

FEDERATED HERMES INC.

COMPLIANCE COMMITTEE CHARTER

The Compliance Committee (the “Committee”) has been established by the Board of Directors (the “Board”) of Federated Hermes, Inc. (the “Company”) to assist the Board and the Chief Compliance Officer to oversee compliance by the Company and its employees with legal, regulatory and contractual requirements and Company policies and procedures.

Committee Members

The Committee will be made up of at least two members chosen by the Board.

Duties and Responsibilities

The Committee will be responsible for overseeing the development and promulgation of compliance policies and programs. The Committee will also oversee all Company compliance activities, enhancing compliance efforts where necessary and appropriate and reporting to the Board as requested on the status of compliance efforts.

In fulfilling such responsibilities the Committee will perform the following activities:

1. Review and discuss significant legal, compliance and regulatory matters involving the Company and its subsidiaries and review the Company’s programs for compliance with laws and regulations relative to the Company’s business and operations;
2. Review and discuss significant internal and operational controls designed to prevent or detect violations of legal or regulatory requirements and Company policies and procedures;
3. Review compliance with the Company’s *Code of Business Conduct and Ethics*, Employee Handbook and other Company policies and procedures and recommend any changes to the CEO and the Board;
4. Establish, administer and review procedures for the receipt, retention and investigation of complaints received by the Company regarding compliance violations, including procedures for the confidential, anonymous submission by employees of the Company regarding concerns relating to compliance matters;
5. Investigate or cause to be investigated any material instance of noncompliance and assure that the CEO and the Board are adequately informed with respect thereto;
6. Report at least annually to the Board on the status of compliance within the Company;
7. Perform such other duties and responsibilities as may be assigned by the Board.

Meetings

The Committee shall meet at least four times a year, or more frequently as the circumstances dictate, either in person or telephonically, and at such times and places as the Committee determines.

The Chief Compliance Officer of the Company will attend all meetings of the Committee and provide such information as the Committee deems necessary to fulfill its obligations.

Authority

The Committee may delegate its authority and responsibilities to a subcommittee of its members, as it deems necessary and appropriate.

The Committee, with approval of the Board, may retain outside experts to assist with the discharge of its responsibilities.

Adopted: October 28, 2004 Revised as of: January 31, 2020