

HESTA Super Fund

Over the second half of the year we made voting recommendations at **399** meetings (**3,608** resolutions). At **140** of those meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **one** meeting and abstaining at **two** meetings. We supported management on all resolutions at the remaining **256** meetings.

Global

We made voting recommendations at **399** meetings (**3,608** resolutions) over the second half of the year.



- Total meetings in favour **64.2%**
- Meetings against (or against AND abstain) **35.1%**
- Meetings abstain **0.5%**
- Meetings with management by exception **0.3%**

Australia and New Zealand

We made voting recommendations at **38** meetings (**229** resolutions) over the second half of the year.



- Total meetings in favour **78.9%**
- Meetings against (or against AND abstain) **21.1%**

Developed Asia

We made voting recommendations at **32** meetings (**244** resolutions) over the second half of the year.



- Total meetings in favour **50.0%**
- Meetings against (or against AND abstain) **50.0%**

Emerging and Frontier Markets

We made voting recommendations at **95** meetings (**715** resolutions) over the second half of the year.



- Total meetings in favour **66.3%**
- Meetings against (or against AND abstain) **33.7%**

Europe

We made voting recommendations at **71** meetings (**615** resolutions) over the second half of the year.



- Total meetings in favour **45.1%**
- Meetings against (or against AND abstain) **52.1%**
- Meetings abstain **2.8%**

North America

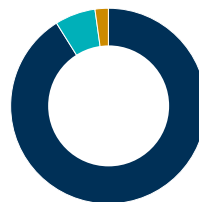
We made voting recommendations at **118** meetings (**1,052** resolutions) over the second half of the year.



- Total meetings in favour **62.7%**
- Meetings against (or against AND abstain) **37.3%**

United Kingdom

We made voting recommendations at **45** meetings (**753** resolutions) over the second half of the year.

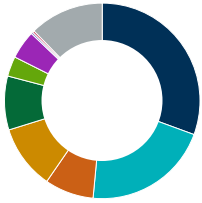


- Total meetings in favour **91.1%**
- Meetings against (or against AND abstain) **6.7%**
- Meetings with management by exception **2.2%**

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

Global

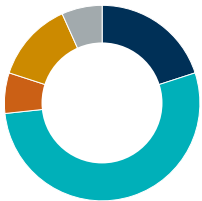
We recommended voting against or abstaining on 359 resolutions over the second half of the year.



- Board structure 30.6%
- Remuneration 20.9%
- Shareholder resolution 8.1%
- Capital structure and dividends 10.6%
- Amend articles 8.9%
- Audit and accounts 3.3%
- Governance 4.7%
- Investment/M&A 0.3%
- Poison pill/Anti-takeover device 0.3%
- Other 12.3%

Australia and New Zealand

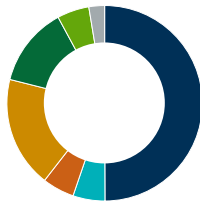
We recommended voting against or abstaining on 15 resolutions over the second half of the year.



- Board structure 20.0%
- Remuneration 53.3%
- Shareholder resolution 6.7%
- Capital structure and dividends 13.3%
- Other 6.7%

Developed Asia

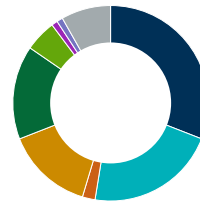
We recommended voting against or abstaining on 38 resolutions over the second half of the year.



- Board structure 50.0%
- Remuneration 5.3%
- Shareholder resolution 5.3%
- Capital structure and dividends 18.4%
- Amend articles 13.2%
- Audit and accounts 5.3%
- Other 2.6%

Emerging and Frontier Markets

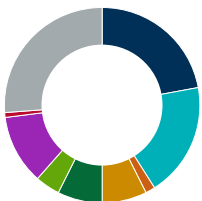
We recommended voting against or abstaining on 97 resolutions over the second half of the year.



- Board structure 30.9%
- Remuneration 21.6%
- Shareholder resolution 2.1%
- Capital structure and dividends 14.4%
- Amend articles 15.5%
- Audit and accounts 5.2%
- Governance 1.0%
- Investment/M&A 1.0%
- Other 8.2%

Europe

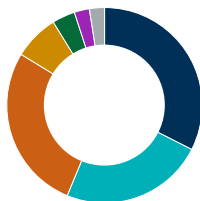
We recommended voting against or abstaining on 122 resolutions over the second half of the year.



- Board structure 22.1%
- Remuneration 18.9%
- Shareholder resolution 1.6%
- Capital structure and dividends 7.4%
- Amend articles 7.4%
- Audit and accounts 4.1%
- Governance 11.5%
- Poison pill/Anti-takeover device 0.8%
- Other 26.2%

North America

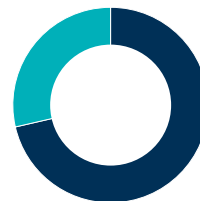
We recommended voting against or abstaining on 80 resolutions over the second half of the year.



- Board structure 32.5%
- Remuneration 23.8%
- Shareholder resolution 27.5%
- Capital structure and dividends 7.5%
- Amend articles 3.8%
- Governance 2.5%
- Other 2.5%

United Kingdom

We recommended voting against or abstaining on seven resolutions over the second half of the year.



- Board structure 71.4%
- Remuneration 28.6%

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.