annual	All For				5
1493356	US9807451037	Woodward, Inc.	North America	USA	27/01/2021	Annual	Against	3 1.2	Apparent failure to link pay & appropriate performance Concerns about overall board structure 2- Concerns related to approach to board gender diversity 3- Concerns related to approach to ethnic diversity		5
1492621	US0476491081	Atkore, Inc.	North America	USA	28/01/2021	Annual	All For			1e	1

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1494072	US9026811052	UGI Corporation	North America	USA	29/01/2021	Annual	All For				4
1495499	US69370C1009	PTC Inc.	North America	USA	10/02/2021	Annual	Against	2	Apparent failure to link pay & appropriate performance	1.1,1.2,1.7	3
1496260	US0378331005	Apple Inc.	North America	USA	23/02/2021	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights		6
1498709	US2546871060	The Walt Disney Company	North America	USA	09/03/2021	Annual	Against	3 1h 4	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency		6
1499159	US0326541051	Analog Devices, Inc.	North America	USA	10/03/2021	Annual	Against	1f,2		1c	4
1500050	US5779331041	MAXIMUS, Inc.	North America	USA	16/03/2021	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency		3
1501495	US00846U1016	Agilent Technologies, Inc.	North America	USA	17/03/2021	Annual	Against	1.1	Concerns about remuneration committee performance		3
1500450	US2166484020	The Cooper Companies, Inc.	North America	USA	17/03/2021	Annual	Against	3	Apparent failure to link pay & appropriate performance	1.1	2
1500451	US49338L1035	Keysight Technologies, Inc.	North America	USA	18/03/2021	Annual	Against	3	Apparent failure to link pay & appropriate performance		5
1504531	US8723071036	TCF Financial Corp.	North America	USA	25/03/2021	Special	All For				9
1497627	GB00BLBP4Y22	IMImobile Plc	United Kingdom	United Kingdom	04/02/2021	Court	All For				1
1497617	GB00BLBP4Y22	IMImobile Plc	United Kingdom	United Kingdom	04/02/2021	Special	All For				1
1492102	GB0009292243	Victrex Plc	United Kingdom	United Kingdom	12/02/2021	Annual	All For				1
1490105	GB00B2NGPM57	Paragon Banking Group Plc	United Kingdom	United Kingdom	24/02/2021	Annual	All For				5
1493598	GB00BGBN7C04	SSP Group Plc	United Kingdom	United Kingdom	25/03/2021	Annual	All For				7
1509022	GB00BYQ0JC66	Beazley Plc	United Kingdom	United Kingdom	26/03/2021	Annual	All For				5

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Federated Hermes

Federated Hermes is a global leader in active, responsible investing.

Guided by our conviction that responsible investing is the best way to create long-term wealth, we provide specialised capabilities across equity, fixed income and private markets, multi-asset and liquidity management strategies, and world-leading stewardship.

Our goals are to help people invest and retire better, to help clients achieve better risk-adjusted returns, and to contribute to positive outcomes that benefit the wider world.

All activities previously carried out by Hermes now form the international business of Federated Hermes. Our brand has evolved, but we still offer the same distinct investment propositions and pioneering responsible investment and stewardship services for which we are renowned – in addition to important new strategies from the entire group.

Our investment and stewardship capabilities:

- **Active equities:** global and regional
- **Fixed income:** across regions, sectors and the yield curve
- **Liquidity:** solutions driven by four decades of experience
- **Private markets:** real estate, infrastructure, private equity and debt
- **Stewardship:** corporate engagement, proxy voting, policy advocacy

For more information, visit www.hermes-investment.com or connect with us on social media:

