

HESTA Super Fund

EOS at Federated Hermes

Over the last quarter we made voting recommendations at **617** meetings (**4,464** resolutions). At **267** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **nine** meetings and abstaining at **one** meeting. We supported management on all resolutions at the remaining **340** meetings.

Global

We made voting recommendations at **617** meetings (**4,464** resolutions) over the last quarter.



- Total meetings in favour **55.1%**
- Meetings against (or against AND abstain) **43.3%**
- Meetings abstained **0.2%**
- Meetings with management by exception **1.5%**

Australia and New Zealand

We made voting recommendations at **three** meetings (**15** resolutions) over the last quarter.



- Total meetings in favour **33.3%**
- Meetings against (or against AND abstain) **66.7%**

Developed Asia

We made voting recommendations at **33** meetings (**220** resolutions) over the last quarter.



- Total meetings in favour **63.6%**
- Meetings against (or against AND abstain) **33.3%**
- Meetings with management by exception **3.0%**

Emerging and Frontier Markets

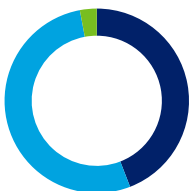
We made voting recommendations at **483** meetings (**2,957** resolutions) over the last quarter.



- Total meetings in favour **58.2%**
- Meetings against (or against AND abstain) **41.0%**
- Meetings abstained **0.2%**
- Meetings with management by exception **0.6%**

Europe

We made voting recommendations at **34** meetings (**412** resolutions) over the last quarter.



- Total meetings in favour **44.1%**
- Meetings against (or against AND abstain) **52.9%**
- Meetings with management by exception **2.9%**

North America

We made voting recommendations at **39** meetings (**386** resolutions) over the last quarter.



- Total meetings in favour **20.5%**
- Meetings against (or against AND abstain) **76.9%**
- Meetings with management by exception **2.6%**

United Kingdom

We made voting recommendations at **25** meetings (**474** resolutions) over the last quarter.

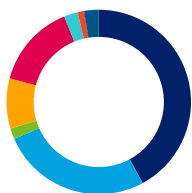


- Total meetings in favour **56%**
- Meetings against (or against AND abstain) **32%**
- Meetings with management by exception **12%**

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

Global

We recommended voting against or abstaining on **786** resolutions over the last quarter.



- Board structure **42.1%**
- Remuneration **26.3%**
- Shareholder resolution **1.9%**
- Capital structure and dividends **8.8%**
- Amend articles **14.8%**
- Audit and accounts **2.4%**
- Investment/M&A **1.0%**
- Poison pill/Anti-takeover device **0.1%**
- Other **2.5%**

Australia and New Zealand

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



- Board structure **66.7%**
- Remuneration **33.3%**

Developed Asia

We recommended voting against or abstaining on **25** resolutions over the last quarter.



- Board structure **64%**
- Capital structure and dividends **24%**
- Amend articles **12%**

Emerging and Frontier Markets

We recommended voting against or abstaining on **576** resolutions over the last quarter.



- Board structure **39.4%**
- Remuneration **24.3%**
- Shareholder resolution **1.0%**
- Capital structure and dividends **9.9%**
- Amend articles **19.1%**
- Audit and accounts **1.9%**
- Investment/M&A **1.4%**
- Poison pill/Anti-takeover device **0.2%**
- Other **2.8%**

Europe

We recommended voting against or abstaining on **78** resolutions over the last quarter.



- Board structure **47.4%**
- Remuneration **28.2%**
- Shareholder resolution **1.3%**
- Capital structure and dividends **7.7%**
- Audit and accounts **10.3%**
- Other **5.1%**

North America

We recommended voting against or abstaining on **81** resolutions over the last quarter.



- Board structure **51.9%**
- Remuneration **34.6%**
- Shareholder resolution **9.9%**
- Amend articles **3.7%**

United Kingdom

We recommended voting against or abstaining on **20** resolutions over the last quarter.



- Board structure **25%**
- Remuneration **75%**