

## HESTA Super Fund

Hermes EOS

### Engagement by region

Over the second half of the year we engaged with **351** companies held in the HESTA Super Fund portfolios on a range of **1,074** environmental, social and governance issues and objectives.

#### Global

We engaged with **351** companies over the second half of the year.



#### Australia & New Zealand

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



#### Developed Asia

We engaged with **62** companies over the second half of the year.



#### Emerging & Developing Markets

We engaged with **39** companies over the second half of the year.



#### Europe

We engaged with **70** companies over the second half of the year.



#### North America

We engaged with **123** companies over the second half of the year.



#### United Kingdom

We engaged with **51** companies over the second half of the year.



## Engagement by theme

Over the last quarter we engaged with 351 companies held in the HESTA Super Fund portfolios on a range of 1,074 environmental, social and governance issues and objectives.

### Environmental

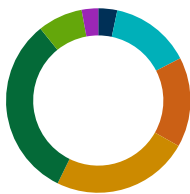
Environmental topics featured in 27.6% of our engagements over the second half of the year.



- Climate Change 76.4%
- Forestry and Land Use 2.4%
- Pollution and Waste Management 12.2%
- Supply Chain Management 5.4%
- Water 3.7%

### Social and Ethical

Social and Ethical topics featured in 22.4% of our engagements over the second half of the year.



- Bribery and Corruption 3.3%
- Conduct and Culture 14.1%
- Diversity 15.8%
- Human Capital Management 24.1%
- Human Rights 32.0%
- Labour Rights 7.9%
- Tax 2.9%

### Governance

Governance topics featured in 31.3% of our engagements over the second half of the year.



- Board Diversity, Skills and Experience 26.8%
- Board Independence 13.4%
- Executive Remuneration 41.7%
- Shareholder Protection and Rights 13.1%
- Succession Planning 5.1%

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 18.7% of our engagements over the second half of the year.



- Audit and Accounting 4.5%
- Business Strategy 40.8%
- Cyber Security 5.0%
- Integrated Reporting and Other Disclosure 24.4%
- Risk Management 25.4%