

Hesta Super Fund

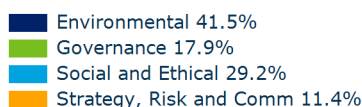
EOS at Federated Hermes

Engagement by region

We engaged with 214 companies held in the Hesta Super Fund portfolio on a range of 775 environmental, social and governance issues and objectives

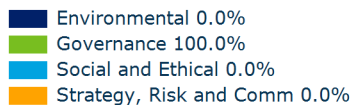
Global

We engaged with 214 companies



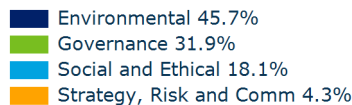
Australia & New Zealand

We engaged with one company



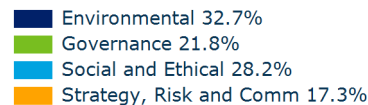
Developed Asia

We engaged with 23 companies



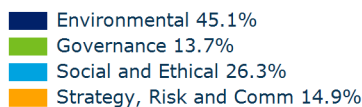
Emerging & Developing Markets

We engaged with 32 companies



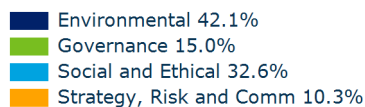
Europe

We engaged with 44 companies



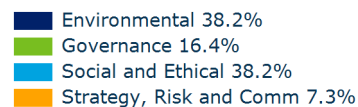
North America

We engaged with 99 companies



United Kingdom

We engaged with 15 companies



Engagement by theme

We engaged with 214 companies held in the Hesta Super Fund portfolio on a range of 775 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 41.5% of our engagements



- Climate Change 77.0%
- Forestry and Land Use 9.3%
- Pollution and Waste Management 9.0%
- Supply Chain Management 1.2%
- Water 3.4%

Social and Ethical

Social and Ethical topics featured in 29.2% of our engagements



- Bribery and Corruption 2.2%
- Conduct and Culture 8.8%
- Diversity 12.8%
- Human Capital Management 22.1%
- Human Rights 49.1%
- Labour Rights 4.4%
- Tax 0.4%

Governance

Governance topics featured in 17.9% of our engagements



- Board Diversity, Skills and Experience 28.1%
- Board Independence 18.0%
- Executive Remuneration 33.8%
- Shareholder Protection and Rights 15.8%
- Succession Planning 4.3%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 11.4% of our engagements



- Audit and Accounting 10.2%
- Business Strategy 35.2%
- Cyber Security 2.3%
- Integrated Reporting and Other Disclosure 23.9%
- Risk Management 28.4%