

Q4 2021 Voting Disclosure

This disclosure covers all voting decisions of the international business of Federated Hermes, which includes Hermes Investment Management Limited, from 1 October to 31 December 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 By Exception	Ballot Count
1569344	TW0002883006	China Development Financial Holding Corp.	Asia	Taiwan	01/10/2021	Special	All For				1
1556610	KR7017670001	SK Telecom Co., Ltd.	Asia	South Korea	12/10/2021	Special	All For				1
1589196	JP3802300008	FAST RETAILING CO., LTD.	Asia	Japan	25/11/2021	Annual	Against	1.2,1.3 1.5	Lack of independence on board concern of independence due to business affiliation	1.1,1.6	2
1590475	HK0392044647	Beijing Enterprises Holdings Limited	Asia	Hong Kong	30/11/2021	Extraordinary Shareholders	Against	1	Concerns to protect shareholder value		2
1593769	HK0716002271	Singamas Container Holdings Limited	Asia	Hong Kong	10/12/2021	Special	All For				1
1594544	JP3173540000	Open House Co., Ltd.	Asia	Japan	22/12/2021	Annual	All For				6
1575079	AU000000CSL8	CSL Limited	Australia & New Zealand	Australia	12/10/2021	Annual	Against	3,4	Apparent failure to link pay & appropriate performance		1
1572763	AU000000TLS2	Telstra Corporation Limited	Australia & New Zealand	Australia	12/10/2021	Annual	All For				1
1568602	AU000000CBA7	Commonwealth Bank of Australia	Australia & New Zealand	Australia	13/10/2021	Annual	Against	3 5b	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		1
1570848	AU000000BAP9	Bapcor Ltd.	Australia & New Zealand	Australia	19/10/2021	Annual	Against	5	Concerns related to shareholder rights		1
1575751	AU000000BXB1	Brambles Limited	Australia & New Zealand	Australia	19/10/2021	Annual	Against	2			3
1579793	AU000000DXS1	Dexus	Australia & New Zealand	Australia	19/10/2021	Annual	Against	1,2 4	Apparent failure to link pay and appropriate performance Concerns related to shareholder rights		1
1579291	AU0000107484	Deterra Royalties Ltd.	Australia & New Zealand	Australia	20/10/2021	Annual	Against	1,4 5	Apparent failure to link pay and appropriate performance Concerns regarding Auditor tenure		1
1568170	AU000000SUL0	Super Retail Group Limited	Australia & New Zealand	Australia	20/10/2021	Annual	Against	2	Apparent failure to link pay & appropriate performance		1
1579679	AU000000MFG4	Magellan Financial Group Ltd.	Australia & New Zealand	Australia	21/10/2021	Annual	Against	2	Apparent failure to link pay and appropriate performance		1
1570245	AU000000ORA8	Orora Ltd.	Australia & New Zealand	Australia	21/10/2021	Annual	Against	3a,3b,4 2b 2a	Apparent failure to link pay and appropriate performance Concerns related to Non-audit fees Concerns related to inappropriate membership of committees		1
1577270	AU000000WES1	Wesfarmers Limited	Australia & New Zealand	Australia	21/10/2021	Annual	Against	3	Apparent failure to link pay and appropriate performance		1
1493557	AU000000IAG3	Insurance Australia Group Ltd.	Australia & New Zealand	Australia	22/10/2021	Annual	Against	1	Apparent failure to link pay and appropriate performance		1
1580313	AU000000BGA8	Bega Cheese Limited	Australia & New Zealand	Australia	26/10/2021	Annual	Against	2 3d 3c 5 3b	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Concerns regarding Auditor tenure Concerns related to shareholder rights Independent Chairman		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 By Exception	Ballot Count
1571635	AU000000REH4	Reece Limited	Australia & New Zealand	Australia	28/10/2021	Annual	Against	1,3 2	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees		1
1580332	AU000000TGR4	Tassal Group Limited	Australia & New Zealand	Australia	28/10/2021	Annual	Against	2	Apparent failure to link pay and appropriate performance		1
1572792	AU000000DOW2	Downer EDI Limited	Australia & New Zealand	Australia	04/11/2021	Annual	Against	3	Apparent failure to link pay and appropriate performance		1
1582620	AU000000FMG4	Fortescue Metals Group Ltd.	Australia & New Zealand	Australia	09/11/2021	Annual	Against	1,5,6 8	Apparent failure to link pay and appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		1
1577302	AU000000NCM7	Newcrest Mining Ltd.	Australia & New Zealand	Australia	10/11/2021	Annual	Against	4	Apparent failure to link pay & appropriate performance		2
1583500	AU000000SGM7	Sims Limited	Australia & New Zealand	Australia	10/11/2021	Annual	Against	4,5 1	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees		1
1571549	AU000000ANN9	Ansell Limited	Australia & New Zealand	Australia	11/11/2021	Annual	All For				7
1584124	AU000000ASB3	Austal Limited	Australia & New Zealand	Australia	11/11/2021	Annual	All For			2,3	1
1568695	AU000000BHP4	BHP Group Limited	Australia & New Zealand	Australia	11/11/2021	Annual	Against	20,23	Inadequate management of climate-related risks		2
1583530	AU000000BRG2	Breville Group Limited	Australia & New Zealand	Australia	11/11/2021	Annual	Against	2,5 4	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity Concerns related to Non-audit fees Concerns related to approach to below-board gender diversity		2
1583490	AU000000CPU5	Computershare Limited	Australia & New Zealand	Australia	11/11/2021	Annual	Against	5	Apparent failure to link pay and appropriate performance		1
1582031	AU000000NEC4	Nine Entertainment Co. Holdings Limited	Australia & New Zealand	Australia	11/11/2021	Annual	Against	1,4,5 2	Apparent failure to link pay and appropriate performance Concerns regarding Auditor tenure		1
1576980	AU000000QUB5	Qube Holdings Ltd.	Australia & New Zealand	Australia	11/11/2021	Annual	Against	3 2 1	Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance 2- Concerns about remuneration committee performance 3- Concerns related to board gender diversity Concerns regarding Auditor tenure 2- Concerns related to inappropriate membership of committees		1
1573907	AU000000MGR9	Mirvac Group	Australia & New Zealand	Australia	16/11/2021	Annual	Against	3,4 2.1,2.2	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees		1
1571881	AU000000SVW5	Seven Group Holdings Limited	Australia & New Zealand	Australia	17/11/2021	Annual	Against	4 3 6	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity Concerns to protect shareholder value		1
1584744	AU000000ALU8	Altium Limited	Australia & New Zealand	Australia	18/11/2021	Annual	Against	2,6 4 7 3	Apparent failure to link pay & appropriate performance Concerns about overall board structure Concerns about reducing shareholder rights Concerns regarding Auditor tenure 2- Concerns related to Non-audit fees		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 By Exception	Ballot Count
1580098	AU000000GMG2	Goodman Group	Australia & New Zealand	Australia	18/11/2021	Annual	Against	5,6,7,8 3a,3b 2 1	Apparent failure to link pay & appropriate performance Concerns about overall board structure Concerns about remuneration committee performance Concerns regarding Auditor tenure		6
1584858	AU000000IGO4	IGO Ltd.	Australia & New Zealand	Australia	18/11/2021	Annual	Against	4	Apparent failure to link pay and appropriate performance		1
1578813	AU000000IPH9	IPH Ltd.	Australia & New Zealand	Australia	18/11/2021	Annual	Against	5,8 3	Apparent failure to link pay and appropriate performance Concerns regarding Auditor tenure Concerns related to approach to below-board gender diversity		1
1581713	AU000000MIN4	Mineral Resources Limited	Australia & New Zealand	Australia	18/11/2021	Annual	All For				2
1582622	AU000000NST8	Northern Star Resources Ltd.	Australia & New Zealand	Australia	18/11/2021	Annual	Against	1,4	Apparent failure to link pay & appropriate performance		1
1578833	AU000000SHL7	Sonic Healthcare Limited	Australia & New Zealand	Australia	18/11/2021	Annual	Against	3,4,5	Apparent failure to link pay & appropriate performance		1
1585138	AU000000AX19	Accent Group Limited	Australia & New Zealand	Australia	19/11/2021	Annual	Against	3a 3b	Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity		1
1579307	AU000000GOZ8	Growthpoint Properties Australia	Australia & New Zealand	Australia	22/11/2021	Annual	Against	3b	Concerns related to approach to board gender diversity		1
1581298	AU000000MMS5	Mcmillan Shakespeare Limited	Australia & New Zealand	Australia	22/11/2021	Annual	Against	2,6,7	Apparent failure to link pay and appropriate performance		1
1585072	AU000000MND5	Monadelphous Group Limited	Australia & New Zealand	Australia	23/11/2021	Annual	Against	3,4 1	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity		1
1583257	AU000000PME8	Pro Medicus Limited	Australia & New Zealand	Australia	23/11/2021	Annual	Against	2,4 3.2	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity Concerns regarding Auditor tenure		1
1586075	AU000000BVS9	Bravura Solutions Limited	Australia & New Zealand	Australia	24/11/2021	Annual	All For				1
1585553	AU000000HVN7	Harvey Norman Holdings Ltd.	Australia & New Zealand	Australia	24/11/2021	Annual	Against	4 3,5	Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Lack of independence on board Lack of independence on board		1
1581585	AU000000EVN4	Evolution Mining Limited	Australia & New Zealand	Australia	25/11/2021	Annual	Against	1,3,4	Apparent failure to link pay and appropriate performance		2
1580614	AU000000NWH5	NRW Holdings Limited	Australia & New Zealand	Australia	25/11/2021	Annual	Against	4,7 3	Apparent failure to link pay and appropriate performance Concerns related to below-board gender diversity 2- Concerns related to board gender diversity		1
1583303	AU000000SFR8	Sandfire Resources Ltd.	Australia & New Zealand	Australia	26/11/2021	Annual	Against	7 5	Concerns to protect shareholder value		1
1581026	AU000000LYC6	Lynas Rare Earths Limited	Australia & New Zealand	Australia	29/11/2021	Annual	Against	1	Apparent failure to link pay and appropriate performance		1
1588577	AU000000PMV2	Premier Investments Limited	Australia & New Zealand	Australia	02/12/2021	Annual	Against	2,4,5	Apparent failure to link pay & appropriate performance		1

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1542653	AU000000WBC1	Westpac Banking Corp.	Australia & New Zealand	Australia	15/12/2021	Annual	Against	2,3 6b	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		1
1583537	AU000000ANZ3	Australia and New Zealand Banking Group Limited	Australia & New Zealand	Australia	16/12/2021	Annual	Against	3,4 6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		2
1591716	AU000000ELD6	Elders Limited	Australia & New Zealand	Australia	16/12/2021	Annual	Against	5	Apparent failure to link pay and appropriate performance		1
1493194	AU000000NAB4	National Australia Bank Limited	Australia & New Zealand	Australia	17/12/2021	Annual	Against	3,4b 5b	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		1
1568158	ID1000118201	PT Bank Rakyat Indonesia (Persero) Tbk	Emerging Markets	Indonesia	07/10/2021	Extraordinary Shareholders	All For				7
1579370	KYG210961051	China Mengniu Dairy Co., Ltd.	Emerging Markets	Cayman Islands	12/10/2021	Extraordinary Shareholders	All For				8
1580321	BRHAPVACNOR4	Hapvida Participacoes e Investimentos SA	Emerging Markets	Brazil	15/10/2021	Extraordinary Shareholders	All For				1
1580292	CNE1000040M1	Hangzhou Tigermed Consulting Co., Ltd.	Emerging Markets	China	15/10/2021	Extraordinary Shareholders	All For				4
1578630	HU0000061726	OTP Bank Nyrt	Emerging Markets	Hungary	15/10/2021	Special	All For				3
1576079	CNE1000003W8	PetroChina Company Limited	Emerging Markets	China	21/10/2021	Extraordinary Shareholders	Against	1,2	Concerns related to board gender diversity		2
1580764	BMG8114Z1014	COSCO SHIPPING International (Hong Kong) Co., Ltd.	Emerging Markets	Bermuda	26/10/2021	Special	All For				1
1576750	CNE100001NV2	SINOPEC Engineering (Group) Co., Ltd.	Emerging Markets	China	26/10/2021	Extraordinary Shareholders	Against	11 3 16 1 9	Concerns related to below-board gender diversity. At the moment, the board has 11% female, and Lili Sun as a Chair or the nomination committee should hold accountable for the board gender diversity matter. Concerns related to shareholder rights. #not considered to adequately provide for accountability and transparency to shareholders. Concerns to protect shareholder value. Overboarded/Too many other time commitments. #Serving on more than six public company boards, of which four companies as a compensation committee chairperson and one company as a nomination chairperson.		2
1582775	CNE1000004L9	Weichai Power Co., Ltd.	Emerging Markets	China	26/10/2021	Extraordinary Shareholders	Against	4,5,6,11,12	Insufficient/poor disclosure		1
1577700	CNE100000221	Beijing Capital International Airport Co., Ltd.	Emerging Markets	China	28/10/2021	Extraordinary Shareholders	All For				1
1577759	CNE100000593	PICC Property & Casualty Co., Ltd.	Emerging Markets	China	28/10/2021	Extraordinary Shareholders	Against	1	Concerns related to board gender diversity		2
1578962	ID1000095706	PT Unilever Indonesia Tbk	Emerging Markets	Indonesia	01/11/2021	Extraordinary Shareholders	All For				4
1585195	CNE1000001W2	Anhui Conch Cement Company Limited	Emerging Markets	China	08/11/2021	Extraordinary Shareholders	Against	1	Concerns related to board gender diversity		2

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Meeting ID	ISIN	Company Name	Investment Region	Country	Meeting Date	Meeting Type	Voting Action*	Agenda Item Numbers	Voting Explanation	Vote By Exception	Ballot Count
1585723	CNE1000004S4	Zhejiang Expressway Co. Ltd.	Emerging Markets	China	09/11/2021	Extraordinary Shareholders	All For				1
1585154	ZAE000012084	Shoprite Holdings Ltd.	Emerging Markets	South Africa	15/11/2021	Annual	Against	1 4	Apparent failure to link pay & appropriate performance Concerns about candidate's experience/skills		1
1587934	CNE000001GD5	Hundsun Technologies, Inc.	Emerging Markets	China	16/11/2021	Special	Against	1	Insufficient/poor disclosure		6
1588572	CNE000000C66	Shanghai Baosight Software Co., Ltd.	Emerging Markets	China	16/11/2021	Special	All For				1
1585302	INE918I01018	Bajaj Finserv Limited	Emerging Markets	India	17/11/2021	Special	All For				3
1588339	CNE1000002N9	China National Building Material Co., Ltd.	Emerging Markets	China	19/11/2021	Extraordinary Shareholders	Against	1n	Inadequate management of climate-related risks		2
1586277	MXP370711014	Grupo Financiero Banorte SAB de CV	Emerging Markets	Mexico	19/11/2021	Ordinary Shareholders	All For				5
1589109	KYG970081173	Wuxi Biologics (Cayman) Inc.	Emerging Markets	Cayman Islands	23/11/2021	Extraordinary Shareholders	Against	1	Concerns to protect shareholder value Apparent failure to link pay and appropriate performance		4
1586363	BRSBSPACNOR5	Companhia de Saneamento Basico do Estado de Sao Paulo SABESP	Emerging Markets	Brazil	24/11/2021	Extraordinary Shareholders	Abstain Against	4,5 3,8	Insufficient/poor disclosure Insufficient/poor disclosure		1
1588590	INE860A01027	HCL Technologies Limited	Emerging Markets	India	28/11/2021	Special	All For				3
1589106	KYG9515T1085	Weibo Corp.	Emerging Markets	Cayman Islands	01/12/2021	Annual	Against	1,2	Lack of independence on board		3
1588894	INE775A01035	Motherson Sumi Systems Limited	Emerging Markets	India	02/12/2021	Special	All For				4
1588876	KYG070341048	Baidu, Inc.	Emerging Markets	Cayman Islands	07/12/2021	Extraordinary Shareholders	All For				2
1589397	KYG070341048	Baidu, Inc.	Emerging Markets	Cayman Islands	07/12/2021	Extraordinary Shareholders	All For				3
1593389	BMG8086V1467	Shenzhen International Holdings Limited	Emerging Markets	Bermuda	10/12/2021	Special	All For				9
1594206	CNE000001GD5	Hundsun Technologies, Inc.	Emerging Markets	China	14/12/2021	Special	All For				5
1592388	KYG066341028	Autohome, Inc.	Emerging Markets	Cayman Islands	16/12/2021	Annual	All For				6
1587356	KYG066341028	Autohome, Inc.	Emerging Markets	Cayman Islands	16/12/2021	Annual	All For				4
1588238	CNE100000221	Beijing Capital International Airport Co., Ltd.	Emerging Markets	China	16/12/2021	Extraordinary Shareholders	Against	2	Concerns related to board gender diversity		1
1592263	KYG9066F1019	Trip.com Group Ltd.	Emerging Markets	Cayman Islands	21/12/2021	Annual	All For				1
1594956	CNE1000002G3	China Communications Services Corp. Ltd.	Emerging Markets	China	22/12/2021	Extraordinary Shareholders	Against	6,7	Concerns to protect shareholder value		5

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1595318	MX01OM000018	Grupo Aeroportuario del Centro Norte SAB de CV	Emerging Markets	Mexico	22/12/2021	Extraordinary Shareholders	All For				1
1595329	MX01OM000018	Grupo Aeroportuario del Centro Norte SAB de CV	Emerging Markets	Mexico	22/12/2021	Ordinary Shareholders	All For				1
1589852	CNE1000002D0	China BlueChemical Ltd.	Emerging Markets	China	23/12/2021	Extraordinary Shareholders	Against	1	Concerns related to board gender diversity		3
1596945	CNE100001CY9	Zhongji Innolight Co., Ltd.	Emerging Markets	China	27/12/2021	Special	All For				5
1592527	BMG2442N1048	COSCO SHIPPING Ports Limited	Emerging Markets	Bermuda	28/12/2021	Special	All For				2
1593836	CNE1000002P4	China Oilfield Services Limited	Emerging Markets	China	28/12/2021	Extraordinary Shareholders	Against	1	Concerns related to board gender diversity		2
1590778	CNE100000593	PICC Property & Casualty Co., Ltd.	Emerging Markets	China	29/12/2021	Extraordinary Shareholders	Against	1 7	Concerns related to board gender diversity		2
1594362	INE158A01026	Hero Motocorp Limited	Emerging Markets	India	29/12/2021	Special	All For			3	4
1596473	CNE1000002N9	China National Building Material Co., Ltd.	Emerging Markets	China	30/12/2021	Extraordinary Shareholders	All For				2
1597760	CNE000000DC6	Huaxin Cement Co., Ltd.	Emerging Markets	China	31/12/2021	Special	All For				1
1594803	INE765G01017	ICICI Lombard General Insurance Co. Ltd.	Emerging Markets	India	31/12/2021	Special	All For				1
1578758	CH0044328745	Chubb Limited	Europe	Switzerland	03/11/2021	Extraordinary Shareholders	Against	3	Insufficient basis to support a decision		5
1587619	US87238U2033	TCS Group Holding Plc	Europe	Cyprus	19/11/2021	Annual	Against	13	Issue of equity raises concerns about excessive dilution of existing shareholders		2
1589537	BE0003656676	Recticel SA	Europe	Belgium	06/12/2021	Special	All For				1
1589021	FR0000121220	Sodexo SA	Europe	France	14/12/2021	Annual/Special	Against	14 9 5	Apparent failure to link pay & appropriate performance Concerns regarding Auditor tenure		2
1592957	US69269L1044	Ozon Holdings Plc	Europe	Cyprus	23/12/2021	Annual	Against	4	Apparent failure to link pay and appropriate performance Insufficient/poor disclosure		1
1593565	BE0003656676	Recticel SA	Europe	Belgium	24/12/2021	Special	All For				1
1595168	SE0000114837	Trelleborg AB	Europe	Sweden	28/12/2021	Extraordinary Shareholders	All For				6
1568392	US6541061031	NIKE, Inc.	North America	USA	06/10/2021	Annual	Against	2 1c 7 4,5,6	Apparent failure to link pay & appropriate performance Concerns to protect shareholder value 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 transparency		1
1572205	US7496851038	RPM International Inc.	North America	USA	07/10/2021	Annual	All For				9

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1573021	US7427181091	The Procter & Gamble Company	North America	USA	12/10/2021	Annual	Against	3 1g	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance		5
1583021	US8522341036	Block, Inc.	North America	USA	03/11/2021	Special	All For				2
1579834	US4824801009	KLA Corporation	North America	USA	03/11/2021	Annual	Against	3 1.6	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance		1
1581247	US5128071082	Lam Research Corporation	North America	USA	08/11/2021	Annual	All For				5
1580287	US0530151036	Automatic Data Processing, Inc.	North America	USA	10/11/2021	Annual	Against	2 1b	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance		1
1582066	US1271903049	CACI International Inc	North America	USA	11/11/2021	Annual	Against	2	Apparent failure to link pay and appropriate performance		2
1582792	US4262811015	Jack Henry & Associates, Inc.	North America	USA	16/11/2021	Annual	All For				3
1583234	US8718291078	Sysco Corporation	North America	USA	19/11/2021	Annual	Against	4 2 1b 1c	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversity 2- Concerns related to board gender diversity		2
1584741	US5949181045	Microsoft Corporation	North America	USA	30/11/2021	Annual	Against	2 5,6,8,9	Apparent failure to link pay & appropriate performance 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 transparency		7
1586361	US2172041061	Copart, Inc.	North America	USA	03/12/2021	Annual	Against	2 1.5 1.8	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns related to approach to board diversity		6
1589142	US9292361071	WD-40 Company	North America	USA	14/12/2021	Annual	Against	2 1.10	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance		1
1591538	US2362721001	Danimer Scientific, Inc.	North America	USA	15/12/2021	Annual	Against	1.2			2
1574801	GB0000811801	Barratt Developments Plc	United Kingdom	United Kingdom	13/10/2021	Annual	All For				4
1569153	GB0009633180	Dechra Pharmaceuticals PLC	United Kingdom	United Kingdom	21/10/2021	Annual	All For				4
1578848	GB00B067N833	Brooks MacDonald Group Plc	United Kingdom	United Kingdom	28/10/2021	Annual	Against	3	Apparent failure to link pay and appropriate performance		1
1581428	JE00BJ1F3079	Amcor Plc	United Kingdom	Jersey	10/11/2021	Annual	All For				1
1588338	GB00B2863827	CVS Group Plc	United Kingdom	United Kingdom	24/11/2021	Annual	All For				1
1581002	JE00BJVNSS43	Ferguson Plc	United Kingdom	Jersey	02/12/2021	Annual	Against	2	Apparent failure to link pay & appropriate performance		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:

