

**Hesta Super Fund**

**EOS at Federated Hermes**

**Engagement by region**

We engaged with 429 companies held in the Hesta Super Fund portfolio on a range of 1467 environmental, social and governance issues and objectives

**Global**

We engaged with 429 companies



- Environmental 28.4%
- Governance 37.2%
- Social 22.7%
- Strategy, Risk & Comm 11.7%

**Australia & New Zealand**

No Engagement Activity

**Developed Asia**

We engaged with 55 companies



- Environmental 25.5%
- Governance 46.2%
- Social 19.3%
- Strategy, Risk & Comm 9.0%

**Emerging & Developing Markets**

We engaged with 60 companies



- Environmental 28.5%
- Governance 40.2%
- Social 20.1%
- Strategy, Risk & Comm 11.2%

**Europe**

We engaged with 85 companies



- Environmental 38.7%
- Governance 32.5%
- Social 15.3%
- Strategy, Risk & Comm 13.5%

**North America**

We engaged with 200 companies



- Environmental 25.3%
- Governance 35.8%
- Social 26.9%
- Strategy, Risk & Comm 12.0%

**United Kingdom**

We engaged with 29 companies



- Environmental 28.2%
- Governance 35.9%
- Social 24.4%
- Strategy, Risk & Comm 11.5%

### Engagement by Meta theme

We engaged with 429 companies held in the Hesta Super Fund portfolio on a range of 1467 environmental, social and governance issues and objectives

#### Environmental

Environmental topics featured in 28.4% of our engagements



- Circular Economy & Zero Pollution 14.7%
- Climate Change 69.7%
- Natural Resource Stewardship 15.6%

#### Social

Social topics featured in 22.7% of our engagements



- Human & Labour Rights 41.4%
- Human Capital 45.3%
- Wider Societal Impacts 13.2%

#### Governance

Governance topics featured in 37.2% of our engagements



- Board Effectiveness 40.5%
- Executive Remuneration 46.0%
- Investor Protection & Rights 13.6%

#### Strategy, Risk & Communication

Strategy, Risk & Communication topics featured in 11.7% of our engagements



- Corporate Reporting 32.0%
- Purpose, Strategy & Policies 44.2%
- Risk Management 23.8%