

HESTA Super Fund

Hermes EOS

Engagement by region

Over the first half of the year we engaged with **396** companies held in the HESTA Super Fund portfolios on a range of **1,060** environmental, social and governance issues and objectives.

Global

We engaged with **396** companies over the first half of the year.



- Environmental **19.2%**
- Social and Ethical **19.1%**
- Governance **44.3%**
- Strategy, Risk and Communication **17.4%**

Developed Asia

We engaged with **68** companies over the first half of the year.



- Environmental **14.1%**
- Social and Ethical **18.2%**
- Governance **44.3%**
- Strategy, Risk and Communication **23.4%**

Emerging & Developing Markets

We engaged with **34** companies over the first half of the year.



- Environmental **25.4%**
- Social and Ethical **22.1%**
- Governance **26.2%**
- Strategy, Risk and Communication **26.2%**

Europe

We engaged with **96** companies over the first half of the year.



- Environmental **17.0%**
- Social and Ethical **16.2%**
- Governance **49.8%**
- Strategy, Risk and Communication **17.0%**

North America

We engaged with **134** companies over the first half of the year.



- Environmental **21.3%**
- Social and Ethical **19.8%**
- Governance **46.7%**
- Strategy, Risk and Communication **12.3%**

United Kingdom

We engaged with **64** companies over the first half of the year.



- Environmental **19.8%**
- Social and Ethical **20.3%**
- Governance **45.2%**
- Strategy, Risk and Communication **14.7%**

Engagement by theme

Over the last quarter we engaged with **396** companies held in the HESTA Super Fund portfolios on a range of **1,060** environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in **19.2%** of our engagements over the first half of the year.



- Climate Change **73.5%**
- Forestry and Land Use **2.0%**
- Pollution and Waste Management **7.8%**
- Supply Chain Management **9.8%**
- Water **6.9%**

Social and Ethical

Social and Ethical topics featured in **19.1%** of our engagements over the first half of the year.



- Bribery and Corruption **7.4%**
- Conduct and Culture **17.8%**
- Diversity **10.9%**
- Human Capital Management **15.3%**
- Human Rights **33.7%**
- Labour Rights **12.9%**
- Tax **2.0%**

Governance

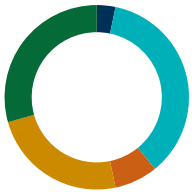
Governance topics featured in **44.3%** of our engagements over the first half of the year.



- Board Diversity, Skills and Experience **22.8%**
- Board Independence **15.5%**
- Executive Remuneration **40.4%**
- Shareholder Protection and Rights **15.7%**
- Succession Planning **5.5%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **17.4%** of our engagements over the first half of the year.



- Audit and Accounting **3.3%**
- Business Strategy **35.9%**
- Cyber Security **7.6%**
- Integrated Reporting and Other Disclosure **23.9%**
- Risk Management **29.3%**