

# **Engagement Report**

Q3 2025

# **EOS at Federated Hermes**

# **Hesta Super Fund**

# **Engagement by region**

We engaged with 278 companies held in the Hesta Super Fund portfolio on a range of 818 environmental, social and governance issues and objectives

#### Global

We engaged with 278 companies



Environmental 50.1%

Governance 15.8%

Social 23.2%

Strategy, Risk & Comm 10.9%

## Australia & New Zealand

We engaged with four companies



Environmental 57.1%

Governance 14.3%

Social 21.4%

Strategy, Risk & Comm 7.1%

## **Europe**

We engaged with 72 companies



■ Environmental 58.1%

Governance 9.8%

Social 19.7%

Strategy, Risk & Comm 12.4%

# **Developed Asia**

We engaged with 27 companies



Environmental 35.7%

Governance 33.3%

Social 19.0%

Strategy, Risk & Comm 11.9%

#### **North America**

We engaged with 108 companies



Environmental 45.7%

Governance 14.5%

Social 28.3%

Strategy, Risk & Comm 11.6%

## **Emerging & Developing Markets**

We engaged with 48 companies



Environmental 55.5%

Governance 22.7%

Social 16.4%

Strategy, Risk & Comm 5.5%

# **United Kingdom**

We engaged with 19 companies



Environmental 50.8%

Governance 9.2%

Social 29.2%

Strategy, Risk & Comm 10.8%

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# **Engagement by Meta theme**

We engaged with 278 companies held in the Hesta Super Fund portfolio on a range of 818 environmental, social and governance issues and objectives

## **Environmental**

Environmental topics featured in 50.1% of our engagements



- Circular Economy & Zero Pollution 14.9%
- Climate Change 64.1%
- Natural Resource Stewardship 21.0%

## Social

Social topics featured in 23.2% of our engagements



- Human & Labour Rights 58.9%
- Human Capital 32.6%
- Wider Societal Impacts 8.4%

### Governance

Governance topics featured in 15.8% of our engagements



- Board Effectiveness 58.9%
- Executive Remuneration 28.7%
- Investor Protection & Rights 12.4%

## Strategy, Risk & Communication

Strategy, Risk & Communication topics featured in 10.9% of our engagements



- Corporate Reporting 33.7%
- Purpose, Strategy & Policies 47.2%
- Risk Management 19.1%