

Q3 2022 Voting Disclosure

This disclosure covers all voting decisions for Federated Hermes Limited, from 1 October to 31 December. 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
1681439	JP3360250009	SHO-BOND Holdings Co. Ltd.	Asia	Japan	28/09/2022	Annual
1666690	SG2C32962814	Mapletree Industrial Trust	Asia	Singapore	19/07/2022	Annual
1663417	KR7011780004	Kumho Petrochemical Co., Ltd.	Asia	South Korea	21/07/2022	Special
1665134	AU000000ILU1	Iluka Resources Limited	Australia & New Zealand	Australia	22/07/2022	Extraordinary Shareholders
1649374	AU000000MQG1	Macquarie Group Limited	Australia & New Zealand	Australia	28/07/2022	Annual
1671324	AU000000ALQ6	ALS Ltd.	Australia & New Zealand	Australia	23/08/2022	Annual
1666959	AU000000CKF7	Collins Foods Limited	Australia & New Zealand	Australia	02/09/2022	Annual
1662384	BMG9400S1329	VTech Holdings Ltd.	Emerging Markets	Bermuda	13/07/2022	Annual
1675026	BMG6682J1036	Northern Ocean Ltd.	Emerging Markets	Bermuda	30/09/2022	Annual
1664567	KYG211461085	Chow Tai Fook Jewellery Group Ltd.	Emerging Markets	Cayman Islands	27/07/2022	Annual
1673654	KYG2953R1149	AAC Technologies Holdings, Inc.	Emerging Markets	Cayman Islands	20/08/2022	Extraordinary Shareholders
1672023	KYG202881093	Chailease Holding Co., Ltd.	Emerging Markets	Cayman Islands	14/09/2022	Special
1675645	KYG017191142	Alibaba Group Holding Ltd.	Emerging Markets	Cayman Islands	30/09/2022	Annual
1671661	KYG017191142	Alibaba Group Holding Ltd.	Emerging Markets	Cayman Islands	30/09/2022	Annual
1665245	CNE1000001W2	Anhui Conch Cement Company Limited	Emerging Markets	China	13/07/2022	Extraordinary Shareholders

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Voting Action	Agenda Item Numbers	Voting Explanation	Vote For by Exception	Ballot Count
All For				1
All For				3
Against	1.2.1,1.2.2 1.1	Concerns about candidate's experience/skills 2- Concerns about overall board structure Concerns about candidate's experience/skills 2- Concerns about overall board structure		2
All For				2
All For				1
Against	1 2	Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity Overboarded/Too many other time commitments		1
Against	4 2	Apparent failure to link pay & appropriate performance Concerns related to board gender diversity		1
Against	3a 3c 3b	Combined CEO/Chair Concerns related to approach to board gender diversity Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Concerns related to succession planning Concerns related to approach to board gender diversity		1
Against	2 3 9 7	Concerns about reducing shareholder rights Concerns related to below-board gender diversity 2- Concerns related to board gender diversity Concerns related to minority shareholder interest Insufficient/poor disclosure		1
Against	3d 3b 5 3c 3a	Concerns related to approach to board gender diversity Overboarded/Too many other time commitments Lack of independence on board Overboarded/Too many other time commitments Concerns to protect shareholder value Insufficient/poor disclosure Lack of independence on board Concerns related to inappropriate membership of committees		2
All For				3
All For				1
Against	1.2	Concerns about overall board structure		4
Against	1.2	Concerns about overall board structure		5
Against	1	Lack of independence on board		2

Meeting ID	ISIN	Company Name	Investment Region	Country	Meeting Date	Meeting Type
1667675	CNE000001667	Lu Thai Textile Co., Ltd.	Emerging Markets	China	15/07/2022	Special
1668308	CNE000001GD5	Hundsun Technologies, Inc.	Emerging Markets	China	19/07/2022	Special
1668915	CNE100000W03	China South Publishing & Media Group Co., Ltd.	Emerging Markets	China	21/07/2022	Special
1669458	CNE100001X35	Estun Automation Co. Ltd.	Emerging Markets	China	26/07/2022	Special
1671273	CNE100000RC5	Hangzhou Great Star Industrial Co., Ltd.	Emerging Markets	China	03/08/2022	Special
1673744	CNE0000015R4	Baoshan Iron & Steel Co., Ltd.	Emerging Markets	China	17/08/2022	Special
1673368	CNE100000Q35	Guangzhou Automobile Group Co., Ltd.	Emerging Markets	China	19/08/2022	Extraordinary Shareholders
1672149	CNE100001QQ5	Midea Group Co. Ltd.	Emerging Markets	China	19/08/2022	Special
1671804	CNE1000002P4	China Oilfield Services Limited	Emerging Markets	China	23/08/2022	Extraordinary Shareholders
1669562	CNE100000221	Beijing Capital International Airport Co., Ltd.	Emerging Markets	China	24/08/2022	Extraordinary Shareholders
1674930	CNE1000021L3	China Railway Signal & Communication Corp. Ltd.	Emerging Markets	China	29/08/2022	Extraordinary Shareholders
1676226	CNE100000RC5	Hangzhou Great Star Industrial Co., Ltd.	Emerging Markets	China	29/08/2022	Special
1677885	CNE100000PH8	Glodon Co., Ltd.	Emerging Markets	China	08/09/2022	Special
1677817	CNE1000004L9	Weichai Power Co., Ltd.	Emerging Markets	China	09/09/2022	Extraordinary Shareholders
1679048	CNE100000WY9	Hangzhou Robam Appliances Co., Ltd.	Emerging Markets	China	13/09/2022	Special
1679044	CNE000001GD5	Hundsun Technologies, Inc.	Emerging Markets	China	13/09/2022	Special
1680065	CNE100001VX1	Hangzhou First Applied Material Co., Ltd.	Emerging Markets	China	14/09/2022	Special
1680709	CNE0000015R4	Baoshan Iron & Steel Co., Ltd.	Emerging Markets	China	15/09/2022	Special
1680708	CNE100001QQ5	Midea Group Co. Ltd.	Emerging Markets	China	16/09/2022	Special

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Voting Action	Agenda Item Numbers	Voting Explanation	Vote For by Exception	Ballot Count
All For				1
Against	1,2,3	Apparent failure to link pay and appropriate performance		4
Against	3,4	Concerns to protect shareholder value		2
Against	2,3,4 1	Apparent failure to link pay and appropriate performance Insufficient/poor disclosure		1
All For				1
Against	4.1 4.2	Concerns related to approach to board gender diversity Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity		1
All For				1
All For				2
Against	2	Concerns related to board gender diversity		3
All For				1
Against	1.01	Lack of independence on board		2
All For				1
Against	1,2,3	Apparent failure to link pay and appropriate performance		3
All For				1
All For				1
All For			1,2,3	3
Against	3,4,5,6,7	Insufficient/poor disclosure		1
All For				1
All For				2

Meeting ID	ISIN	Company Name	Investment Region	Country	Meeting Date	Meeting Type
1679134	CNE100001BZ8	Universal Scientific Industrial (Shanghai) Co., Ltd.	Emerging Markets	China	16/09/2022	Special
1681544	CNE100000171	Shandong Weigao Group Medical Polymer Co. Ltd.	Emerging Markets	China	28/09/2022	Extraordinary Shareholders
1666372	INE093I01010	Oberoi Realty Limited	Emerging Markets	India	15/07/2022	Annual
1651820	INE669C01036	Tech Mahindra Limited	Emerging Markets	India	26/07/2022	Annual
1646227	INE918I01026	Bajaj Finserv Limited	Emerging Markets	India	28/07/2022	Annual
1654356	INE089A01023	Dr. Reddy's Laboratories Ltd.	Emerging Markets	India	29/07/2022	Annual
1644110	INE766P01016	Mahindra Logistics Ltd.	Emerging Markets	India	29/07/2022	Annual
1666023	INE144Z01023	Tarsons Products Ltd.	Emerging Markets	India	29/07/2022	Annual
1664525	INE881D01027	Oracle Financial Services Software Limited	Emerging Markets	India	03/08/2022	Annual
1669659	INE765G01017	ICICI Lombard General Insurance Co. Ltd.	Emerging Markets	India	05/08/2022	Annual
1648595	INE158A01026	Hero Motocorp Limited	Emerging Markets	India	09/08/2022	Annual
1668874	INE318A01026	Pidilite Industries Limited	Emerging Markets	India	10/08/2022	Annual
1652823	INE465A01025	Bharat Forge Ltd.	Emerging Markets	India	12/08/2022	Annual
1670416	INE016A01026	Dabur India Limited	Emerging Markets	India	12/08/2022	Annual
1657365	INE956G01038	VA Tech Wabag Limited	Emerging Markets	India	24/08/2022	Annual
1671176	INE129A01019	GAIL (India) Limited	Emerging Markets	India	26/08/2022	Annual

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Voting Action	Agenda Item Numbers	Voting Explanation	Vote For by Exception	Ballot Count
Against	5,6,7	Insufficient/poor disclosure		3
All For				1
Against	6 3	Insufficient basis to support a decision Lack of independence on board		1
All For				2
Against	3	Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Lack of independence on board		2
All For				2
Against	8	Insufficient basis to support a decision		1
Against	2	Concerns related to approach to board gender diversity		1
Against	2,3	Lack of independence on board		1
Against	4	Concerns related to inappropriate membership of committees		1
Against	6	Apparent failure to link pay & appropriate performance	1	3
Against	8 4 3,6 7	Concerns about overall board structure Concerns related to inappropriate membership of committees Lack of independent representation at board committees Concerns related to approach to board gender diversity Lack of independence on board Lack of independence on board Lack of independence on board Apparent failure to link pay and appropriate performance		3
Against	3	Lack of independence on board		3
Against	4 9 8	Lack of independence on board Apparent failure to link pay and appropriate performance Lack of independence on board Apparent failure to link pay and appropriate performance		2
Against	3	Concerns related to approach to board gender diversity		1
Against	3 4	Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity		3

Meeting ID	ISIN	Company Name	Investment Region	Country	Meeting Date	Meeting Type
1674076	INE018E01016	SBI Cards & Payment Services Limited	Emerging Markets	India	26/08/2022	Annual
1674678	INE0FS801015	Motherson Sumi Wiring India Ltd.	Emerging Markets	India	29/08/2022	Annual
1674509	INE775A01035	Samvardhana Motherson International Limited	Emerging Markets	India	29/08/2022	Annual
1673423	INE123W01016	SBI Life Insurance Co. Ltd.	Emerging Markets	India	29/08/2022	Annual
1667108	INE090A01021	ICICI Bank Limited	Emerging Markets	India	30/08/2022	Annual
1674338	INE918I01026	Bajaj Finserv Limited	Emerging Markets	India	02/09/2022	Special
1675088	INE0BV301023	C.E. Info Systems Ltd.	Emerging Markets	India	15/09/2022	Annual
1681450	INE864I01014	MTAR Technologies Ltd.	Emerging Markets	India	23/09/2022	Annual
1678499	INE775A01035	Samvardhana Motherson International Limited	Emerging Markets	India	23/09/2022	Special
1677942	INE510A01028	Engineers India Limited	Emerging Markets	India	27/09/2022	Annual
1681867	INE111A01025	Container Corp. of India Ltd.	Emerging Markets	India	28/09/2022	Annual
1680687	INE002L01015	SJVN Limited	Emerging Markets	India	29/09/2022	Annual
1672034	PLLVTSF00010	Livechat Software SA	Emerging Markets	Poland	18/08/2022	Annual
1665188	FR0013227113	Soitec SA	Europe	France	26/07/2022	Annual/Special
1652721	IE0002424939	DCC Plc	Europe	Ireland	15/07/2022	Annual
1662037	IE00BFY8C754	STERIS Plc (Ireland)	Europe	Ireland	28/07/2022	Annual
1672756	IT0005239360	UniCredit SpA	Europe	Italy	14/09/2022	Extraordinary Shareholders
1669575	DE000STAB1L8	Stabilus SE	Europe	Luxembourg	11/08/2022	Extraordinary Shareholders
1669260	DE000STAB1L8	Stabilus SE	Europe	Luxembourg	11/08/2022	Extraordinary Shareholders

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Voting Action	Agenda Item Numbers	Voting Explanation	Vote For by Exception	Ballot Count
"Abstain Against"	4 8	PEN Governance Policy PEN Governance Policy		1
Against	3	Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Lack of independence on board		1
Against	3 5	Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Insufficient basis to support a decision		3
Against	6	Concerns related to approach to board gender diversity		3
Against	23,24	Apparent failure to link pay and appropriate performance	7	2
All For				2
Against	5,6 3 4 8	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees Concerns related to succession planning Insufficient basis to support a decision		1
All For				1
All For				3
Against	3,4,6	Lack of independence on board		1
Against	6 3	Concerns about candidate's experience/skills; poor disclosure Concerns related to board gender diversity	8	3
Against	3 9 6,7,8 4	Lack of independence on board Concerns to protect shareholder value Concerns about candidate's experience/skills Inadequate management of climate-related risks Lack of independence on board		1
Against	11	Apparent failure to link pay & appropriate performance		1
Against	18,20 10,15	Apparent failure to link pay and appropriate performance Lack of independence on board		10
All For				2
All For			1c	8
All For				6
All For				1
All For				1

Meeting ID	ISIN	Company Name	Investment Region	Country	Meeting Date	Meeting Type
1664888	NL0013654783	Prosus NV	Europe	Netherlands	24/08/2022	Annual
1672993	NL0010832176	argenx SE	Europe	Netherlands	08/09/2022	Extraordinary Shareholders
1672400	NO0010345853	Aker BP ASA	Europe	Norway	26/08/2022	Extraordinary Shareholders
1679312	NO0005052605	Norsk Hydro ASA	Europe	Norway	20/09/2022	Extraordinary Shareholders
1591550	CH0025536027	Burckhardt Compression Holding AG	Europe	Switzerland	01/07/2022	Annual
1654542	CA1247651088	CAE Inc.	North America	Canada	10/08/2022	Annual
1663248	US58155Q1031	McKesson Corporation	North America	USA	22/07/2022	Annual
1663820	US9182041080	VF Corp.	North America	USA	26/07/2022	Annual
1663820	US9182041080	VF Corp.	North America	USA	26/07/2022	Annual
1666640	US26969P1084	Eagle Materials Inc.	North America	USA	05/08/2022	Annual
1667305	US0036541003	ABIOMED, Inc.	North America	USA	10/08/2022	Annual
1671916	US6541061031	NIKE, Inc.	North America	USA	09/09/2022	Annual
1675099	US31428X1063	FedEx Corporation	North America	USA	19/09/2022	Annual
1675092	US3703341046	General Mills, Inc.	North America	USA	27/09/2022	Annual
1676945	US9682232064	John Wiley & Sons, Inc.	North America	USA	29/09/2022	Annual
1675286	US5132721045	Lamb Weston Holdings, Inc.	North America	USA	29/09/2022	Annual
1667750	GG00B8P59C08	Syncona Limited	United Kingdom	Guernsey	02/08/2022	Annual
1592327	GB00B19NLV48	Experian Plc	United Kingdom	Jersey	21/07/2022	Annual
1649676	GB00BH4HKS39	Vodafone Group Plc	United Kingdom	United Kingdom	26/07/2022	Annual
1664632	GB0006870611	GB Group Plc	United Kingdom	United Kingdom	28/07/2022	Annual

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Voting Action	Agenda Item Numbers	Voting Explanation	Vote For by Exception	Ballot Count
Against	2,7	Apparent failure to link pay & appropriate performance		2
All For				1
All For				4
All For				9
Against	7	Insufficient/poor disclosure	6.2	5
Against	3	Apparent failure to link pay and appropriate performance	1.4	2
Against	6,7	Shareholder proposal promotes appropriate accountability or incentivisation		1
Against	2 1.3	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance		1
Against	1.3 2	Concerns about remuneration committee performance Apparent failure to link pay and appropriate performance	1.1	1
Against	1a 2	Concerns about remuneration committee performance Apparent failure to link pay and appropriate performance		6
Against	2 1.2	Apparent failure to link pay & appropriate performance Concerns about overall board structure 2- Concerns about remuneration committee performance		2
Against	2	Apparent failure to link pay & appropriate performance	1c	1
Against	5 6,7,8,9	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	1l	6
Against	5 6 4 1e	Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes better management of SEE opportunities and risks Concerns regarding Auditor tenure Concerns regarding audit quality		3
All For				3
Against	2 1b 1i	Apparent failure to link pay and appropriate performance Concerns related to approach to board diversity Concerns related to approach to board gender diversity Concerns about remuneration committee performance		1
All For				2
Against	2	Apparent failure to link pay & appropriate performance		6
Against	2	Concerns related to ethnic and/or racial diversity		1
Against	7 12,13,14	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value		1

Meeting ID	ISIN	Company Name	Investment Region	Country	Meeting Date	Meeting Type
1665845	GB00BP92CJ43	Tate & Lyle Plc	United Kingdom	United Kingdom	28/07/2022	Annual
1664059	GB00BY7QYJ50	Molten Ventures Plc	United Kingdom	United Kingdom	03/08/2022	Annual
1675455	GB00BF044593	CLS Holdings Plc	United Kingdom	United Kingdom	09/09/2022	Special
1673845	GB00BD8DR117	Biffa Plc	United Kingdom	United Kingdom	23/09/2022	Annual

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Voting Action	Agenda Item Numbers	Voting Explanation	Vote For by Exception	Ballot Count
All For				5
All For				5
All For				3
All For				1

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 Investment Management are now undertaken by Federated Hermes Limited (or one of its subsidiaries). We still offer the same distinct investment propositions and pioneering responsible investment and stewardship services for which we are renowned – in addition to important 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:

