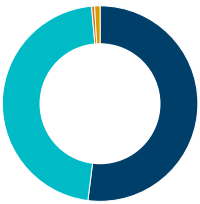


HESTA Super Fund

Over the first half of this year we voted at **1,841** meetings (**24,293** resolutions). At **858** of those meetings we opposed one or more resolutions. We voted with management by exception at **16** meetings and we abstained at **nine** meetings. We supported management on all resolutions at the remaining **958** meetings.

Global

We voted at **1,841** meetings (**24,293** resolutions) over the first half of this year.



- Total meetings voted in favour **52.0%**
- Meetings where voted against (or voted against AND abstained) **46.6%**
- Meetings where abstained **0.5%**
- Meetings where voted with management by exception **0.9%**

Australia and New Zealand

We voted at **seven** meetings (**44** resolutions) over the first half of this year.



- Total meetings voted in favour **71.4%**
- Meetings where voted against (or voted against AND abstained) **28.6%**

Developed Asia

We voted at **409** meetings (**5,146** resolutions) over the first half of this year.



- Total meetings voted in favour **33.3%**
- Meetings where voted against (or voted against AND abstained) **66.0%**
- Meetings where voted with management by exception **0.7%**

Emerging and Frontier Markets

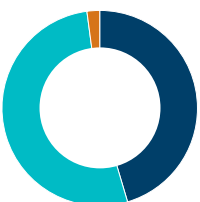
We voted at **230** meetings (**2,581** resolutions) over the first half of this year.



- Total meetings voted in favour **50.4%**
- Meetings where voted against (or voted against AND abstained) **48.7%**
- Meetings where voted with management by exception **0.9%**

Europe

We voted at **383** meetings (**6,317** resolutions) over the first half of this year.



- Total meetings voted in favour **45.4%**
- Meetings where voted against (or voted against AND abstained) **52.5%**
- Meetings where abstained **2.1%**

North America

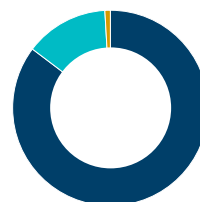
We voted at **703** meetings (**8,364** resolutions) over the first half of this year.



- Total meetings voted in favour **61.7%**
- Meetings where voted against (or voted against AND abstained) **36.7%**
- Meetings where abstained **0.1%**
- Meetings where voted with management by exception **1.4%**

United Kingdom

We voted at **109** meetings (**1,841** resolutions) over the first half of this year.

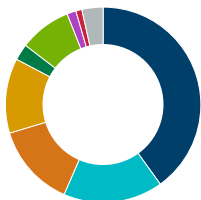


- Total meetings voted in favour **85.3%**
- Meetings where voted against (or voted against AND abstained) **13.8%**
- Meetings where voted with management by exception **0.9%**

The issues on which we voted against management or abstained on resolutions are shown below.

Global

We voted against or abstained on **2,097** resolutions over the first half of this year.



- Board structure **40.1%**
- Remuneration **16.5%**
- Shareholder resolution **13.8%**
- Capital structure and dividends **12.4%**
- Amend articles **2.7%**
- Audit and accounts **8.6%**
- Governance **1.5%**
- Poison pill/Anti-takeover device **1.0%**
- Other **3.5%**

Australia and New Zealand

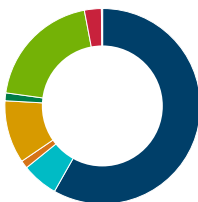
We voted against or abstained on **two** resolutions over the first half of this year.



- Remuneration **100.0%**

Developed Asia

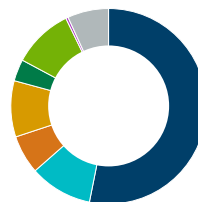
We voted against or abstained on **605** resolutions over the first half of this year.



- Board structure **58.2%**
- Remuneration **6.0%**
- Shareholder resolution **1.3%**
- Capital structure and dividends **10.4%**
- Amend articles **1.3%**
- Audit and accounts **19.8%**
- Poison pill/Anti-takeover device **2.8%**
- Other **0.2%**

Emerging and Frontier Markets

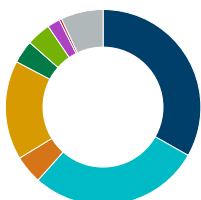
We voted against or abstained on **280** resolutions over the first half of this year.



- Board structure **53.2%**
- Remuneration **10.4%**
- Shareholder resolution **6.4%**
- Capital structure and dividends **9.3%**
- Amend articles **3.6%**
- Audit and accounts **10.0%**
- Governance **0.4%**
- Other **6.8%**

Europe

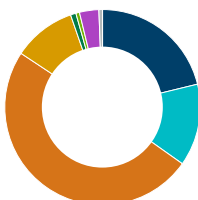
We voted against or abstained on **719** resolutions over the first half of this year.



- Board structure **33.2%**
- Remuneration **28.4%**
- Shareholder resolution **4.7%**
- Capital structure and dividends **16.4%**
- Amend articles **3.8%**
- Audit and accounts **4.0%**
- Governance **2.1%**
- Poison pill/Anti-takeover device **0.4%**
- Other **7.0%**

North America

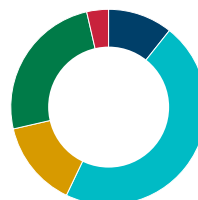
We voted against or abstained on **463** resolutions over the first half of this year.



- Board structure **21.2%**
- Remuneration **13.6%**
- Shareholder resolution **49.5%**
- Capital structure and dividends **10.4%**
- Amend articles **0.9%**
- Audit and accounts **0.6%**
- Governance **3.2%**
- Other **0.6%**

United Kingdom

We voted against or abstained on **28** resolutions over the first half of this year.



- Board structure **10.7%**
- Remuneration **46.4%**
- Capital structure and dividends **14.3%**
- Amend articles **25.0%**
- Poison pill/Anti-takeover device **3.6%**

The above disclosure represents votes at shareholder meetings as cast by Hermes EOS on behalf of HESTA. Please be aware that there may be instances where a vote or a small number of votes may (i) not have been successfully transmitted through the intermediaries in the voting chain and therefore not received by the issuing company, or (ii) not counted or accepted by the issuing company.