

Q4 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
1701632	HK0293001514	Cathay Pacific Airways Limited	Asia	Hong Kong	23/12/2022	Extraordinary Shareholders
1702521	HK3808041546	Sinotruk Hong Kong Ltd.	Asia	Hong Kong	23/12/2022	Extraordinary Shareholders
1695963	JP3802300008	FAST RETAILING CO., LTD.	Asia	Japan	24/11/2022	Annual
1701542	JP3173540000	Open House Group Co., Ltd.	Asia	Japan	21/12/2022	Annual
1690940	KR7005930003	Samsung Electronics Co., Ltd.	Asia	South Korea	03/11/2022	Special
1681075	KR7005930003	Samsung Electronics Co., Ltd.	Asia	South Korea	03/11/2022	Special
1704203	KR7039490008	KIWOOM Securities Co., Ltd.	Asia	South Korea	27/12/2022	Special
1676242	AU000000IMD5	Imdex Ltd.	Australia & New Zealand	Australia	06/10/2022	Annual
1681427	AU000000BXB1	Brambles Limited	Australia & New Zealand	Australia	18/10/2022	Annual
1684515	AU000000NCM7	Newcrest Mining Ltd.	Australia & New Zealand	Australia	09/11/2022	Annual
1677977	AU000000ANN9	Ansell Limited	Australia & New Zealand	Australia	10/11/2022	Annual
1683549	AU000000BHP4	BHP Group Limited	Australia & New Zealand	Australia	10/11/2022	Annual
1690218	AU000000BRG2	Breville Group Limited	Australia & New Zealand	Australia	10/11/2022	Annual
1685985	AU000000GMG2	Goodman Group	Australia & New Zealand	Australia	17/11/2022	Annual
1692455	AU000000ASB3	Austal Limited	Australia & New Zealand	Australia	23/11/2022	Annual
1654713	AU000000ANZ3	Australia and New Zealand Banking Group Limited	Australia & New Zealand	Australia	15/12/2022	Annual
1694156	AU000000ANZ3	Australia and New Zealand Banking Group Limited	Australia & New Zealand	Australia	15/12/2022	Court
1687954	BMG653181005	Nine Dragons Paper Holdings Ltd.	Emerging Markets	Bermuda	21/10/2022	Special

*Where we say against, this means we voted for all resolutions except those agenda items noted and for which we provide a rationale, as set out in the voting explanation column.

Voting Action	Agenda Item Numbers	Voting Explanation	Vote For by Exception	Ballot Count
All For				3
All For				1
Against	2.1,2.2,2.3,2.6,2.7	Lack of independence on board	2.5	1
All For				5
All For				1
All For				8
All For				1
Against	2	Apparent failure to link pay and appropriate performance		1
Against	2,6,7,8	Apparent failure to link pay and appropriate performance		4
All For				1
All For				5
Against	11,12 14,15	Apparent failure to link pay and appropriate performance Inadequate management of climate-related risks	8	2
Against	2,4 3b	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity		1
Against	3 7,8,9,10,11 4 2 1	Concerns related to inappropriate membership of committees Concerns regarding Auditor tenure Concerns about remuneration committee performance Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Concerns about remuneration committee performance Concerns regarding Auditor tenure		3
Against	2	Concerns related to approach to board gender diversity		1
Against	3,4	Pay is misaligned with EOS remuneration principles		1
All For				1
All For				2

Meeting ID	ISIN	Company Name	Investment Region	Country	Meeting Date	Meeting Type
1686018	BMG2442N1048	COSCO SHIPPING Ports Limited	Emerging Markets	Bermuda	01/12/2022	Special
1697944	BMG8114Z1014	COSCO SHIPPING International (Hong Kong) Co., Ltd.	Emerging Markets	Bermuda	05/12/2022	Special
1694165	BMG653181005	Nine Dragons Paper Holdings Ltd.	Emerging Markets	Bermuda	06/12/2022	Annual
1688861	KYG0891M1069	Baozun, Inc.	Emerging Markets	Cayman Islands	21/10/2022	Extraordinary Shareholders
1688645	KYG1117K1141	Bioceres Crop Solutions Corp.	Emerging Markets	Cayman Islands	27/10/2022	Annual
1690906	KYG2124M1015	China Conch Environment Protection Holdings Ltd.	Emerging Markets	Cayman Islands	28/10/2022	Extraordinary Shareholders
1694154	KYG548561284	Lifestyle International Holdings Limited	Emerging Markets	Cayman Islands	21/11/2022	Court
1693935	KYG548561284	Lifestyle International Holdings Limited	Emerging Markets	Cayman Islands	21/11/2022	Extraordinary Shareholders
1687081	CNE0000015R4	Baoshan Iron & Steel Co., Ltd.	Emerging Markets	China	10/10/2022	Special
1686978	CNE100000RC5	Hangzhou Great Star Industrial Co., Ltd.	Emerging Markets	China	10/10/2022	Special
1685562	CNE100001ZF9	Wuxi Lead Intelligent Equipment Co., Ltd.	Emerging Markets	China	10/10/2022	Special
1686876	CNE100000Q35	Guangzhou Automobile Group Co., Ltd.	Emerging Markets	China	14/10/2022	Extraordinary Shareholders
1690195	CNE100004JF7	CoCreation Grass Co., Ltd.	Emerging Markets	China	25/10/2022	Special
1687700	CNE100000593	PICC Property & Casualty Co., Ltd.	Emerging Markets	China	27/10/2022	Extraordinary Shareholders
1690340	CNE1000002N9	China National Building Material Co., Ltd.	Emerging Markets	China	28/10/2022	Extraordinary Shareholders
1692429	CNE100001ZF9	Wuxi Lead Intelligent Equipment Co., Ltd.	Emerging Markets	China	04/11/2022	Special

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Voting Action	Agenda Item Numbers	Voting Explanation	Vote For by Exception	Ballot Count
All For				3
All For				1
Against	3a5 3a4 5a,5c 3a2,3a3 3a1 3a6	Concerns related to inappropriate membership of committees Lack of independent representation at board committees Concerns related to approach to board gender diversity Inadequate management of climate-related risks Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Overboarded/Too many other time commitments Concerns related to approach to board gender diversity		2
Against	1,3 5	Issue of equity raises concerns about excessive dilution of existing shareholders Apparent failure to link pay and appropriate performance		1
Against	2.4,3	Insufficient/poor disclosure		1
Against	1b,1e	Lack of independence on board		2
All For				1
All For				1
All For				1
All For				1
Against	1,2,3	Apparent failure to link pay and appropriate performance		3
Against	1	Concerns to protect shareholder value		1
All For				2
All For				6
All For				4
All For				3

Meeting ID	ISIN	Company Name	Investment Region	Country	Meeting Date	Meeting Type
1692707	CNE0000008X7	Yunnan Baiyao Group Co., Ltd.	Emerging Markets	China	07/11/2022	Special
1694098	CNE1000010Q5	Chacha Food Co., Ltd.	Emerging Markets	China	11/11/2022	Special
1696421	CNE1000040M1	Hangzhou Tigermed Consulting Co., Ltd.	Emerging Markets	China	23/11/2022	Extraordinary Shareholders
1698637	CNE0000015R4	Baoshan Iron & Steel Co., Ltd.	Emerging Markets	China	01/12/2022	Special
1699625	CNE000000JP5	Inner Mongolia Yili Industrial Group Co., Ltd.	Emerging Markets	China	08/12/2022	Special
1701068	CNE100001VX1	Hangzhou First Applied Material Co., Ltd.	Emerging Markets	China	13/12/2022	Special
1700626	CNE1000002N9	China National Building Material Co., Ltd.	Emerging Markets	China	19/12/2022	Extraordinary Shareholders
1699612	CNE100000L63	S.F. Holding Co., Ltd.	Emerging Markets	China	20/12/2022	Special
1696327	CNE100000221	Beijing Capital International Airport Co., Ltd.	Emerging Markets	China	22/12/2022	Extraordinary Shareholders
1697419	CNE1000002P4	China Oilfield Services Limited	Emerging Markets	China	22/12/2022	Extraordinary Shareholders
1703484	CNE100000FN7	Sinopharm Group Co., Ltd.	Emerging Markets	China	23/12/2022	Extraordinary Shareholders
1704410	CNE0000015R4	Baoshan Iron & Steel Co., Ltd.	Emerging Markets	China	28/12/2022	Special
1697986	CNE1000002D0	China BlueChemical Ltd.	Emerging Markets	China	28/12/2022	Extraordinary Shareholders
1704639	CNE100001ZF9	Wuxi Lead Intelligent Equipment Co., Ltd.	Emerging Markets	China	29/12/2022	Special
1703325	CNE1000016V2	CITIC Securities Company Limited	Emerging Markets	China	30/12/2022	Extraordinary Shareholders
1702762	CNE100000171	Shandong Weigao Group Medical Polymer Co. Ltd.	Emerging Markets	China	30/12/2022	Extraordinary Shareholders
1686071	INE089A01023	Dr. Reddy's Laboratories Ltd.	Emerging Markets	India	20/10/2022	Special
1689772	INE0FS801015	Motherson Sumi Wiring India Ltd.	Emerging Markets	India	05/11/2022	Special
1690872	INE129A01019	GAIL (India) Limited	Emerging Markets	India	12/11/2022	Special
1695932	INE510A01028	Engineers India Limited	Emerging Markets	India	01/12/2022	Special

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Voting Action	Agenda Item Numbers	Voting Explanation	Vote For by Exception	Ballot Count
Against	6.7 2,3,4	Concerns related to board gender diversity Insufficient/poor disclosure	7.1	3
Against	1,2,3	Concerns to protect shareholder value		1
All For				2
All For				1
All For				3
Against	1,2,3	Pay is misaligned with EOS remuneration principles		1
Against	1 4	Lack of independence on board Concerns to protect shareholder value		4
Against	4.1 4.4	Combined CEO/Chairman Concerns related to inappropriate membership of committees Lack of independence on board		1
All For				1
Against	2	Lack of independence on board		3
Against	1	Concerns related to approach to board gender diversity		1
Against	1	Insufficient/poor disclosure		1
All For				4
All For				3
Against	1.07 1.01	Concerns related to board gender diversity Concerns related to inappropriate membership of committees		1
Against	1	Concerns related to approach to board gender diversity		1
All For				2
All For				1
Against	1	Concerns related to approach to board gender diversity		3
Against	1	Lack of independence on board		1

Meeting ID	ISIN	Company Name	Investment Region	Country	Meeting Date	Meeting Type
1697464	INE093101010	Oberoi Realty Limited	Emerging Markets	India	01/12/2022	Extraordinary Shareholders
1696103	INE111A01025	Container Corp. of India Ltd.	Emerging Markets	India	05/12/2022	Special
1697881	INE389H01022	KEC International Limited	Emerging Markets	India	10/12/2022	Special
1700428	INE318A01026	Pidilite Industries Limited	Emerging Markets	India	27/12/2022	Special
1680268	MYL5248OO009	Bermaz Auto Berhad	Emerging Markets	Malaysia	06/10/2022	Annual
1695880	MXP370711014	Grupo Financiero Banorte SAB de CV	Emerging Markets	Mexico	29/11/2022	Extraordinary Shareholders
1695725	MXP370711014	Grupo Financiero Banorte SAB de CV	Emerging Markets	Mexico	29/11/2022	Ordinary Shareholders
1696992	MX01OM000018	Grupo Aeroportuario del Centro Norte SAB de CV	Emerging Markets	Mexico	30/11/2022	Ordinary Shareholders
1691811	ZAE000012084	Shoprite Holdings Ltd.	Emerging Markets	South Africa	14/11/2022	Annual
1697396	FR0000121220	Sodexo SA	Europe	France	19/12/2022	Annual/Special
1701567	LU0633102719	Samsonite International S.A.	Europe	Luxembourg	21/12/2022	Special
1696208	NL0010832176	argenx SE	Europe	Netherlands	12/12/2022	Extraordinary Shareholders
1678645	US7496851038	RPM International Inc.	North America	USA	06/10/2022	Annual
1683506	US88087E1001	Terminix Global Holdings, Inc.	North America	USA	06/10/2022	Special
1679428	US7427181091	The Procter & Gamble Company	North America	USA	11/10/2022	Annual
1683974	US1271903049	CACI International Inc	North America	USA	20/10/2022	Annual
1691097	US2172041061	Copart, Inc.	North America	USA	31/10/2022	Special
1686214	US4824801009	KLA Corporation	North America	USA	02/11/2022	Annual
1687830	US5128071082	Lam Research Corporation	North America	USA	08/11/2022	Annual
1686730	US0530151036	Automatic Data Processing, Inc.	North America	USA	09/11/2022	Annual
1689690	US4262811015	Jack Henry & Associates, Inc.	North America	USA	15/11/2022	Annual
1690152	US4052171000	The Hain Celestial Group, Inc.	North America	USA	17/11/2022	Annual

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Voting Action	Agenda Item Numbers	Voting Explanation	Vote For by Exception	Ballot Count
All For				1
Against	1,2	Lack of independence on board Concerns related to approach to board gender diversity		3
All For				1
Against	1,2	Lack of independence on board Pay is misaligned with EOS remuneration principles		3
All For				1
All For				4
All For				4
All For				1
All For				4
All For				1
All For				5
All For				1
All For				6
All For				4
Against	1k,2	Concerns regarding Auditor tenure		5
All For				1
All For				5
Against	3 1.5 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		1
Against	1c 2	Concerns about remuneration committee performance Apparent failure to link pay and appropriate performance		5
Against	2	Apparent failure to link pay and appropriate performance		4
All For				2
All For				1

Meeting ID	ISIN	Company Name	Investment Region	Country	Meeting Date	Meeting Type
1689737	US8718291078	Sysco Corporation	North America	USA	18/11/2022	Annual
1696202	US2172041061	Copart, Inc.	North America	USA	02/12/2022	Annual
1694381	US5949181045	Microsoft Corporation	North America	USA	13/12/2022	Annual
1696209	US9292361071	WD-40 Company	North America	USA	13/12/2022	Annual
1697311	US40171V1008	Guidewire Software, Inc.	North America	USA	20/12/2022	Annual
1683462	GB00B082RF11	Rentokil Initial Plc	United Kingdom	United Kingdom	06/10/2022	Special
1683138	GB0000811801	Barratt Developments Plc	United Kingdom	United Kingdom	17/10/2022	Annual
1682175	GB0009633180	Dechra Pharmaceuticals Plc	United Kingdom	United Kingdom	20/10/2022	Annual
1685136	GB00B067N833	Brooks MacDonald Group Plc	United Kingdom	United Kingdom	27/10/2022	Annual
1690141	GB0001859296	Vistry Group Plc	United Kingdom	United Kingdom	01/11/2022	Special

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Voting Action	Agenda Item Numbers	Voting Explanation	Vote For by Exception	Ballot Count
Against	2 1c 4 5 6	Apparent failure to link pay & appropriate performance Concerns related to below-board gender diversity 2- Concerns related to board gender diversity SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against 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
Against	1.8 2 1.5	Concerns related to approach to board gender diversity Concerns related to approach to board diversity Concerns related to succession planning Pay is misaligned with EOS remuneration principles Concerns about remuneration committee performance		5
Against	1.5 2 6 7 5 9	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles 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 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 better management of ESG opportunities and risks 2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency		5
All For				2
Against	1f 3	Concerns about remuneration committee performance Pay is misaligned with EOS remuneration principles.		2
All For				2
All For				4
Against	2	Apparent failure to link pay & appropriate performance	5	3
Against	3	Apparent failure to link pay and appropriate performance		1
All For				2

Meeting ID	ISIN	Company Name	Investment Region	Country	Meeting Date	Meeting Type
1692758	GB00BD8DR117	Biffa Plc	United Kingdom	United Kingdom	15/11/2022	Court
1692754	GB00BD8DR117	Biffa Plc	United Kingdom	United Kingdom	15/11/2022	Special
1692040	GB00B2863827	CVS Group Plc	United Kingdom	United Kingdom	23/11/2022	Annual

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Voting Action	Agenda Item Numbers	Voting Explanation	Vote For by Exception	Ballot Count
All For				1
All For				1
Against	2	Apparent failure to link pay and appropriate performance		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:

