

HESTA Super Fund

EOS at Federated Hermes

Over the first half of the year we made voting recommendations at **3,025** meetings (**36,591** resolutions). At **1,849** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **100** meetings and abstaining at **eight** meetings. We supported management on all resolutions at the remaining **1,068** meetings.

Global

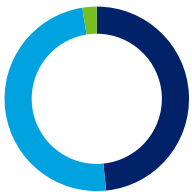
We made voting recommendations at **3,025** meetings (**36,591** resolutions) over the first half of the year.



- Total meetings in favour **35.3%**
- Meetings against (or against AND abstain) **61.1%**
- Meetings abstained **0.3%**
- Meetings with management by exception **3.3%**

Developed Asia

We made voting recommendations at **558** meetings (**5,775** resolutions) over the first half of the year.



- Total meetings in favour **48.4%**
- Meetings against (or against AND abstain) **49.1%**
- Meetings with management by exception **2.5%**

Emerging and Frontier Markets

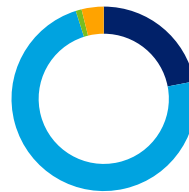
We made voting recommendations at **1,370** meetings (**14,610** resolutions) over the first half of the year.



- Total meetings in favour **43.6%**
- Meetings against (or against AND abstain) **55.4%**
- Meetings abstained **0.2%**
- Meetings with management by exception **0.7%**

Europe

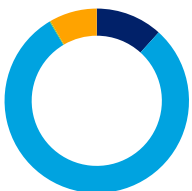
We made voting recommendations at **387** meetings (**7,135** resolutions) over the first half of the year.



- Total meetings in favour **22.0%**
- Meetings against (or against AND abstain) **73.1%**
- Meetings abstained **1.0%**
- Meetings with management by exception **3.9%**

North America

We made voting recommendations at **632** meetings (**7,585** resolutions) over the first half of the year.



- Total meetings in favour **11.7%**
- Meetings against (or against AND abstain) **79.7%**
- Meetings abstained **0.2%**
- Meetings with management by exception **8.4%**

United Kingdom

We made voting recommendations at **78** meetings (**1,486** resolutions) over the first half of the year.

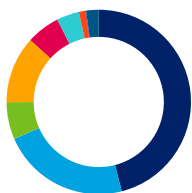


- Total meetings in favour **52.6%**
- Meetings against (or against AND abstain) **37.2%**
- Meetings with management by exception **10.3%**

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

Global

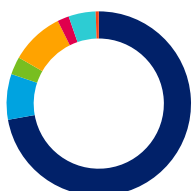
We recommended voting against or abstaining on **5,637** resolutions over the last first half of the year.



- Board structure **46.0%**
- Remuneration **22.4%**
- Shareholder resolution **6.5%**
- Capital structure and dividends **11.7%**
- Amend articles **5.9%**
- Audit and accounts **3.9%**
- Investment/M&A **1.1%**
- Poison pill/Anti-takeover device **0.1%**
- Other **2.2%**

Developed Asia

We recommended voting against or abstaining on **737** resolutions over the last first half of the year.



- Board structure **72.2%**
- Remuneration **8.0%**
- Shareholder resolution **3.1%**
- Capital structure and dividends **9.4%**
- Amend articles **2.0%**
- Audit and accounts **4.7%**
- Poison pill/Anti-takeover device **0.5%**

Emerging and Frontier Markets

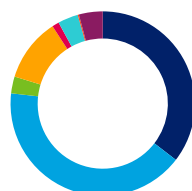
We recommended voting against or abstaining on **2,461** resolutions over the last first half of the year.



- Board structure **40.3%**
- Remuneration **12.8%**
- Shareholder resolution **3.8%**
- Capital structure and dividends **19.5%**
- Amend articles **11.8%**
- Audit and accounts **6.1%**
- Investment/M&A **2.6%**
- Poison pill/Anti-takeover device **0.0%**
- Other **3.2%**

Europe

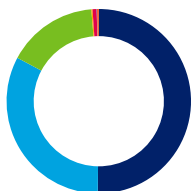
We recommended voting against or abstaining on **982** resolutions over the last first half of the year.



- Board structure **35.4%**
- Remuneration **41.3%**
- Shareholder resolution **3.0%**
- Capital structure and dividends **11.1%**
- Amend articles **1.2%**
- Audit and accounts **3.6%**
- Poison pill/Anti-takeover device **0.2%**
- Other **4.2%**

North America

We recommended voting against or abstaining on **1,389** resolutions over the last first half of the year.



- Board structure **50.2%**
- Remuneration **32.6%**
- Shareholder resolution **15.9%**
- Capital structure and dividends **0.2%**
- Amend articles **0.7%**
- Audit and accounts **0.1%**
- Other **0.3%**

United Kingdom

We recommended voting against or abstaining on **68** resolutions over the last first half of the year.



- Board structure **36.8%**
- Remuneration **45.6%**
- Shareholder resolution **2.9%**
- Capital structure and dividends **2.9%**
- Amend articles **5.9%**
- Audit and accounts **1.5%**
- Poison pill/Anti-takeover device **1.5%**
- Other **2.9%**