

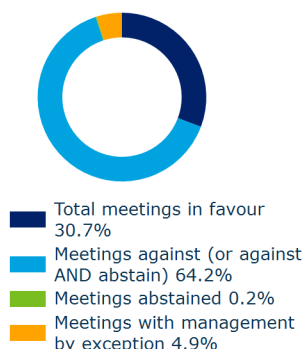
HESTA

EOS at Federated Hermes

Over the last quarter we implemented your vote policy at 2,054 meetings (25,789 resolutions). Votes were instructed opposing one or more resolutions at 1,319 meetings, supporting management by exception at 100 meetings, abstaining at four meetings and supporting management on all resolutions at the remaining 631 meetings.

Global

Votes were instructed at 2,054 meetings (25,789 resolutions) over the last quarter.



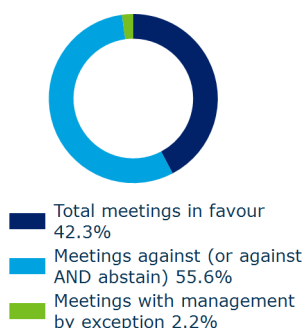
Australia & New Zealand

Votes were instructed at one meeting (8 resolutions) over the last quarter.



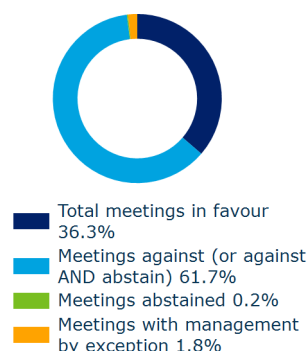
Developed Asia

Votes were instructed at 279 meetings (2,949 resolutions) over the last quarter.



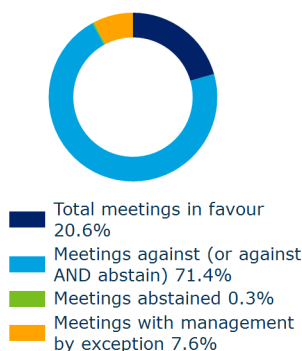
Emerging & Developing Markets

Votes were instructed at 906 meetings (9,417 resolutions) over the last quarter.



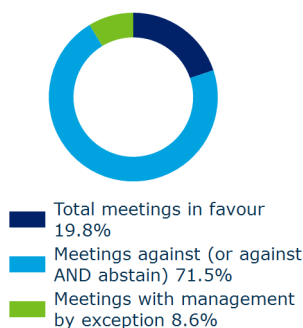
Europe

Votes were instructed at 301 meetings (5,797 resolutions) over the last quarter.



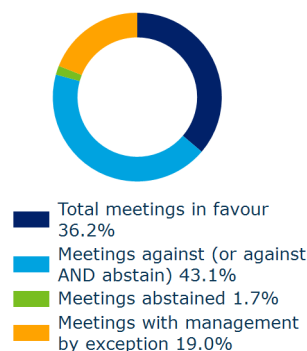
North America

Votes were instructed at 509 meetings (6,363 resolutions) over the last quarter.



United Kingdom

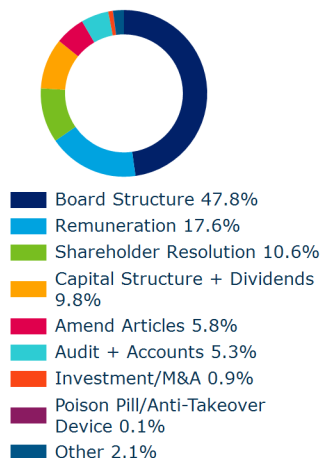
Votes were instructed at 58 meetings (1,255 resolutions) over the last quarter.



The issues on which votes were instructed against management or abstain on resolutions are shown below.

Global

Votes were instructed against or abstain on 3,982 resolutions over the last quarter.



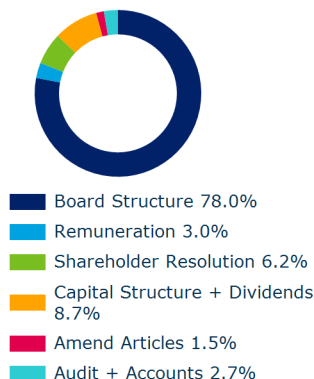
Australia & New Zealand

Votes were instructed against or abstain on two resolutions over the last quarter.



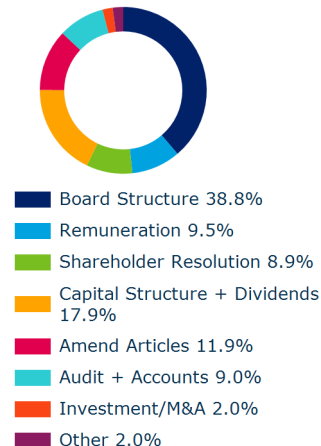
Developed Asia

Votes were instructed against or abstain on 404 resolutions over the last quarter.



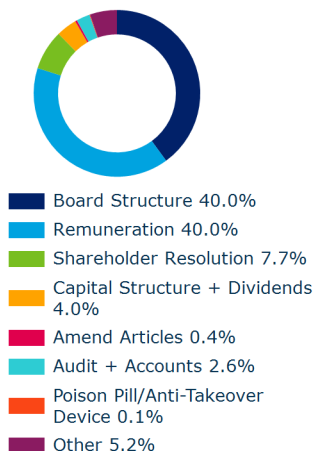
Emerging & Developing Markets

Votes were instructed against or abstain on 1,770 resolutions over the last quarter.



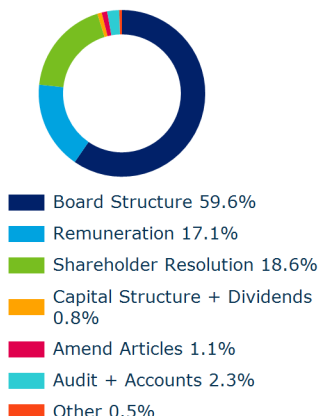
Europe

Votes were instructed against or abstain on 801 resolutions over the last quarter.



North America

Votes were instructed against or abstain on 943 resolutions over the last quarter.



United Kingdom

Votes were instructed against or abstain on 62 resolutions over the last quarter.

