

HESTA Super Fund

EOS at Federated Hermes

Engagement by region

Over the first half of the year we engaged with **701** companies held in the HESTA Super Fund portfolios on a range of **2,389** environmental, social and governance issues and objectives.

Global

We engaged with **701** companies over the first half of the year.



- Environmental **26.4%**
- Social and Ethical **19.7%**
- Governance **40.4%**
- Strategy, Risk and Communication **13.6%**

Developed Asia

We engaged with **88** companies over the first half of the year.



- Environmental **34.2%**
- Social and Ethical **18.8%**
- Governance **38.1%**
- Strategy, Risk and Communication **8.8%**

Emerging & Developing Markets

We engaged with **132** companies over the first half of the year.



- Environmental **35.0%**
- Social and Ethical **13.8%**
- Governance **37.1%**
- Strategy, Risk and Communication **14.1%**

Europe

We engaged with **162** companies over the first half of the year.



- Environmental **24.4%**
- Social and Ethical **18.9%**
- Governance **43.8%**
- Strategy, Risk and Communication **12.9%**

North America

We engaged with **266** companies over the first half of the year.



- Environmental **22.2%**
- Social and Ethical **21.4%**
- Governance **41.4%**
- Strategy, Risk and Communication **15.0%**

United Kingdom

We engaged with **53** companies over the first half of the year.



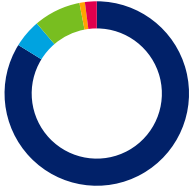
- Environmental **29.6%**
- Social and Ethical **23.7%**
- Governance **33.9%**
- Strategy, Risk and Communication **12.9%**

Engagement by theme

Over the last quarter we engaged with **701** companies held in the HESTA Super Fund portfolios on a range of **2,389** environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in **26.4%** of our engagements over the first half of the year.



- Climate Change **83.8%**
- Forestry and Land Use **4.9%**
- Pollution and Waste Management **8.3%**
- Supply Chain Management **1.0%**
- Water **2.1%**

Social and Ethical

Social and Ethical topics featured in **19.7%** of our engagements over the first half of the year.



- Bribery and Corruption **2.3%**
- Conduct and Culture **13.2%**
- Diversity **25.1%**
- Human Capital Management **18.1%**
- Human Rights **34.0%**
- Labour Rights **5.7%**
- Tax **1.5%**

Governance

Governance topics featured in **40.4%** of our engagements over the first half of the year.



- Board Diversity, Skills and Experience **25.2%**
- Board Independence **15.1%**
- Executive Remuneration **41.6%**
- Shareholder Protection and Rights **14.7%**
- Succession Planning **3.4%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **13.6%** of our engagements over the first half of the year.



- Audit and Accounting **7.7%**
- Business Strategy **39.8%**
- Cyber Security **1.5%**
- Integrated Reporting and Other Disclosure **24.4%**
- Risk Management **26.5%**