

Q3 2021 Voting Disclosure

This disclosure covers all voting decisions of the international business of Federated Hermes, which includes Hermes Investment Management Limited, from 1 July to 30 September 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
1508741	TW0008341009	Sunny Friend Environmental Technology Co., Ltd.	Asia	Taiwan	02/07/2021	Annual	All For				
1518482	TW0002345006	Accton Technology Corp.	Asia	Taiwan	08/07/2021	Annual	Against	3.1,3.6			
1519067	TW0003023008	SINBON Electronics Co., Ltd.	Asia	Taiwan	09/07/2021	Annual	Against	4.2,4.3,4.4,4.5,4.6,4.7,4.8	Lack of independence on board		
1558849	SG2C32962814	Mapletree Industrial Trust	Asia	Singapore	14/07/2021	Annual	All For				
1563022	HK0716002271	Singamas Container Holdings Limited	Asia	Hong Kong	30/07/2021	Special	All For				
1575024	JP3360250009	SHO-BOND Holdings Co., Ltd.	Asia	Japan	28/09/2021	Annual	All For				
1559331	AU000000ALQ6	ALS Ltd.	Australia & New Zealand	Australia	28/07/2021	Annual	Against	3 1	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity		
1543984	AU000000MQG1	Macquarie Group Limited	Australia & New Zealand	Australia	29/07/2021	Annual	Against	6	Concerns to protect shareholder value		
1560364	AU000000CKF7	Collins Foods Limited	Australia & New Zealand	Australia	27/08/2021	Annual	Against	6	Apparent failure to link pay and appropriate performance		
1563804	AU000000SUN6	Suncorp Group Limited	Australia & New Zealand	Australia	23/09/2021	Annual	Against	1	Apparent failure to link pay and appropriate performance		
1497385	AU000000ASX7	ASX Limited	Australia & New Zealand	Australia	29/09/2021	Annual	Against	4 3b	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees		
1554085	TRECUHE00018	AgeSA Hayat ve Emeklilik AS	Emerging Markets	Turkey	01/07/2021	Special	Against	3 4,5 2	Concerns about reducing shareholder rights Insufficient/poor disclosure Lack of independence on board		
1558822	INE742F01042	Adani Ports & Special Economic Zone Ltd.	Emerging Markets	India	12/07/2021	Annual	All For				
1555232	BMG9400S1329	VTech Holdings Ltd.	Emerging Markets	Bermuda	13/07/2021	Annual	Against	7 3b	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity Concerns related to succession planning		
1559247	INE093I01010	Oberoi Realty Limited	Emerging Markets	India	14/07/2021	Annual	Against	2	Lack of independence on board		
1558533	MXP320321310	Fomento Economico Mexicano SAB de CV	Emerging Markets	Mexico	15/07/2021		All For				
1558769	INE040A01034	HDFC Bank Limited	Emerging Markets	India	17/07/2021	Annual	All For			9	
1559759	INE752E01010	Power Grid Corporation of India Limited	Emerging Markets	India	20/07/2021		All For				

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1539975	INE918I01018	Bajaj Finserv Limited	Emerging Markets	India	21/07/2021	Annual	Against	3	Lack of independence on board		
1557904	ID1000118201	PT Bank Rakyat Indonesia (Persero) Tbk	Emerging Markets	Indonesia	22/07/2021		All For				
1559758	INE860A01027	HCL Technologies Limited	Emerging Markets	India	24/07/2021	Special	All For				
1541301	INE766P01016	Mahindra Logistics Ltd.	Emerging Markets	India	27/07/2021	Annual	Against	10,11 9	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value		
1558029	KYG211461085	Chow Tai Fook Jewellery Group Ltd.	Emerging Markets	Cayman Islands	28/07/2021	Annual	Against	3e 8 5,7	Concerns related to approach to board gender diversity Concerns related to potential conflict of interests and apparent failure to link pay and appropriate performance Issue of equity raises concerns about excessive dilution of existing shareholders		
1548129	INE089A01023	Dr. Reddy's Laboratories Ltd.	Emerging Markets	India	28/07/2021	Annual	All For				
1560551	BMG0171K1018	Alibaba Health Information Technology Ltd.	Emerging Markets	Bermuda	30/07/2021	Annual	Against	3a,3,5,7,8			
1547342	KE1000001402	Safaricom Plc	Emerging Markets	Kenya	30/07/2021	Annual	All For				
1537877	INE669C01036	Tech Mahindra Limited	Emerging Markets	India	30/07/2021	Annual	All For				
1543997	INE158A01026	Hero Motocorp Limited	Emerging Markets	India	04/08/2021	Annual	Against	3,7,8			
1562790	INE389H01022	KEC International Limited	Emerging Markets	India	04/08/2021	Annual	Against	6,7	Apparent failure to link pay and appropriate performance		
1558334	INE881D01027	Oracle Financial Services Software Limited	Emerging Markets	India	04/08/2021	Annual	Against	2,3,5			
1565592	CNE1000040M1	Hangzhou Tigermed Consulting Co., Ltd.	Emerging Markets	China	09/08/2021		All For				
1563980	INE765G01017	ICICI Lombard General Insurance Co. Ltd.	Emerging Markets	India	10/08/2021	Annual	All For			7	
1562591	BRASAIACNOR0	Sendas Distribuidora SA	Emerging Markets	Brazil	11/08/2021		All For				
1554543	INE465A01025	Bharat Forge Ltd.	Emerging Markets	India	13/08/2021	Annual	Against	3,4,5,6			
1563989	BRDXCOACNOR8	Dexco SA	Emerging Markets	Brazil	18/08/2021		All For				
1564700	PLLVTSF00010	Livechat Software SA	Emerging Markets	Poland	18/08/2021	Annual	Against	11.a,11.b,11.c,11.d,11.e,14	Insufficient/poor disclosure		

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1562221	INE016A01026	Dabur India Limited	Emerging Markets	India	19/08/2021	Annual	Against	4,5			
1567344	CNE0000001D4	Gree Electric Appliances, Inc. of Zhuhai	Emerging Markets	China	20/08/2021	Special	All For				
1563865	INE090A01021	ICICI Bank Limited	Emerging Markets	India	20/08/2021	Annual	All For				
1568148	CNE000000HL8	Huaxin Cement Co., Ltd.	Emerging Markets	China	23/08/2021	Special	All For				
1558917	ZAE000015889	Naspers Ltd.	Emerging Markets	South Africa	25/08/2021	Annual	Against	7,8 5.1,5.2,5.3,5.4,5.5 6.3 1.1,1.2,2,5,6 9 10	Apparent failure to link pay & appropriate performance Concerns about overall performance Concerns related to inappropriate membership of committees Concerns to protect shareholder value Issue of capital raises concerns about excessive dilution of existing shareholders Multiple voting rights		
1554871	INE956G01038	VA Tech Wabag Limited	Emerging Markets	India	25/08/2021	Annual	All For				
1566179	BRMGLUACNOR2	Magazine Luiza SA	Emerging Markets	Brazil	26/08/2021		All For				
1567276	INE018E01016	SBI Cards & Payment Services Limited	Emerging Markets	India	26/08/2021	Annual	Against	3	Concerns related to approach to board gender diversity		
1567691	INE860A01027	HCL Technologies Limited	Emerging Markets	India	27/08/2021	Annual	Against	6,7			
1569419	INE129A01019	GAIL (India) Limited	Emerging Markets	India	09/09/2021	Annual	Against	3,5			
1573410	CNE000000HL8	Huaxin Cement Co., Ltd.	Emerging Markets	China	13/09/2021	Special	All For				
1573492	CNE000000ST8	Lu Thai Textile Co., Ltd.	Emerging Markets	China	13/09/2021	Special	Against	2			
1567280	MX01GA000004	Grupo Aeroportuario del Pacifico SAB de CV	Emerging Markets	Mexico	14/09/2021		All For				
1567202	MX01GA000004	Grupo Aeroportuario del Pacifico SAB de CV	Emerging Markets	Mexico	14/09/2021	Ordinary	All For				
1572144	CNE000001GD5	Hundsun Technologies, Inc.	Emerging Markets	China	14/09/2021	Special	Against	1	Concerns related to shareholder rights		
1573103	CNE100000W03	China South Publishing & Media Group Co., Ltd.	Emerging Markets	China	15/09/2021	Special	Against	5.2	Concerns related to below-board gender diversity		
1566566	CNE1000048K8	Haier Smart Home Co., Ltd.	Emerging Markets	China	15/09/2021		All For				

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1566626	CNE1000048K8	Haier Smart Home Co., Ltd.	Emerging Markets	China	15/09/2021	Special	All For				
1564998	KYG017191142	Alibaba Group Holding Ltd.	Emerging Markets	Cayman Islands	17/09/2021	Annual	Against	1.1	Concerns related to inappropriate membership of committees		
1568769	KYG017191142	Alibaba Group Holding Ltd.	Emerging Markets	Cayman Islands	17/09/2021	Annual	Against	1.1	Concerns related to inappropriate membership of committees		
1571732	INE775A01035	Motherson Sumi Systems Limited	Emerging Markets	India	17/09/2021	Annual	Against	4	Lack of independence on board		
1567432	ID1000109507	PT Bank Central Asia Tbk	Emerging Markets	Indonesia	23/09/2021		All For				
1573240	INE752E01010	Power Grid Corporation of India Limited	Emerging Markets	India	24/09/2021	Annual	Against	3,4,6	Lack of independence on board 2- Lack of independent representation at board committees		
1571834	INE123W01016	SBI Life Insurance Co. Ltd.	Emerging Markets	India	24/09/2021	Annual	Against	5	Concerns related to board gender diversity		
1577184	CNE1000040M1	Hangzhou Tigermed Consulting Co., Ltd.	Emerging Markets	China	27/09/2021		All For				
1577186	CNE1000040M1	Hangzhou Tigermed Consulting Co., Ltd.	Emerging Markets	China	27/09/2021	Special	All For				
1577532	CNE100001CY9	Zhongji Innolight Co., Ltd.	Emerging Markets	China	27/09/2021	Special	All For				
1575677	INE111A01025	Container Corp. of India Ltd.	Emerging Markets	India	29/09/2021	Annual	Against	3,7 6	Lack of independence on board Lack of independence on board Concerns related to board gender diversity	4	
1573932	CNE0000001D4	Gree Electric Appliances, Inc. of Zhuhai	Emerging Markets	China	29/09/2021	Special	All For				
1574125	INE002L01015	SJVN Limited	Emerging Markets	India	29/09/2021	Annual	Against	3 4	Concerns related to inappropriate membership of committees 2- Inadequate management of climate-related risks 3- Lack of independence on board Lack of independence on board		
1548613	CH0025536027	Burckhardt Compression Holding AG	Europe	Switzerland	02/07/2021	Annual	Against	7 4	Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders		
1550627	NL0013654783	Prosus NV	Europe		09/07/2021	Special	Against	1	Concerns to protect shareholder value		
1556239	ES0148396007	Industria de Diseno Textil SA	Europe	Spain	13/07/2021	Annual	All For				
1547236	IE0002424939	DCC Plc	Europe	Ireland	16/07/2021	Annual	All For			5(a)	
1559387	FR0013227113	Soitec SA	Europe	France	28/07/2021	Annual/ Special	Against	8,9	Lack of independence on board 2- Lack of independent representation at board committees		
1555429	IE00BFY8C754	STERIS Plc (Ireland)	Europe	Ireland	29/07/2021	Annual	All For				
1556123	NL0013654783	Prosus NV	Europe		24/08/2021	Annual	Against	2,8 10.1,10.2,10.3,10.4	Apparent failure to link pay & appropriate performance Concerns about overall board structure		

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1567457	IT0003428445	MARR SpA	Europe	Italy	06/09/2021	Ordinary	All For				
1568446	AT0000743059	OMV AG	Europe	Austria	10/09/2021		All For				
1568259	FI4000440664	Neles Oyj	Europe	Finland	22/09/2021		All For				
1567447	FR0000131104	BNP Paribas SA	Europe	France	24/09/2021	Ordinary	All For				
1570180	NL0000334118	ASM International NV	Europe		29/09/2021		All For				
1570511	NL0000852564	Aalberts NV	Europe		30/09/2021		All For				
1571089	DE000A13SX22	HELLA GmbH & Co. KGaA	Europe	Germany	30/09/2021	Annual	Against	7 9	Apparent failure to link pay and appropriate performance Issue of equity raises concerns about excessive dilution of existing shareholders		
1555972	US58155Q1031	McKesson Corporation	North America	USA	23/07/2021	Annual	All For				
1557014	US9182041080	VF Corp.	North America	USA	27/07/2021	Annual	Against	2 1.11	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance		
1559775	US26969P1084	Eagle Materials Inc.	North America	USA	03/08/2021	Annual	Against	1c,2 1a	Concerns about overall board structure Concerns related to approach to board gender diversity Concerns related to approach to board diversity		
1560681	US0036541003	ABIOMED, Inc.	North America	USA	11/08/2021	Annual	Against	2 1.1	Concerns about overall board structure		
1548821	CA1247651088	CAE Inc.	North America	Canada	11/08/2021	Annual	Against	3 1.2 1.1	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity Concerns related to board ethnic and/or racial diversity		
1562614	US85917A1007	Sterling Bancorp	North America	USA	17/08/2021	Special	All For				
1567285	US5132721045	Lamb Weston Holdings, Inc.	North America	USA	23/09/2021	Annual	Against	2 1i 1b	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity		
1569922	US31428X1063	FedEx Corporation	North America	USA	27/09/2021	Annual	Against	2 1k 4,7,8 5,6	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation Shareholder proposal promotes transparency	1i	
1570187	US3703341046	General Mills, Inc.	North America	USA	28/09/2021	Annual	All For				

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1570455	US9682232064	John Wiley & Sons, Inc.	North America	USA	30/09/2021	Annual	All For				
1553370	GB00B6774699	Abcam Plc	United Kingdom	United Kingdom	01/07/2021	Special	Against	1,2			
1559147	GB00BY7QYJ50	Draper Esprit Plc	United Kingdom	United Kingdom	14/07/2021	Annual	All For				
1559705	GB00BY7QYJ50	Draper Esprit Plc	United Kingdom	United Kingdom	14/07/2021	Special	All For				
1486744	GB00B19NLV48	Experian Plc	United Kingdom	Jersey	21/07/2021	Annual	All For				
1485704	GB00BDR05C01	National Grid Plc	United Kingdom	United Kingdom	26/07/2021	Annual	All For				
1503135	GB00BH4HKS39	Vodafone Group Plc	United Kingdom	United Kingdom	27/07/2021	Annual	All For				
1491243	GB0006870611	GB Group Plc	United Kingdom	United Kingdom	29/07/2021	Annual	All For				
1487282	GB00BZ4BQC70	Johnson Matthey Plc	United Kingdom	United Kingdom	29/07/2021	Annual	All For			10	
1550631	GB0008754136	Tate & Lyle Plc	United Kingdom	United Kingdom	29/07/2021	Annual	All For			2,4	
1545228	GG00B8P59C08	Syncona Ltd.	United Kingdom	Guernsey	03/08/2021	Annual	All For				
1567948	GB0007099541	Prudential Plc	United Kingdom	United Kingdom	27/08/2021	Special	All For				
1578217	GB0008754136	Tate & Lyle Plc	United Kingdom	United Kingdom	30/09/2021	Special	All For			1,2	

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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:

