

HESTA Super Fund

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **469** companies held in the HESTA Super Fund portfolios on a range of **1,453** environmental, social and governance issues and objectives.

Global

We engaged with **469** companies over the last quarter.



- Environmental 29.0%
- Social and Ethical 17.3%
- Governance 43.6%
- Strategy, Risk and Communication 10.0%

Europe

We engaged with **96** companies over the last quarter.



- Environmental 32.1%
- Social and Ethical 13.4%
- Governance 46.6%
- Strategy, Risk and Communication 7.9%

United Kingdom

We engaged with **36** companies over the last quarter.



- Environmental 31.8%
- Social and Ethical 14.8%
- Governance 48.9%
- Strategy, Risk and Communication 4.5%

Emerging & Developing Markets

We engaged with **67** companies over the last quarter.



- Environmental 27.2%
- Social and Ethical 18.0%
- Governance 42.7%
- Strategy, Risk and Communication 12.1%

Developed Asia

We engaged with **50** companies over the last quarter.



- Environmental 31.2%
- Social and Ethical 14.9%
- Governance 44.0%
- Strategy, Risk and Communication 9.9%

North America

We engaged with **220** companies over the last quarter.



- Environmental 27.6%
- Social and Ethical 19.5%
- Governance 42.0%
- Strategy, Risk and Communication 10.9%

Engagement by theme

Over the last quarter we engaged with 469 companies held in the HESTA Super Fund portfolios on a range of 1,453 environmental, social and governance issues and objectives.

Environmental

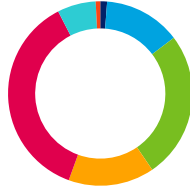
Environmental topics featured in 29.0% of our engagements over the last quarter.



- Climate Change 76.3%
- Forestry and Land Use 8.3%
- Pollution and Waste Management 11.6%
- Supply Chain Management 2.4%
- Water 1.4%

Social and Ethical

Social and Ethical topics featured in 17.3% of our engagements over the last quarter.



- Bribery and Corruption 1.2%
- Conduct and Culture 13.5%
- Diversity 25.8%
- Human Capital Management 15.1%
- Human Rights 36.9%
- Labour Rights 6.7%
- Tax 0.8%

Governance

Governance topics featured in 43.6% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 22.4%
- Board Independence 12.8%
- Executive Remuneration 49.1%
- Shareholder Protection and Rights 13.9%
- Succession Planning 1.9%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 10.0% of our engagements over the last quarter.



- Audit and Accounting 20.7%
- Business Strategy 24.1%
- Cyber Security 1.4%
- Integrated Reporting and Other Disclosure 28.3%
- Risk management 25.5%