

## HESTA Super Fund

Hermes EOS

### Engagement by region

Over the first half of the year we engaged with **538** companies held in the HESTA Super Fund portfolios on a range of **1,445** environmental, social and governance issues and objectives.

#### Global

We engaged with **538** companies over the first half of the year.



- Environmental **21.5%**
- Social and Ethical **17.4%**
- Governance **46.0%**
- Strategy, Risk and Communication **15.2%**

#### Developed Asia

We engaged with **76** companies over the first half of the year.



- Environmental **22.4%**
- Social and Ethical **17.4%**
- Governance **41.5%**
- Strategy, Risk and Communication **18.7%**

#### Emerging & Developing Markets

We engaged with **58** companies over the first half of the year.



- Environmental **27.4%**
- Social and Ethical **15.6%**
- Governance **36.3%**
- Strategy, Risk and Communication **20.7%**

#### Europe

We engaged with **119** companies over the first half of the year.



- Environmental **21.0%**
- Social and Ethical **16.2%**
- Governance **48.1%**
- Strategy, Risk and Communication **14.8%**

#### North America

We engaged with **216** companies over the first half of the year.



- Environmental **18.7%**
- Social and Ethical **17.3%**
- Governance **51.2%**
- Strategy, Risk and Communication **12.8%**

#### United Kingdom

We engaged with **69** companies over the first half of the year.



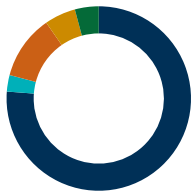
- Environmental **24.3%**
- Social and Ethical **21.4%**
- Governance **41.6%**
- Strategy, Risk and Communication **12.7%**

## Engagement by theme

Over the last quarter we engaged with **538** companies held in the HESTA Super Fund portfolios on a range of **1,445** environmental, social and governance issues and objectives.

### Environmental

Environmental topics featured in **21.5%** of our engagements over the first half of the year.



- Climate Change **76.2%**
- Forestry and Land Use **2.9%**
- Pollution and Waste Management **11.3%**
- Supply Chain Management **5.5%**
- Water **4.2%**

### Social and Ethical

Social and Ethical topics featured in **17.4%** of our engagements over the first half of the year.



- Bribery and Corruption **5.6%**
- Conduct and Culture **16.3%**
- Diversity **21.9%**
- Human Capital Management **19.5%**
- Human Rights **25.5%**
- Labour Rights **6.8%**
- Tax **4.4%**

### Governance

Governance topics featured in **46.0%** of our engagements over the first half of the year.



- Board Diversity, Skills and Experience **22.7%**
- Board Independence **15.4%**
- Executive Remuneration **44.0%**
- Shareholder Protection and Rights **14.5%**
- Succession Planning **3.5%**

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **15.2%** of our engagements over the first half of the year.



- Audit and Accounting **7.8%**
- Business Strategy **35.2%**
- Cyber Security **5.9%**
- Integrated Reporting and Other Disclosure **27.4%**
- Risk Management **23.7%**