

HESTA Super Fund

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

We engaged with **197** companies over the last quarter.



- Environmental **32.8%**
- Social and Ethical **24.4%**
- Governance **28.3%**
- Strategy, Risk and Communication **14.5%**

Developed Asia

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



- Environmental **34.8%**
- Social and Ethical **23.2%**
- Governance **31.9%**
- Strategy, Risk and Communication **10.1%**

Emerging & Developing Markets

We engaged with **40** companies over the last quarter.



- Environmental **25.5%**
- Social and Ethical **17.3%**
- Governance **43.9%**
- Strategy, Risk and Communication **13.3%**

Europe

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



- Environmental **34.8%**
- Social and Ethical **21.7%**
- Governance **23.5%**
- Strategy, Risk and Communication **20.0%**

North America

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



- Environmental **33.5%**
- Social and Ethical **25.9%**
- Governance **25.1%**
- Strategy, Risk and Communication **15.6%**

United Kingdom

We engaged with **23** companies over the last quarter.



- Environmental **35.7%**
- Social and Ethical **34.3%**
- Governance **22.9%**
- Strategy, Risk and Communication **7.1%**

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.



- Climate Change **80.2%**
- Forestry and Land Use **6.4%**
- Pollution and Waste Management **7.9%**
- Supply Chain Management **2.0%**
- Water **3.5%**

Social and Ethical

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



- Bribery and Corruption **1.3%**
- Conduct and Culture **9.3%**
- Diversity **26.0%**
- Human Capital Management **13.3%**
- Human Rights **45.3%**
- 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.



- Audit and Accounting **4.5%**
- Business Strategy **37.1%**
- Cyber Security **7.9%**
- Integrated Reporting and Other Disclosure **23.6%**
- Risk Management **27.0%**