# **HESTA Super Fund**

Federated Hermes

# Engagement Report, Q3 2021

# EOS at Federated Hermes

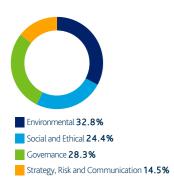
## Engagement by region

Over the last quarter we engaged with **197** companies held in the HESTA Super Fund portfolios on a range of **615** environmental, social and governance issues and objectives.

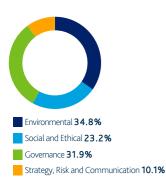
#### Global

EOS

We engaged with 197 companies over the last quarter.



**Developed Asia** We engaged with **25** companies over the last quarter.

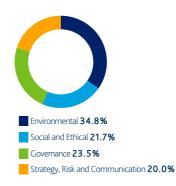


Emerging & Developing Markets We engaged with 40 companies over the last quarter.



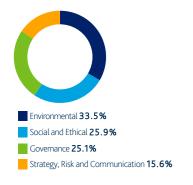
#### Europe

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



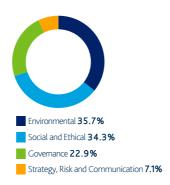
#### North America

We engaged with **73** companies over the last quarter.



United Kingdom



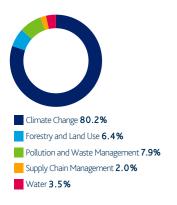


### Engagement by theme

Over the last quarter we engaged with **197** companies held in the HESTA Super Fund portfolios on a range of **615** environmental, social and governance issues and objectives.

#### Environmental

Environmental topics featured in **32.8%** of our engagements over the last quarter.



### Social and Ethical

Social and Ethical topics featured in 24.4% of our engagements over the last quarter.

Labour Rights 4.7%

#### Governance

Governance topics featured in **28.3%** of our engagements over the last quarter.

- Board Diversity, Skills and Experience 25.3% Board Independence 16.7%
- Executive Remuneration 40.8%
- Shareholder Protection and Rights 12.1%
- Succession Planning 5.2%

#### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 14.5% of our engagements over the last quarter.



Integrated Reporting and Other Disclosure 23.6%

Risk Management 27.0%