

Engagement Report

Q4 2023

EOS at Federated Hermes

Hesta Super Fund

Engagement by region

We engaged with 296 companies held in the Hesta Super Fund portfolio on a range of 1023 environmental, social and governance issues and objectives

Global

We engaged with 296 companies



Environmental 40.8%

Governance 16.5%

Social 29.9%

Strategy, Risk & Comm 12.8%

Australia & New Zealand

No Engagement Activity

Europe

Developed Asia

We engaged with 46 companies



Environmental 33.7%

Governance 30.8%

Social 23.7%

Strategy, Risk & Comm 11.8%

North America

We engaged with 121 companies



Environmental 38.2%

Governance 12.7%

Social 37.6%

Strategy, Risk & Comm 11.4%

Emerging & Developing Markets

We engaged with 51 companies



Environmental 35.5%

Governance 26.6%

Social 24.2%

Strategy, Risk & Comm 13.7%

United Kingdom

We engaged with 14 companies



Environmental 40.4%

Governance 14.0%

Social 29.8%

Strategy, Risk & Comm 15.8%

Social 22.0%

Environmental 54.6%

Strategy, Risk & Comm 15.1%

Governance 8.3%

We engaged with 64 companies

Engagement Report Hesta Super Fund

Engagement by Meta theme

We engaged with 296 companies held in the Hesta Super Fund portfolio on a range of 1023 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 40.8% of our engagements



- Circular Economy & Zero Pollution 13.2%
- Climate Change 63.5%
- Natural Resource Stewardship 23.3%

Social

Social topics featured in 29.9% of our engagements



- Human & Labour Rights 44.8%
- Human Capital 41.2%
- Wider Societal Impacts 14.1%

Governance

Governance topics featured in 16.5% of our engagements



- Board Effectiveness 54.4%
- Executive Remuneration 25.4%
- Investor Protection & Rights 20.1%

Strategy, Risk & Communication

Strategy, Risk & Communication topics featured in 12.8% of our engagements



- Corporate Reporting 22.9%
- Purpose, Strategy & Policies 52.7%
- Risk Management 24.4%