

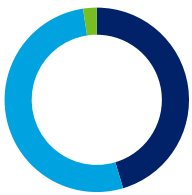
HESTA Super Fund

EOS at Federated Hermes

Over the last quarter we made voting recommendations at **586** meetings (**4,565** resolutions). At **306** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **14** meetings. We supported management on all resolutions at the remaining **266** meetings.

Global

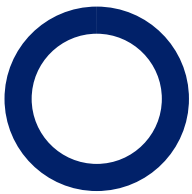
We made voting recommendations at **586** meetings (**4,565** resolutions) over the last quarter.



- Total meetings in favour **45.4%**
- Meetings against (or against AND abstain) **52.2%**
- Meetings with management by exception **2.4%**

Australia and New Zealand

We made voting recommendations at **two** meetings (**14** resolutions) over the last quarter.



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

Developed Asia

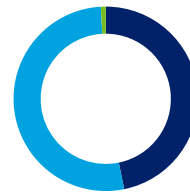
We made voting recommendations at **20** meetings (**140** resolutions) over the last quarter.



- Total meetings in favour **50%**
- Meetings against (or against AND abstain) **50%**

Emerging and Frontier Markets

We made voting recommendations at **468** meetings (**3,180** resolutions) over the last quarter.



- Total meetings in favour **46.8%**
- Meetings against (or against AND abstain) **52.4%**
- Meetings with management by exception **0.9%**

Europe

We made voting recommendations at **31** meetings (**398** resolutions) over the last quarter.



- Total meetings in favour **54.8%**
- Meetings against (or against AND abstain) **41.9%**
- Meetings with management by exception **3.2%**

North America

We made voting recommendations at **40** meetings (**401** resolutions) over the last quarter.



- Total meetings in favour **12.5%**
- Meetings against (or against AND abstain) **72.5%**
- Meetings with management by exception **15%**

United Kingdom

We made voting recommendations at **25** meetings (**432** resolutions) over the last quarter.

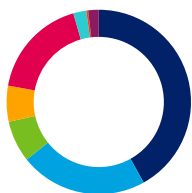


- Total meetings in favour **60%**
- Meetings against (or against AND abstain) **28%**
- Meetings with management by exception **12%**

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

Global

We recommended voting against or abstaining on **921** resolutions over the last quarter.



- Board structure **41.9%**
- Remuneration **22.4%**
- Shareholder resolution **7.3%**
- Capital structure and dividends **6.3%**
- Amend articles **17.7%**
- Audit and accounts **2.3%**
- Investment/M&A **0.3%**
- Other **1.8%**

Australia and New Zealand

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



- Board structure **57.1%**
- Remuneration **42.9%**

Developed Asia

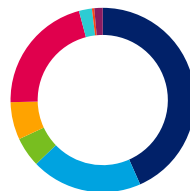
We recommended voting against or abstaining on **15** resolutions over the last quarter.



- Board structure **66.7%**
- Remuneration **6.7%**
- Capital structure and dividends **13.3%**
- Amend articles **13.3%**

Emerging and Frontier Markets

We recommended voting against or abstaining on **745** resolutions over the last quarter.



- Board structure **43.4%**
- Remuneration **19.5%**
- Shareholder resolution **5.2%**
- Capital structure and dividends **6.6%**
- Amend articles **21.2%**
- Audit and accounts **2.3%**
- Investment/M&A **0.4%**
- Other **1.5%**

Europe

We recommended voting against or abstaining on **60** resolutions over the last quarter.



- Board structure **28.3%**
- Remuneration **41.7%**
- Shareholder resolution **3.3%**
- Capital structure and dividends **11.7%**
- Audit and accounts **5%**
- Other **10%**

North America

We recommended voting against or abstaining on **82** resolutions over the last quarter.



- Board structure **36.6%**
- Remuneration **28.0%**
- Shareholder resolution **30.5%**
- Amend articles **3.7%**
- Audit and accounts **1.2%**

United Kingdom

We recommended voting against or abstaining on **12** resolutions over the last quarter.



- Board structure **16.7%**
- Remuneration **75%**
- Shareholder resolution **8.3%**