

**HESTA Super Fund**

**EOS at Federated Hermes**

**Engagement by region**

Over the last quarter we engaged with **304** companies held in the HESTA Super Fund portfolios on a range of **1,030** environmental, social and governance issues and objectives.

**Global**

We engaged with **304** companies over the last quarter.



- Environmental **29.0%**
- Social and Ethical **19.4%**
- Governance **36.5%**
- Strategy, Risk and Communication **15.0%**

**Europe**

We engaged with **67** companies over the last quarter.



- Environmental **31.5%**
- Social and Ethical **14.9%**
- Governance **38.2%**
- Strategy, Risk and Communication **15.4%**

**United Kingdom**

We engaged with **15** companies over the last quarter.



- Environmental **29.5%**
- Social and Ethical **29.5%**
- Governance **22.7%**
- Strategy, Risk and Communication **18.2%**

**Emerging & Developing Markets**

We engaged with **53** companies over the last quarter.



- Environmental **36.6%**
- Social and Ethical **17.7%**
- Governance **28.6%**
- Strategy, Risk and Communication **17.1%**

**Developed Asia**

We engaged with **39** companies over the last quarter.



- Environmental **27.3%**
- Social and Ethical **20.1%**
- Governance **39.6%**
- Strategy, Risk and Communication **13.0%**

**North America**

We engaged with **130** companies over the last quarter.



- Environmental **25.0%**
- Social and Ethical **21.4%**
- Governance **39.2%**
- Strategy, Risk and Communication **14.4%**

## Engagement by theme

Over the last quarter we engaged with **304** companies held in the HESTA Super Fund portfolios on a range of **1,030** environmental, social and governance issues and objectives.

### Environmental

Environmental topics featured in **29.0%** of our engagements over the last quarter.



- Climate Change **86.0%**
- Forestry and Land Use **3.0%**
- Pollution and Waste Management **9.4%**
- Supply Chain Management **1.7%**

### Social and Ethical

Social and Ethical topics featured in **19.4%** of our engagements over the last quarter.



- Bribery and Corruption **1.0%**
- Conduct and Culture **10.5%**
- Diversity **23.0%**
- Human and labour rights **0.5%**
- Human Capital Management **24.0%**
- Human Rights **34.0%**
- Labour Rights **7.0%**

### Governance

Governance topics featured in **36.5%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **31.4%**
- Board Independence **16.0%**
- Executive Remuneration **38.6%**
- Shareholder Protection and Rights **12.2%**
- Succession Planning **1.9%**

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **15.0%** of our engagements over the last quarter.



- Audit and Accounting **12.3%**
- Business Strategy **34.2%**
- Cyber Security **2.6%**
- Integrated Reporting and Other Disclosure **23.2%**
- Risk Management **27.7%**