

## HESTA

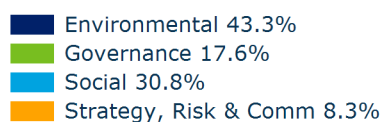
## EOS at Federated Hermes

### Engagement by region

We engaged with 324 companies held in the HESTA portfolio on a range of 1103 environmental, social and governance issues and objectives

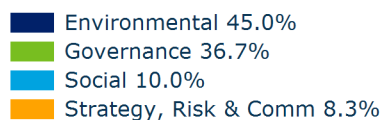
#### Global

We engaged with 324 companies



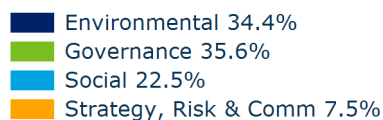
#### Australia & New Zealand

We engaged with 19 companies



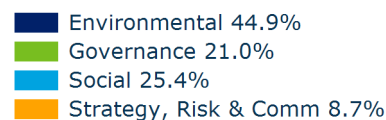
#### Developed Asia

We engaged with 43 companies



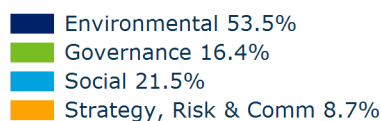
#### Emerging & Developing Markets

We engaged with 41 companies



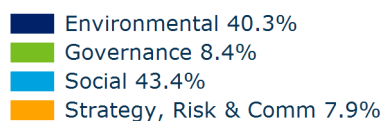
#### Europe

We engaged with 70 companies



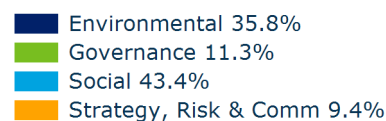
#### North America

We engaged with 135 companies



#### United Kingdom

We engaged with 16 companies



Engagement by Meta theme

We engaged with 324 companies held in the HESTA portfolio on a range of 1103 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 43.3% of our engagements



- Circular Economy & Zero Pollution 15.5%
- Climate Change 66.5%
- Natural Resource Stewardship 18.0%

Social

Social topics featured in 30.8% of our engagements



- Human & Labour Rights 50.6%
- Human Capital 42.9%
- Wider Societal Impacts 6.5%

Governance

Governance topics featured in 17.6% of our engagements



- Board Effectiveness 47.4%
- Executive Remuneration 38.1%
- Investor Protection & Rights 14.4%

Strategy, Risk & Communication

Strategy, Risk & Communication topics featured in 8.3% of our engagements



- Corporate Reporting 34.1%
- Purpose, Strategy & Policies 34.1%
- Risk Management 31.9%