

HESTA Super Fund

Hermes EOS

Engagement by region

Over the second half of the year we engaged with **325** companies held in the HESTA Super Fund portfolios on a range of **956** environmental, social and governance issues and objectives.

Global

We engaged with **325** companies over the second half of the year.



- Environmental **26.5%**
- Social and Ethical **20.6%**
- Governance **30.5%**
- Strategy, Risk and Communication **22.4%**

Developed Asia

We engaged with **65** companies over the second half of the year.



- Environmental **20.7%**
- Social and Ethical **22.5%**
- Governance **34.8%**
- Strategy, Risk and Communication **22.0%**

Emerging & Developing Markets

We engaged with **25** companies over the second half of the year.



- Environmental **25.0%**
- Social and Ethical **15.0%**
- Governance **23.8%**
- Strategy, Risk and Communication **36.2%**

Europe

We engaged with **71** companies over the second half of the year.



- Environmental **24.5%**
- Social and Ethical **20.5%**
- Governance **28.5%**
- Strategy, Risk and Communication **26.5%**

North America

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



- Environmental **31.2%**
- Social and Ethical **18.6%**
- Governance **32.6%**
- Strategy, Risk and Communication **17.6%**

United Kingdom

We engaged with **49** companies over the second half of the year.



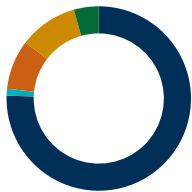
- Environmental **29.1%**
- Social and Ethical **25.0%**
- Governance **26.4%**
- Strategy, Risk and Communication **19.6%**

Engagement by theme

Over the last quarter we engaged with 325 companies held in the HESTA Super Fund portfolios on a range of 956 environmental, social and governance issues and objectives.

Environmental

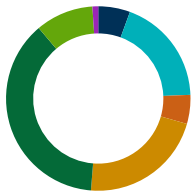
Environmental topics featured in 26.5% of our engagements over the second half of the year.



- Climate Change 75.5%
- Forestry and Land Use 1.2%
- Pollution and Waste Management 8.7%
- Supply Chain Management 10.3%
- Water 4.3%

Social and Ethical

Social and Ethical topics featured in 20.6% of our engagements over the second half of the year.



- Bribery and Corruption 5.6%
- Conduct and Culture 18.8%
- Diversity 5.1%
- Human Capital Management 21.8%
- Human Rights 37.6%
- Labour Rights 10.2%
- Tax 1.0%

Governance

Governance topics featured in 30.5% of our engagements over the second half of the year.



- Board Diversity, Skills and Experience 24.3%
- Board Independence 17.1%
- Executive Remuneration 29.1%
- Shareholder Protection and Rights 18.2%
- Succession Planning 11.3%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 22.4% of our engagements over the second half of the year.



- Audit and Accounting 2.3%
- Business Strategy 40.7%
- Cyber Security 10.7%
- Integrated Reporting and Other Disclosure 23.4%
- Risk Management 22.9%