

## HESTA Super Fund

## EOS at Federated Hermes

### Engagement by region

Over the last quarter we engaged with **240** companies held in the HESTA Super Fund portfolios on a range of **810** environmental, social and governance issues and objectives.

#### Global

We engaged with **240** companies over the last quarter.



- Environmental 39.0%
- Social and Ethical 22.8%
- Governance 22.5%
- Strategy, Risk and Communication 15.7%

#### Developed Asia

We engaged with **30** companies over the last quarter.



- Environmental 31.4%
- Social and Ethical 19.8%
- Governance 31.4%
- Strategy, Risk and Communication 17.4%

#### Emerging & Developing Markets

We engaged with **45** companies over the last quarter.



- Environmental 32.3%
- Social and Ethical 16.9%
- Governance 30.0%
- Strategy, Risk and Communication 20.8%

#### Europe

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



- Environmental 47.5%
- Social and Ethical 20.2%
- Governance 20.2%
- Strategy, Risk and Communication 12.0%

#### North America

We engaged with **87** companies over the last quarter.



- Environmental 40.4%
- Social and Ethical 25.6%
- Governance 19.2%
- Strategy, Risk and Communication 14.8%

#### United Kingdom

We engaged with **28** companies over the last quarter.



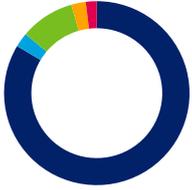
- Environmental 34.0%
- Social and Ethical 29.8%
- Governance 19.1%
- Strategy, Risk and Communication 17.0%

## Engagement by theme

Over the last quarter we engaged with **240** companies held in the HESTA Super Fund portfolios on a range of **810** environmental, social and governance issues and objectives.

### Environmental

Environmental topics featured in **39.0%** of our engagements over the last quarter.



- Climate Change **83.5%**
- Forestry and Land Use **2.5%**
- Pollution and Waste Management **9.5%**
- Supply Chain Management **2.5%**
- Water **1.9%**

### Social and Ethical

Social and Ethical topics featured in **22.8%** of our engagements over the last quarter.



- Bribery and Corruption **2.7%**
- Conduct and Culture **16.2%**
- Diversity **22.2%**
- Human Capital Management **17.8%**
- Human Rights **37.3%**
- Labour Rights **3.8%**

### Governance

Governance topics featured in **22.5%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **33.0%**
- Board Independence **18.7%**
- Executive Remuneration **34.6%**
- Shareholder Protection and Rights **11.5%**
- Succession Planning **2.2%**

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **15.7%** of our engagements over the last quarter.



- Audit and Accounting **0.8%**
- Business Strategy **37.8%**
- Cyber Security **2.4%**
- Integrated Reporting and Other Disclosure **29.9%**
- Risk Management **29.1%**