

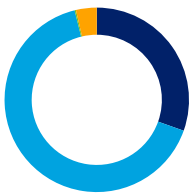
HESTA Super Fund

EOS at Federated Hermes

Over the last quarter we made voting recommendations at **3,082** meetings (**37,398** resolutions). At **2,025** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **112** meetings and abstaining at **seven** meetings. We supported management on all resolutions at the remaining **938** meetings.

Global

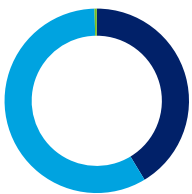
We made voting recommendations at **3,082** meetings (**37,398** resolutions) over the last quarter.



- Total meetings in favour **30.4%**
- Meetings against (or against AND abstain) **65.7%**
- Meetings abstained **0.2%**
- Meetings with management by exception **3.6%**

Developed Asia

We made voting recommendations at **508** meetings (**5,450** resolutions) over the last quarter.



- Total meetings in favour **41.3%**
- Meetings against (or against AND abstain) **58.3%**
- Meetings with management by exception **0.4%**

Emerging and Frontier Markets

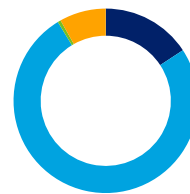
We made voting recommendations at **1,504** meetings (**15,786** resolutions) over the last quarter.



- Total meetings in favour **37.8%**
- Meetings against (or against AND abstain) **60.8%**
- Meetings abstained **0.3%**
- Meetings with management by exception **1.1%**

Europe

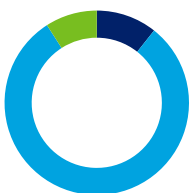
We made voting recommendations at **368** meetings (**6,978** resolutions) over the last quarter.



- Total meetings in favour **15.8%**
- Meetings against (or against AND abstain) **75.5%**
- Meetings abstained **0.5%**
- Meetings with management by exception **8.2%**

North America

We made voting recommendations at **628** meetings (**7,723** resolutions) over the last quarter.



- Total meetings in favour **10.7%**
- Meetings against (or against AND abstain) **80.3%**
- Meetings with management by exception **9.1%**

United Kingdom

We made voting recommendations at **74** meetings (**1,461** resolutions) over the last quarter.

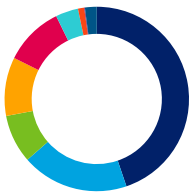


- Total meetings in favour **47.3%**
- Meetings against (or against AND abstain) **44.6%**
- Meetings with management by exception **8.1%**

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

Global

We recommended voting against or abstaining on **6,747** resolutions over the last quarter.



- Board structure **44.8%**
- Remuneration **18.8%**
- Shareholder resolution **8.5%**
- Capital structure and dividends **10.3%**
- Amend articles **10.4%**
- Audit and accounts **4.0%**
- Investment/M&A **1.1%**
- Poison pill/Anti-takeover device **0.1%**
- Other **2.1%**

Developed Asia

We recommended voting against or abstaining on **869** resolutions over the last quarter.



- Board structure **70.1%**
- Remuneration **8.6%**
- Shareholder resolution **3.5%**
- Capital structure and dividends **6.9%**
- Amend articles **5.4%**
- Audit and accounts **5.1%**
- Poison pill/Anti-takeover device **0.3%**
- Other **0.1%**

Emerging and Frontier Markets

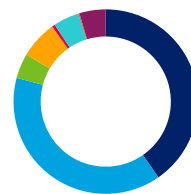
We recommended voting against or abstaining on **3,271** resolutions over the last quarter.



- Board structure **39.5%**
- Remuneration **10.0%**
- Shareholder resolution **4.6%**
- Capital structure and dividends **16.9%**
- Amend articles **19.3%**
- Audit and accounts **5.1%**
- Investment/M&A **2.2%**
- Poison pill/Anti-takeover device **0.1%**
- Other **2.3%**

Europe

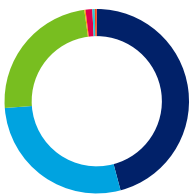
We recommended voting against or abstaining on **1,103** resolutions over the last quarter.



- Board structure **40.3%**
- Remuneration **38.8%**
- Shareholder resolution **4.4%**
- Capital structure and dividends **6.6%**
- Amend articles **0.5%**
- Audit and accounts **4.5%**
- Poison pill/Anti-takeover device **0.2%**
- Other **4.6%**

North America

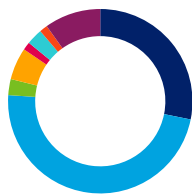
We recommended voting against or abstaining on **1,433** resolutions over the last quarter.



- Board structure **45.8%**
- Remuneration **28.0%**
- Shareholder resolution **24.0%**
- Capital structure and dividends **0.2%**
- Amend articles **1.2%**
- Audit and accounts **0.4%**
- Other **0.3%**

United Kingdom

We recommended voting against or abstaining on **71** resolutions over the last quarter.



- Board structure **28.2%**
- Remuneration **47.9%**
- Shareholder resolution **2.8%**
- Capital structure and dividends **5.6%**
- Amend articles **1.4%**
- Audit and accounts **2.8%**
- Poison pill/Anti-takeover device **1.4%**
- Other **9.9%**