

HESTA Super Fund

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **249** companies held in the HESTA Super Fund portfolios on a range of **707** environmental, social and governance issues and objectives.

Global

We engaged with **249** companies over the last quarter.



- Environmental 32.4%
- Social and Ethical 20.5%
- Governance 26.9%
- Strategy, Risk and Communication 20.2%

Developed Asia

We engaged with **34** companies over the last quarter.



- Environmental 34.6%
- Social and Ethical 21.2%
- Governance 28.8%
- Strategy, Risk and Communication 15.4%

Emerging & Developing Markets

We engaged with **50** companies over the last quarter.



- Environmental 36.7%
- Social and Ethical 15.0%
- Governance 30.8%
- Strategy, Risk and Communication 17.5%

Europe

We engaged with **47** companies over the last quarter.



- Environmental 34.8%
- Social and Ethical 18.4%
- Governance 23.4%
- Strategy, Risk and Communication 23.4%

North America

We engaged with **88** companies over the last quarter.



- Environmental 28.6%
- Social and Ethical 22.0%
- Governance 26.5%
- Strategy, Risk and Communication 22.9%

United Kingdom

We engaged with **29** companies over the last quarter.



- Environmental 31.2%
- Social and Ethical 26.0%
- Governance 25.0%
- Strategy, Risk and Communication 17.7%

Australia & New Zealand

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



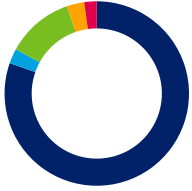
- Governance 100.0%

Engagement by theme

Over the last quarter we engaged with **249** companies held in the HESTA Super Fund portfolios on a range of **707** environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in **32.4%** of our engagements over the last quarter.



- Climate Change **80.3%**
- Forestry and Land Use **2.6%**
- Pollution and Waste Management **11.8%**
- Supply Chain Management **3.1%**
- Water **2.2%**

Social and Ethical

Social and Ethical topics featured in **20.5%** of our engagements over the last quarter.



- Bribery and Corruption **1.4%**
- Conduct and Culture **15.9%**
- Diversity **18.6%**
- Human Capital Management **19.3%**
- Human Rights **34.5%**
- Labour Rights **7.6%**
- Tax **2.8%**

Governance

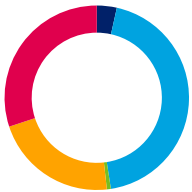
Governance topics featured in **26.9%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **30.0%**
- Board Independence **18.9%**
- Executive Remuneration **37.4%**
- Shareholder Protection and Rights **9.5%**
- Succession Planning **4.2%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **20.2%** of our engagements over the last quarter.



- Audit and Accounting **3.5%**
- Business Strategy **44.1%**
- Cyber Security **0.7%**
- Integrated Reporting and Other Disclosure **21.7%**
- Risk Management **30.1%**