

Q1 2022 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 2022. 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 By Exception	Ballot Count
1593816	KR7003550001	LG Corp.	Asia	South Korea	07/01/2022	Special	All For				3
1596804	KR7029530003	Sindoh Co., Ltd.	Asia	South Korea	21/01/2022	Special	Against	1.1,1.2,1.3	Concerns about overall board structure 2- Concerns related to board gender diversity 3- Insufficient/poor disclosure 4- Lack of independence on board		1
1608832	KR7005930003	Samsung Electronics Co., Ltd.	Asia	South Korea	16/03/2022	Annual	All For				1
1606146	KR7005930003	Samsung Electronics Co., Ltd.	Asia	South Korea	16/03/2022	Annual	All For				11
1610501	KR7298020009	Hyosung TNC Corp.	Asia	South Korea	17/03/2022	Annual	Against	5 2.1.1	Apparent failure to link pay & appropriate performance Concerns about overall performance		1
1611351	KR7004000006	LOTTE Fine Chemical Co., Ltd.	Asia	South Korea	18/03/2022	Annual	All For				3
1610600	KR7000810002	Samsung Fire & Marine Insurance Co., Ltd.	Asia	South Korea	18/03/2022	Annual	All For				5
1615511	KR7093190007	Bixolon Co., Ltd.	Asia	South Korea	21/03/2022	Annual	Against	2.1	Concerns related to board gender diversity		1
1606669	KR7014680003	Hansol Chemical Co., Ltd.	Asia	South Korea	23/03/2022	Annual	All For				1
1609091	KR7126560002	Hyundai Futurenet Co., Ltd.	Asia	South Korea	23/03/2022	Annual	All For				1
1608466	KR7004020004	Hyundai Steel Co.	Asia	South Korea	23/03/2022	Annual	Against	2.2	Lack of independence on board		1
1609743	KR7051910008	LG Chem Ltd.	Asia	South Korea	23/03/2022	Annual	All For				4
1611859	JP3277040006	KH Neochem Co., Ltd.	Asia	Japan	24/03/2022	Annual	All For				4
1612733	JP3759500006	Noritsu Koki Co., Ltd.	Asia	Japan	24/03/2022	Annual	All For				4
1615666	KR7005180005	BINGGRAE Co., Ltd.	Asia	South Korea	24/03/2022	Annual	Against	4	Apparent failure to link pay & appropriate performance		1
1615670	KR7089470009	HDC Hyundai Engineering Plastics Co., Ltd.	Asia	South Korea	24/03/2022	Annual	All For				1
1609702	KR7000720003	HYUNDAI ENGINEERING & CONSTRUCTION CO., LTD.	Asia	South Korea	24/03/2022	Annual	All For				1
1610456	KR7005380001	Hyundai Motor Co., Ltd.	Asia	South Korea	24/03/2022	Annual	Against	2.1,2,3.2 2.2.1	Concerns to protect shareholder value Vote against combined Chair/CEO		1
1615212	KR7055550008	Shinhan Financial Group Co., Ltd.	Asia	South Korea	24/03/2022	Annual	Against	2.1,2.2,2.3,2.4,2.5,2.6,2.7 ,3.2,3.3			1

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1606096	KR7029530003	Sindoh Co., Ltd.	Asia	South Korea	24/03/2022	Annual	Against	3 2 1.2.1 4 1.2.2	Concerns about overall board structure 2- Concerns related to board gender diversity 3- Lack of independence on board Concerns about reducing shareholder rights Concerns to protect shareholder value SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation 2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes efficient capital structure		1
1611135	JP3294460005	INPEX Corp.	Asia	Japan	25/03/2022	Annual	Against	3.1	Concerns related to approach to board gender diversity		1
1609642	JP3205800000	Kao Corp.	Asia	Japan	25/03/2022	Annual	Against	3.8	Lack of independence on board		2
1613163	KR7005710009	DAEWON SANUP Co., Ltd.	Asia	South Korea	25/03/2022	Annual	Against	3	Apparent failure to link pay & appropriate performance		1
1605976	KR7084370006	Eugene Technology Co., Ltd.	Asia	South Korea	25/03/2022	Annual	All For				1
1611388	KR7099190001	i-SENS, Inc.	Asia	South Korea	25/03/2022	Annual	Against	2			1
1605922	KR7105560007	KB Financial Group, Inc.	Asia	South Korea	25/03/2022	Annual	All For				7
1609768	KR7104700000	KISCO Corp.	Asia	South Korea	25/03/2022	Annual	All For				1
1609773	KR7001940006	KISCO Holdings Corp.	Asia	South Korea	25/03/2022	Annual	All For				1
1611374	KR7025000001	KPX Chemical Co., Ltd.	Asia	South Korea	25/03/2022	Annual	Against	3 2	Apparent failure to link pay & appropriate performance Lack of independence on board		1
1617490	KR7011780004	Kumho Petrochemical Co., Ltd.	Asia	South Korea	25/03/2022	Annual	Against	1.2.1,2.1,2.2,3.1 1.2.2 2.3,2.4,3.2	Concerns to protect shareholder value SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes efficient capital structure SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights		2
1615046	JP3853000002	Horiba Ltd.	Asia	Japan	26/03/2022	Annual	All For				2
1611453	KR7051900009	LG Household & Health Care Ltd.	Asia	South Korea	28/03/2022	Annual	All For				3
1615082	KR7030190003	NICE Information Service Co., Ltd.	Asia	South Korea	28/03/2022	Annual	All For				1
1607695	KR7002810000	Samyung Trading Co., Ltd.	Asia	South Korea	28/03/2022	Annual	All For				1
1616475	KR7336260005	Doosan Fuel Cell Co., Ltd.	Asia	South Korea	29/03/2022	Annual	Against	5 4	Concerns about overall performance 2- Inappropriate bundling of election of directors on a single vote Inappropriate bundling of election of directors on a single vote		1
1612066	KR7005440003	Hyundai Green Food Co., Ltd.	Asia	South Korea	29/03/2022	Annual	All For				1
1607438	KR7098460009	Koh Young Technology, Inc.	Asia	South Korea	29/03/2022	Annual	All For				1

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1612989	KR7049430002	KOMELON Corp.	Asia	South Korea	29/03/2022	Annual	Against	2,4			1
1618369	KR7003550001	LG Corp.	Asia	South Korea	29/03/2022	Annual	All For				3
1606133	KR7064760002	TOKAI CARBON KOREA Co., Ltd.	Asia	South Korea	29/03/2022	Annual	All For				1
1618609	KR7111770004	Youngone Corp.	Asia	South Korea	29/03/2022	Annual	All For				2
1619373	KR7009970005	Youngone Holdings Co., Ltd.	Asia	South Korea	29/03/2022	Annual	All For				1
1616836	JP3955800002	The Yokohama Rubber Co., Ltd.	Asia	Japan	30/03/2022	Annual	Against	3.1 3.11	Concerns related to approach to board gender diversity and capital misallocation on cross-shareholdings Lack of independence on board		3
1612830	JP3556400004	Toagosei Co., Ltd.	Asia	Japan	30/03/2022	Annual	Against	3.1 3.8,4.2	Concerns related to approach to board gender diversity Lack of independence on board		2
1616389	KR7192820009	Cosmax, Inc.	Asia	South Korea	30/03/2022	Annual	Against	3,4	Apparent failure to link pay & appropriate performance		1
1607379	KR7036570000	NCsoft Corp.	Asia	South Korea	30/03/2022	Annual	All For				5
1611050	KR7000660001	SK hynix, Inc.	Asia	South Korea	30/03/2022	Annual	All For				4
1596467	AU000000BHP4	BHP Group Limited	Australia & New Zealand	Australia	20/01/2022	Special	All For				2
1598353	CNE000001G38	NARI Technology Co., Ltd.	Emerging Markets	China	05/01/2022	Special	Against	1,1.1,1.2,1.3,1.4,1.5,1.6,1.7,1.8,1.9,1.10,1.11,1.12,1.13,1.14,1.15,2,3,4	Concerns to protect shareholder value		5
1594391	MYL529200007	UWC Bhd.	Emerging Markets	Malaysia	10/01/2022	Annual	All For				1
1599225	CNE100001QQ5	Midea Group Co. Ltd.	Emerging Markets	China	14/01/2022	Special	All For				4
1600795	CNE100000W03	China South Publishing & Media Group Co., Ltd.	Emerging Markets	China	21/01/2022	Special	All For				2
1598809	INE956G01038	VA Tech Wabag Limited	Emerging Markets	India	21/01/2022	Special	Against	1	Concerns to protect shareholder value		1
1594016	ZAE000134854	Clicks Group Ltd.	Emerging Markets	South Africa	26/01/2022	Annual	Against	8 6.1 5	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees Lack of independence on board		4
1604899	CNE1000002G3	China Communications Services Corp. Ltd.	Emerging Markets	China	25/02/2022	Extraordinary Shareholders	Against	1 3,4	Concerns related to board gender diversity Concerns to protect shareholder value		5
1604504	CNE1000021L3	China Railway Signal & Communication Corp. Ltd.	Emerging Markets	China	25/02/2022	Extraordinary Shareholders	Against	1.1,2.1	Concerns related to board gender diversity		1
1603394	ID1000118201	PT Bank Rakyat Indonesia (Persero) Tbk	Emerging Markets	Indonesia	01/03/2022	Annual	Against	7,8	Insufficient/poor disclosure		7
1605162	INE018E01016	SBI Cards & Payment Services Limited	Emerging Markets	India	03/03/2022	Special	Against	1	Concerns related to approach to board gender diversity		1
1608941	CNE000001667	Lu Thai Textile Co., Ltd.	Emerging Markets	China	07/03/2022	Special	Against	2	Insufficient basis to support a decision		1

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1602645	ZAE000167391	Transaction Capital Ltd.	Emerging Markets	South Africa	10/03/2022	Annual	Against	2	Concerns to protect shareholder value		1
1610223	CNE100001QQ5	Midea Group Co. Ltd.	Emerging Markets	China	11/03/2022	Special	All For				4
1604430	CLP0939W1081	Banco de Chile SA	Emerging Markets	Chile	17/03/2022	Annual	Abstain	i			4
1605265	ID1000109507	PT Bank Central Asia Tbk	Emerging Markets	Indonesia	17/03/2022	Annual	All For				4
1613759	CNE1000004S4	Zhejiang Expressway Co. Ltd.	Emerging Markets	China	18/03/2022	Extraordinary Shareholders	All For				1
1604277	COB07PA00086	Bancolombia SA	Emerging Markets	Colombia	18/03/2022	Annual	Against	12	Concerns related to shareholder rights		1
1612144	INE089A01023	Dr. Reddy's Laboratories Ltd.	Emerging Markets	India	27/03/2022	Special	All For				3
1611572	INE090A01021	ICICI Bank Limited	Emerging Markets	India	27/03/2022	Special	All For				3
1604431	BMG2519Y1084	Credicorp Ltd.	Emerging Markets	Bermuda	29/03/2022	Annual	All For				8
1613229	TRECUHE00018	AgeSA Hayat ve Emeklilik AS	Emerging Markets	Turkey	29/03/2022	Annual	Against	9,10,13 5	Insufficient/poor disclosure Lack of independence on board		1
1617556	INE775A01035	Motherson Sumi Systems Limited	Emerging Markets	India	30/03/2022	Extraordinary Shareholders	Against	1			4
1612785	INE123W01016	SBI Life Insurance Co. Ltd.	Emerging Markets	India	30/03/2022	Special	All For				4
1598891	CH0418792922	Sika AG	Europe	Switzerland	25/01/2022	Extraordinary Shareholders	Against	2	Insufficient/poor disclosure		5
1596712	IE00B4BNMY34	Accenture Plc	Europe	Ireland	26/01/2022	Annual	All For				6
1602200	LU1066226637	Stabilus S.A.	Europe	Luxembourg	16/02/2022	Annual	All For				1
1596327	IE0000669501	Glanbia Plc	Europe	Ireland	25/02/2022	Special	All For				6
1606741	DK0060252690	Pandora AS	Europe	Denmark	10/03/2022	Annual	All For				4
1604495	FI0009005961	Stora Enso Oyj	Europe	Finland	15/03/2022	Annual	Against	14	Concerns related to inappropriate membership of committees Lack of independent representation at board committees		6
1605600	FI4000440664	Neles Oyj	Europe	Finland	22/03/2022	Annual	Against	11 14	Apparent failure to link pay and appropriate performance Overboarded/Too many other time commitments		1
1605266	DK0060534915	Novo Nordisk A/S	Europe	Denmark	24/03/2022	Annual	Abstain	6.3f			14
1606703	FI0009004824	Kemira Oyj	Europe	Finland	24/03/2022	Annual	Against	10	Apparent failure to link pay and appropriate performance		1
1608016	FI0009000277	TietoEVRY Corp.	Europe	Finland	24/03/2022	Annual	All For				2
1609000	LU1066226637	Stabilus S.A.	Europe	Luxembourg	24/03/2022	Extraordinary Shareholders	All For				1
1609104	ES0105546008	Linea Directa Aseguradora SA	Europe	Spain	24/03/2022	Annual	Against	7	Apparent failure to link pay & appropriate performance		4

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1608829	ES0143416115	Siemens Gamesa Renewable Energy SA	Europe	Spain	24/03/2022	Annual	Against	13	Apparent failure to link pay & appropriate performance		1
1610890	SE0009922164	Essity AB	Europe	Sweden	24/03/2022	Annual	Against	11b,12,14,15 16	Apparent failure to link pay and appropriate performance		4
1590232	CH1101098163	BELIMO Holding AG	Europe	Switzerland	28/03/2022	Annual	Against	3 6.1.2,6.2.1 7	Apparent failure to link pay & appropriate performance Concerns related to board gender diversity Insufficient/poor disclosure		1
1607810	DE0005313704	Carl Zeiss Meditec AG	Europe	Germany	30/03/2022	Annual	Against	6	Issue of capital raises concerns about excessive dilution of existing shareholders		4
1609119	SE0000112724	Svenska Cellulosa AB SCA	Europe	Sweden	31/03/2022	Annual	Against	15,16 11.8 11.1,12	Apparent failure to link pay & appropriate performance Concerns related to inappropriate membership of committees 2- Lack of independent representation at board committees Concerns related to inappropriate membership of committees 2- Lack of independent representation at board committees 3- Overboarded/Too many other time commitments		6
1595163	US5951121038	Micron Technology, Inc.	North America	USA	13/01/2022	Annual	Against	1a	Concerns about remuneration committee performance		4
1596766	US22160K1051	Costco Wholesale Corporation	North America	USA	20/01/2022	Annual	Against	5,6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks	1h	4
1597758	US1143401024	Azenta, Inc.	North America	USA	24/01/2022	Annual	All For				5
1595316	US92826C8394	Visa Inc.	North America	USA	25/01/2022	Annual	Against	2 1b 1h	Apparent failure to link pay & appropriate performance Concerns about overall board structure Concerns about remuneration committee performance		5
1596470	US9807451037	Woodward, Inc.	North America	USA	26/01/2022	Annual	Against	1.3	Concerns about overall board structure		5
1596856	US0476491081	Atkore, Inc.	North America	USA	27/01/2022	Annual	All For				1
1597937	US9026811052	UGI Corporation	North America	USA	28/01/2022	Annual	All For				3
1598404	US69370C1009	PTC Inc.	North America	USA	31/01/2022	Annual	All For				4
1603150	US00766T1007	AECOM	North America	USA	01/03/2022	Annual	Against	3 1.8	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees Concerns about remuneration committee performance		1
1603854	US3032501047	Fair Isaac Corporation	North America	USA	01/03/2022	Annual	All For				3
1601071	US0378331005	Apple Inc.	North America	USA	04/03/2022	Annual	Against	1e,3,6 7,8,10	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks	1h	6
1603197	US0326541051	Analog Devices, Inc.	North America	USA	09/03/2022	Annual	Against	2 1g	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance		4

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1602923	US2546871060	The Walt Disney Company	North America	USA	09/03/2022	Annual	Against	3 6,7 5 4	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency		6
1606634	US25470F1049	Discovery, Inc.	North America	USA	11/03/2022	Special	Against	1C			6
1604227	US5779331041	MAXIMUS, Inc.	North America	USA	15/03/2022	Annual	All For				3
1605474	US00846U1016	Agilent Technologies, Inc.	North America	USA	16/03/2022	Annual	Against	1.1 2 4	Apparent failure to link pay & appropriate performance Apparent failure to link pay and appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation		3
1604802	US2166484020	The Cooper Companies, Inc.	North America	USA	16/03/2022	Annual	All For				2
1603628	US49338L1035	Keysight Technologies, Inc.	North America	USA	17/03/2022	Annual	Against	1.1,3		1.3	6
1596347	GB00BGBN7C04	SSP Group Plc	United Kingdom	United Kingdom	04/02/2022	Annual	All For			2	6
1579325	GB0009292243	Victrex Plc	United Kingdom	United Kingdom	11/02/2022	Annual	All For				1
1596098	GB00B2NGPM57	Paragon Banking Group Plc	United Kingdom	United Kingdom	02/03/2022	Annual	All For				4
1605928	JE00BJVNSS43	Ferguson Plc	United Kingdom	Jersey	10/03/2022	Special	All For				1

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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:

