

HESTA Super Fund

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **505** companies held in the HESTA Super Fund portfolios on a range of **1,363** environmental, social and governance issues and objectives.

Global

We engaged with **505** companies over the last quarter.



- Environmental 19.8%
- Social and Ethical 14.0%
- Governance 49.3%
- Strategy, Risk and Communication 16.9%

Developed Asia

We engaged with **61** companies over the last quarter.



- Environmental 21.6%
- Social and Ethical 15.8%
- Governance 42.1%
- Strategy, Risk and Communication 20.5%

Emerging & Developing Markets

We engaged with **55** companies over the last quarter.



- Environmental 20.3%
- Social and Ethical 14.4%
- Governance 45.8%
- Strategy, Risk and Communication 19.6%

Europe

We engaged with **110** companies over the last quarter.



- Environmental 18.4%
- Social and Ethical 11.0%
- Governance 53.7%
- Strategy, Risk and Communication 16.9%

North America

We engaged with **224** companies over the last quarter.



- Environmental 18.1%
- Social and Ethical 15.6%
- Governance 52.6%
- Strategy, Risk and Communication 13.7%

United Kingdom

We engaged with **54** companies over the last quarter.



- Environmental 26.7%
- Social and Ethical 10.7%
- Governance 40.7%
- Strategy, Risk and Communication 22.0%

Australia & New Zealand

We engaged with **one** company over the last quarter.



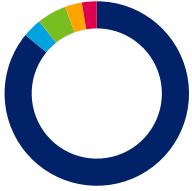
- Governance 100.0%

Engagement by theme

Over the last quarter we engaged with **505** companies held in the HESTA Super Fund portfolios on a range of **1,363** environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in **19.8%** of our engagements over the last quarter.



- Climate Change **85.9%**
- Forestry and Land Use **3.3%**
- Pollution and Waste Management **5.2%**
- Supply Chain Management **3.0%**
- Water **2.6%**

Social and Ethical

Social and Ethical topics featured in **14.0%** of our engagements over the last quarter.



- Bribery and Corruption **4.2%**
- Conduct and Culture **18.8%**
- Diversity **23.0%**
- Human Capital Management **22.0%**
- Human Rights **25.7%**
- Labour Rights **5.8%**
- Tax **0.5%**

Governance

Governance topics featured in **49.3%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **23.8%**
- Board Independence **12.5%**
- Executive Remuneration **48.4%**
- Shareholder Protection and Rights **11.9%**
- Succession Planning **3.4%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **16.9%** of our engagements over the last quarter.



- Audit and Accounting **7.4%**
- Business Strategy **30.4%**
- Cyber Security **7.4%**
- Integrated Reporting and Other Disclosure **16.1%**
- Risk Management **38.7%**