

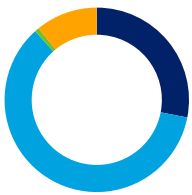
## HESTA Super Fund

## EOS at Federated Hermes

Over the first half of the year we made voting recommendations at **1,875** meetings (**25,039** resolutions). At **1,130** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **204** meetings and abstaining at **14** meetings. We supported management on all resolutions at the remaining **526** meetings.

### Global

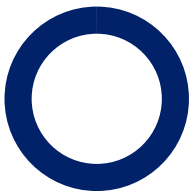
We made voting recommendations at **1,875** meetings (**25,039** resolutions) over the first half of the year.



- Total meetings in favour **28.1%**
- Meetings against (or against AND abstain) **60.3%**
- Meetings abstained **0.7%**
- Meetings with management by exception **10.9%**

### Australia and New Zealand

We made voting recommendations at **two** meetings (**28** resolutions) over the first half of the year.



- Meetings against (or against AND abstain) **100%**

### Developed Asia

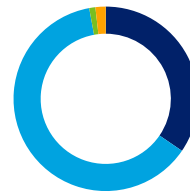
We made voting recommendations at **451** meetings (**5,005** resolutions) over the first half of the year.



- Total meetings in favour **44.6%**
- Meetings against (or against AND abstain) **52.8%**
- Meetings with management by exception **2.7%**

### Emerging and Frontier Markets

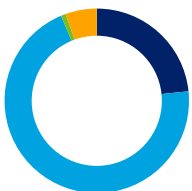
We made voting recommendations at **278** meetings (**3,016** resolutions) over the first half of the year.



- Total meetings in favour **34.5%**
- Meetings against (or against AND abstain) **62.6%**
- Meetings abstained **1.1%**
- Meetings with management by exception **1.8%**

### Europe

We made voting recommendations at **364** meetings (**6,932** resolutions) over the first half of the year.



- Total meetings in favour **23.4%**
- Meetings against (or against AND abstain) **70.3%**
- Meetings abstained **0.8%**
- Meetings with management by exception **5.5%**

### North America

We made voting recommendations at **693** meetings (**8,341** resolutions) over the first half of the year.



- Total meetings in favour **17.9%**
- Meetings against (or against AND abstain) **59.9%**
- Meetings abstained **0.1%**
- Meetings with management by exception **21.9%**

### United Kingdom

We made voting recommendations at **87** meetings (**1,717** resolutions) over the first half of the year.

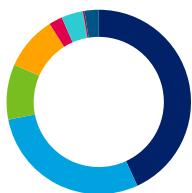


- Total meetings in favour **23.0%**
- Meetings against (or against AND abstain) **51.7%**
- Meetings abstained **8.0%**
- Meetings with management by exception **17.2%**

The issues on which we recommended voting against management or abstaining on resolutions are shown below.

**Global**

We recommended voting against or abstaining on **3,394** resolutions over the last first half of the year.



- Board structure **43.1%**
- Remuneration **28.8%**
- Shareholder resolution **9.7%**
- Capital structure and dividends **9.5%**
- Amend articles **2.4%**
- Audit and accounts **3.7%**
- Investment/M&A **0.1%**
- Poison pill/Anti-takeover device **0.3%**
- Other **2.5%**

**Australia and New Zealand**

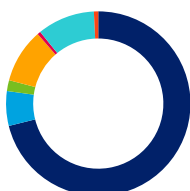
We recommended voting against or abstaining on **seven** resolutions over the last first half of the year.



- Board structure **28.6%**
- Remuneration **42.9%**
- Shareholder resolution **28.6%**

**Developed Asia**

We recommended voting against or abstaining on **526** resolutions over the last first half of the year.



- Board structure **71.1%**
- Remuneration **6.1%**
- Shareholder resolution **1.9%**
- Capital structure and dividends **9.5%**
- Amend articles **0.6%**
- Audit and accounts **10.1%**
- Poison pill/Anti-takeover device **0.8%**

**Emerging and Frontier Markets**

We recommended voting against or abstaining on **592** resolutions over the last first half of the year.



- Board structure **51.5%**
- Remuneration **9.6%**
- Shareholder resolution **3.2%**
- Capital structure and dividends **19.6%**
- Amend articles **6.8%**
- Audit and accounts **3.4%**
- Investment/M&A **0.5%**
- Other **5.4%**

**Europe**

We recommended voting against or abstaining on **952** resolutions over the last first half of the year.



- Board structure **31.4%**
- Remuneration **35.9%**
- Shareholder resolution **4.8%**
- Capital structure and dividends **15.9%**
- Amend articles **2.7%**
- Audit and accounts **4.0%**
- Poison pill/Anti-takeover device **0.3%**
- Other **4.9%**

**North America**

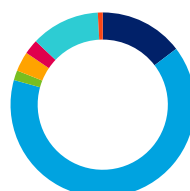
We recommended voting against or abstaining on **1,201** resolutions over the last first half of the year.



- Board structure **38.9%**
- Remuneration **39.0%**
- Shareholder resolution **20.8%**
- Amend articles **0.7%**
- Audit and accounts **0.1%**
- Poison pill/Anti-takeover device **0.2%**
- Other **0.4%**

**United Kingdom**

We recommended voting against or abstaining on **116** resolutions over the last first half of the year.



- Board structure **14.7%**
- Remuneration **64.7%**
- Shareholder resolution **1.7%**
- Capital structure and dividends **3.4%**
- Amend articles **2.6%**
- Audit and accounts **12.1%**
- Poison pill/Anti-takeover device **0.9%**