

## HESTA Super Fund

## Hermes EOS

Over the first half of the year we made voting recommendations at **1,902** meetings (**24,814** resolutions). At **1,211** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **22** meetings and abstaining at **eight** meetings. We supported management on all resolutions at the remaining **661** meetings.

### Global

We made voting recommendations at **1,902** meetings (**24,814** resolutions) over the first half of the year.



- Total meetings in favour **34.8%**
- Meetings against (or against AND abstain) **63.7%**
- Meetings abstained **0.4%**
- Meetings with management by exception **1.2%**

### Australia and New Zealand

We made voting recommendations at **six** meetings (**51** resolutions) over the first half of the year.



- Total meetings in favour **33.3%**
- Meetings against (or against AND abstain) **66.7%**

### Developed Asia

We made voting recommendations at **439** meetings (**5,003** resolutions) over the first half of the year.



- Total meetings in favour **48.5%**
- Meetings against (or against AND abstain) **49.7%**
- Meetings with management by exception **1.8%**

### Emerging and Frontier Markets

We made voting recommendations at **260** meetings (**2,884** resolutions) over the first half of the year.



- Total meetings in favour **37.7%**
- Meetings against (or against AND abstain) **61.5%**
- Meetings abstained **0.8%**

### Europe

We made voting recommendations at **381** meetings (**6,494** resolutions) over the first half of the year.



- Total meetings in favour **31.2%**
- Meetings against (or against AND abstain) **67.7%**
- Meetings abstained **0.5%**
- Meetings with management by exception **0.5%**

### North America

We made voting recommendations at **711** meetings (**8,506** resolutions) over the first half of the year.



- Total meetings in favour **23.8%**
- Meetings against (or against AND abstain) **74.3%**
- Meetings abstained **0.3%**
- Meetings with management by exception **1.7%**

### United Kingdom

We made voting recommendations at **105** meetings (**1,876** resolutions) over the first half of the year.

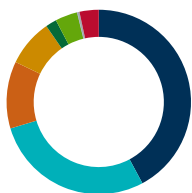


- Total meetings in favour **57.1%**
- Meetings against (or against AND abstain) **41.0%**
- Meetings abstained **1.9%**

The issues on which we recommended voting against management or abstaining on resolutions are shown below.

**Global**

We recommended voting against or abstaining on **3,003** resolutions over the last first half of the year.



- Board structure **42.2%**
- Remuneration **28.2%**
- Shareholder resolution **11.8%**
- Capital structure and dividends **8.3%**
- Amend articles **1.9%**
- Audit and accounts **3.9%**
- Investment/M&A **0.1%**
- Poison pill/Anti-takeover device **0.4%**
- Other **3.4%**

**Australia and New Zealand**

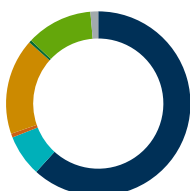
We recommended voting against or abstaining on **12** resolutions over the last first half of the year.



- Board structure **8.3%**
- Remuneration **58.3%**
- Shareholder resolution **33.3%**

**Developed Asia**

We recommended voting against or abstaining on **439** resolutions over the last first half of the year.



- Board structure **61.7%**
- Remuneration **7.3%**
- Shareholder resolution **0.7%**
- Capital structure and dividends **16.9%**
- Amend articles **0.5%**
- Audit and accounts **11.6%**
- Poison pill/Anti-takeover device **1.4%**

**Emerging and Frontier Markets**

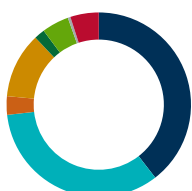
We recommended voting against or abstaining on **537** resolutions over the last first half of the year.



- Board structure **50.3%**
- Remuneration **11.5%**
- Shareholder resolution **6.3%**
- Capital structure and dividends **13.0%**
- Amend articles **6.0%**
- Audit and accounts **3.7%**
- Investment/M&A **0.4%**
- Other **8.8%**

**Europe**

We recommended voting against or abstaining on **863** resolutions over the last first half of the year.



- Board structure **39.5%**
- Remuneration **33.7%**
- Shareholder resolution **3.2%**
- Capital structure and dividends **11.5%**
- Amend articles **1.9%**
- Audit and accounts **4.8%**
- Poison pill/Anti-takeover device **0.5%**
- Other **5.0%**

**North America**

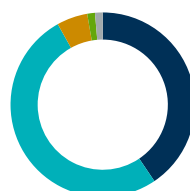
We recommended voting against or abstaining on **1,078** resolutions over the last first half of the year.



- Board structure **32.7%**
- Remuneration **38.7%**
- Shareholder resolution **26.3%**
- Capital structure and dividends **0.1%**
- Amend articles **0.7%**
- Audit and accounts **0.4%**
- Other **1.0%**

**United Kingdom**

We recommended voting against or abstaining on **74** resolutions over the last first half of the year.



- Board structure **40.5%**
- Remuneration **51.4%**
- Capital structure and dividends **5.4%**
- Audit and accounts **1.4%**
- Poison pill/Anti-takeover device **1.4%**