

Hesta Super Fund

EOS at Federated Hermes

Engagement by region

We engaged with 177 companies held in the Hesta Super Fund portfolio on a range of 624 environmental, social and governance issues and objectives

Global

We engaged with 177 companies



- Environmental 39.6%
- Governance 19.1%
- Social and Ethical 27.6%
- Strategy, Risk and Comm 13.8%

Australia & New Zealand

No Engagement Activity

Developed Asia

We engaged with 16 companies



- Environmental 39.2%
- Governance 27.5%
- Social and Ethical 13.7%
- Strategy, Risk and Comm 19.6%

Emerging & Developing Markets

We engaged with 34 companies



- Environmental 32.5%
- Governance 33.8%
- Social and Ethical 21.3%
- Strategy, Risk and Comm 12.5%

Europe

We engaged with 39 companies



- Environmental 43.2%
- Governance 11.8%
- Social and Ethical 26.0%
- Strategy, Risk and Comm 18.9%

North America

We engaged with 72 companies



- Environmental 39.8%
- Governance 15.9%
- Social and Ethical 31.8%
- Strategy, Risk and Comm 12.5%

United Kingdom

We engaged with 16 companies



- Environmental 38.3%
- Governance 26.7%
- Social and Ethical 33.3%
- Strategy, Risk and Comm 1.7%

Engagement by theme

We engaged with 177 companies held in the Hesta Super Fund portfolio on a range of 624 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 39.6% of our engagements



- Climate Change 74.9%
- Forestry and Land Use 6.1%
- Pollution and Waste Management 12.6%
- Supply Chain Management 2.4%
- Water 4.0%

Social and Ethical

Social and Ethical topics featured in 27.6% of our engagements



- Bribery and Corruption 1.7%
- Conduct and Culture 8.7%
- Diversity 19.2%
- Human Capital Management 18.6%
- Human Rights 44.8%
- Labour Rights 5.2%
- Tax 1.7%

Governance

Governance topics featured in 19.1% of our engagements



- Board Diversity, Skills and Experience 35.3%
- Board Independence 19.3%
- Executive Remuneration 35.3%
- Shareholder Protection and Rights 7.6%
- Succession Planning 2.5%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 13.8% of our engagements



- Audit and Accounting 5.8%
- Business Strategy 32.6%
- Cyber Security 3.5%
- Integrated Reporting and Other Disclosure 24.4%
- Risk Management 33.7%