

HESTA Super Fund

Hermes EOS

Engagement by region

Over the second half of the year we engaged with **317** companies held in the HESTA Super Fund portfolios on a range of **792** environmental, social and governance issues and objectives.

Global

We engaged with **317** companies over the second half of the year.



- Environmental **19.1%**
- Social and Ethical **27.9%**
- Governance **33.5%**
- Strategy, Risk and Communication **19.6%**

Europe

We engaged with **61** companies over the second half of the year.



- Environmental **14.0%**
- Social and Ethical **30.8%**
- Governance **30.2%**
- Strategy, Risk and Communication **25.0%**

United Kingdom

We engaged with **48** companies over the second half of the year.



- Environmental **20.0%**
- Social and Ethical **33.1%**
- Governance **30.8%**
- Strategy, Risk and Communication **16.2%**

Emerging & Developing Markets

We engaged with **35** companies over the second half of the year.



- Environmental **15.8%**
- Social and Ethical **25.0%**
- Governance **27.6%**
- Strategy, Risk and Communication **31.6%**

Developed Asia

We engaged with **57** companies over the second half of the year.



- Environmental **12.2%**
- Social and Ethical **19.1%**
- Governance **43.6%**
- Strategy, Risk and Communication **25.0%**

Australia & New Zealand

We engaged with **one** company over the second half of the year.



- Environmental **100.0%**

North America

We engaged with **115** companies over the second half of the year.



- Environmental **28.9%**
- Social and Ethical **31.1%**
- Governance **31.1%**
- Strategy, Risk and Communication **8.9%**

Engagement by theme

Over the last quarter we engaged with 317 companies held in the HESTA Super Fund portfolios on a range of 792 environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in 19.1% of our engagements over the second half of the year.



- Climate Change 79.5%
- Forestry and Land-Use 2.0%
- Pollution and Waste Management 9.3%
- Water 9.3%

Social and Ethical

Social and Ethical topics featured in 27.9% of our engagements over the second half of the year.



- Bribery and Corruption 4.5%
- Conduct and Culture 19.5%
- Cyber Security 7.2%
- Diversity 2.7%
- Human Capital Management 8.1%
- Human Rights 29.4%
- Labour Rights 10.9%
- Supply Chain Management 9.5%
- Tax 8.1%

Governance

Governance topics featured in 33.5% of our engagements over the second half of the year.



- Board Diversity, Skills and Experience 27.2%
- Board Independence 20.4%
- Executive Remuneration 27.5%
- Shareholder Protection and Rights 13.6%
- Succession Planning 11.3%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 19.6% of our engagements over the second half of the year.



- Audit and Accounting 5.2%
- Business Strategy 43.9%
- Integrated Reporting and Other Disclosure 20.6%
- Risk Management 30.3%