

HESTA Super Fund

Hermes EOS

Engagement by region

Over the first half of the year we engaged with **329** companies held in the HESTA Super Fund portfolios on a range of **902** environmental, social and governance issues and objectives.

Global

We engaged with **329** companies over the first half of the year.



- Environmental 15.2%
- Social and Ethical 20.5%
- Governance 47.1%
- Strategy, Risk and Communication 17.2%

Developed Asia

We engaged with **55** companies over the first half of the year.



- Environmental 13.9%
- Social and Ethical 21.6%
- Governance 41.2%
- Strategy, Risk and Communication 23.2%

Emerging & Developing Markets

We engaged with **32** companies over the first half of the year.



- Environmental 17.8%
- Social and Ethical 22.4%
- Governance 40.2%
- Strategy, Risk and Communication 19.6%

Europe

We engaged with **75** companies over the first half of the year.



- Environmental 7.8%
- Social and Ethical 18.1%
- Governance 54.4%
- Strategy, Risk and Communication 19.7%

North America

We engaged with **107** companies over the first half of the year.



- Environmental 18.8%
- Social and Ethical 23.8%
- Governance 49.4%
- Strategy, Risk and Communication 8.0%

United Kingdom

We engaged with **60** companies over the first half of the year.



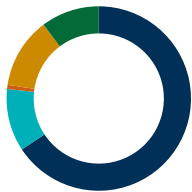
- Environmental 18.4%
- Social and Ethical 15.0%
- Governance 46.3%
- Strategy, Risk and Communication 20.4%

Engagement by theme

Over the first half of the year we engaged with **329** companies held in the HESTA Super Fund portfolios on a range of **902** environmental, social and governance issues and objectives.

Environmental

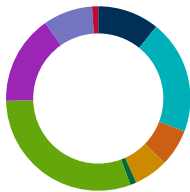
Environmental topics featured in **15.2%** of our engagements over the first half of the year.



- Climate Change **65.7%**
- Environmental Policy and Strategy **10.9%**
- Forestry and Land-Use **0.7%**
- Pollution and Waste Management **12.4%**
- Water **10.2%**

Social and Ethical

Social and Ethical topics featured in **20.5%** of our engagements over the first half of the year.



- Bribery and Corruption **10.8%**
- Conduct and Culture **20.0%**
- Cyber Security **6.5%**
- Diversity **5.9%**
- Human Capital Management **1.1%**
- Human Rights **30.3%**
- Labour Rights **15.7%**
- Supply Chain Management **8.6%**
- Tax **1.1%**

Governance

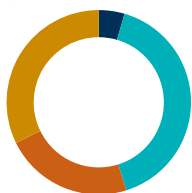
Governance topics featured in **47.1%** of our engagements over the first half of the year.



- Board Diversity, Skills and Experience **22.1%**
- Board Independence **18.1%**
- Executive Remuneration **33.2%**
- Shareholder Protection and Rights **18.8%**
- Succession Planning **7.8%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **17.2%** of our engagements over the first half of the year.



- Audit and Accounting **4.5%**
- Business Strategy **40.6%**
- Integrated Reporting and Other Disclosure **22.6%**
- Risk Management **32.3%**