

**HESTA Super Fund**

**EOS at Federated Hermes**

**Engagement by region**

Over the last quarter we engaged with **331** companies held in the HESTA Super Fund portfolios on a range of **984** environmental, social and governance issues and objectives.

**Global**

We engaged with **331** companies over the last quarter.



- Environmental **30.9%**
- Social and Ethical **22.1%**
- Governance **27.4%**
- Strategy, Risk and Communication **19.6%**

**Developed Asia**

We engaged with **49** companies over the last quarter.



- Environmental **36.2%**
- Social and Ethical **22.8%**
- Governance **26.0%**
- Strategy, Risk and Communication **15.0%**

**Emerging & Developing Markets**

We engaged with **35** companies over the last quarter.



- Environmental **37.0%**
- Social and Ethical **19.2%**
- Governance **24.7%**
- Strategy, Risk and Communication **19.2%**

**Europe**

We engaged with **83** companies over the last quarter.



- Environmental **37.2%**
- Social and Ethical **21.7%**
- Governance **22.1%**
- Strategy, Risk and Communication **19.0%**

**North America**

We engaged with **133** companies over the last quarter.



- Environmental **24.6%**
- Social and Ethical **20.0%**
- Governance **34.1%**
- Strategy, Risk and Communication **21.2%**

**United Kingdom**

We engaged with **31** companies over the last quarter.



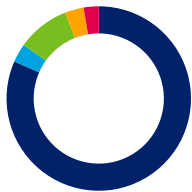
- Environmental **29.3%**
- Social and Ethical **31.0%**
- Governance **19.0%**
- Strategy, Risk and Communication **20.7%**

## Engagement by theme

Over the last quarter we engaged with **331** companies held in the HESTA Super Fund portfolios on a range of **984** environmental, social and governance issues and objectives.

### Environmental

Environmental topics featured in **30.9%** of our engagements over the last quarter.



- Climate Change **81.6%**
- Forestry and Land Use **3.3%**
- Pollution and Waste Management **9.2%**
- Supply Chain Management **3.3%**
- Water **2.6%**

### Social and Ethical

Social and Ethical topics featured in **22.1%** of our engagements over the last quarter.



- Bribery and Corruption **5.1%**
- Conduct and Culture **18.4%**
- Diversity **21.7%**
- Human Capital Management **14.7%**
- Human Rights **33.6%**
- Labour Rights **5.5%**
- Tax **0.9%**

### Governance

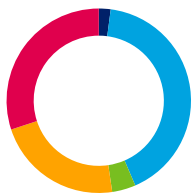
Governance topics featured in **27.4%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **24.1%**
- Board Independence **14.4%**
- Executive Remuneration **41.1%**
- Shareholder Protection and Rights **15.2%**
- Succession Planning **5.2%**

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **19.6%** of our engagements over the last quarter.



- Audit and Accounting **2.1%**
- Business Strategy **41.5%**
- Cyber Security **4.1%**
- Integrated Reporting and Other Disclosure **22.3%**
- Risk Management **30.1%**