

H.E. António Guterres
Secretary-General
United Nations
New York
NY 10017
USA

13 February 2023

Dear Mr. Secretary-General,

I am pleased to reiterate that Federated Hermes Limited continues to support the Ten Principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption, following the name change of our organisation from the international business of Federated Hermes (formerly Hermes Investment Management) to Federated Hermes Limited. With this communication, we express our continued intent to implement those principles.

We remain committed to making the UN Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals. Federated Hermes Limited makes a clear statement of this commitment to our stakeholders and the general public.

We recognise that a key requirement for participation in the UN Global Compact is the annual submission of a Communication on Progress (COP) that reflects our company's efforts to implement the Ten Principles. We support public accountability and transparency, and therefore commit to continue to report on progress annually according to the UN Global Compact COP policy.

This includes:

- A statement signed by the Chief Executive expressing continued support for the UN Global Compact and renewing our ongoing commitment to the initiative and its principles. This is separate from our initial letter of commitment to join the UN Global Compact.
- Annual reporting of practical actions (i.e. disclosure of any relevant policies, procedures, activities) that the company has taken (or plans to undertake) to implement the UN Global Compact principles in each of the four issue areas (human rights, labour, environment, anti-corruption) and relevant outcomes in the manner required by the UN Global Compact COP policy.

Sincerely yours,



Saker Nusseibeh, CBE
Chief Executive

H.E. António Guterres
Secretary-General
United Nations
New York
NY 10017
USA

Monday 17th July, 2017

Dear Mr. Secretary-General,

I am pleased to confirm that Hermes Investment Management supports the Ten Principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption. With this communication, we express our intent to implement those principles.

We are committed to making the UN Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals. Hermes Investment Management will make a clear statement of this commitment to our stakeholders and the general public.

We recognise that a key requirement for participation in the UN Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's efforts to implement the Ten Principles. We support public accountability and transparency, and therefore commit to report on progress within one year of joining the UN Global Compact, and annually thereafter according to the UN Global Compact COP policy.

This includes:

- A statement signed by the Chief Executive expressing continued support for the UN Global Compact and renewing our ongoing commitment to the initiative and its principles. This is separate from our initial letter of commitment to join the UN Global Compact.
- A description of practical actions (i.e. disclosure of any relevant policies, procedures, activities) that the company has taken (or plans to undertake) to implement the UN Global Compact principles in each of the four issue areas (human rights, labour, environment, anti-corruption).
- A measurement of outcomes (i.e. the degree to which targets / performance indicators were met, or other qualitative or quantitative measurements of results).

Sincerely yours,



Saker Nusseibeh
Chief Executive