

HESTA Super Fund

Hermes EOS

Engagement by region

Over the last quarter we engaged with **341** companies held in the HESTA Super Fund portfolios on a range of **979** environmental, social and governance issues and objectives.

Global

We engaged with **341** companies over the last quarter.



- Environmental **29.8%**
- Social and Ethical **18.9%**
- Governance **32.1%**
- Strategy, Risk and Communication **19.2%**

Australia & New Zealand

We engaged with **two** companies over the last quarter.



- Environmental **25.0%**
- Social and Ethical **25.0%**
- Governance **50.0%**

Developed Asia

We engaged with **51** companies over the last quarter.



- Environmental **31.8%**
- Social and Ethical **23.6%**
- Governance **28.7%**
- Strategy, Risk and Communication **15.9%**

Emerging & Developing Markets

We engaged with **43** companies over the last quarter.



- Environmental **32.0%**
- Social and Ethical **15.5%**
- Governance **31.1%**
- Strategy, Risk and Communication **21.4%**

Europe

We engaged with **90** companies over the last quarter.



- Environmental **22.3%**
- Social and Ethical **16.6%**
- Governance **44.5%**
- Strategy, Risk and Communication **16.6%**

North America

We engaged with **118** companies over the last quarter.



- Environmental **33.3%**
- Social and Ethical **18.9%**
- Governance **24.0%**
- Strategy, Risk and Communication **23.7%**

United Kingdom

We engaged with **37** companies over the last quarter.



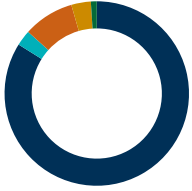
- Environmental **30.7%**
- Social and Ethical **20.2%**
- Governance **35.1%**
- Strategy, Risk and Communication **14.0%**

Engagement by theme

Over the last quarter we engaged with 341 companies held in the HESTA Super Fund portfolios on a range of 979 environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in 29.8% of our engagements over the last quarter.



- Climate Change 83.9%
- Forestry and Land Use 2.7%
- Pollution and Waste Management 8.9%
- Supply Chain Management 3.4%
- Water 1.0%

Social and Ethical

Social and Ethical topics featured in 18.9% of our engagements over the last quarter.



- Bribery and Corruption 4.9%
- Conduct and Culture 19.5%
- Diversity 18.9%
- Human Capital Management 18.4%
- Human Rights 28.1%
- Labour Rights 7.0%
- Tax 3.2%

Governance

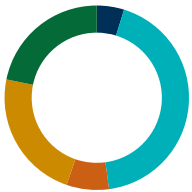
Governance topics featured in 32.1% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 26.1%
- Board Independence 13.1%
- Executive Remuneration 42.4%
- Shareholder Protection and Rights 13.4%
- Succession Planning 5.1%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 19.2% of our engagements over the last quarter.



- Audit and Accounting 4.8%
- Business Strategy 43.1%
- Cyber Security 7.4%
- Integrated Reporting and Other Disclosure 22.9%
- Risk Management 21.8%