

## HESTA Super Fund

## EOS at Federated Hermes

Over the second half of the year we made voting recommendations at **1,087** meetings (**8,682** resolutions). At **420** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **34** meetings and abstaining at **three** meetings. We supported management on all resolutions at the remaining **630** meetings.

### Global

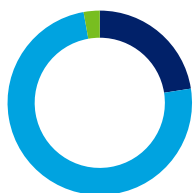
We made voting recommendations at **1,087** meetings (**8,682** resolutions) over the second half of the year.



- Total meetings in favour **58.0%**
- Meetings against (or against AND abstain) **38.6%**
- Meetings abstained **0.3%**
- Meetings with management by exception **3.1%**

### Australia and New Zealand

We made voting recommendations at **71** meetings (**384** resolutions) over the second half of the year.



- Total meetings in favour **22.5%**
- Meetings against (or against AND abstain) **74.6%**
- Meetings with management by exception **2.8%**

### Developed Asia

We made voting recommendations at **60** meetings (**422** resolutions) over the second half of the year.



- Total meetings in favour **60%**
- Meetings against (or against AND abstain) **40%**

### Emerging and Frontier Markets

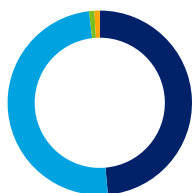
We made voting recommendations at **709** meetings (**5,096** resolutions) over the second half of the year.



- Total meetings in favour **67.7%**
- Meetings against (or against AND abstain) **30.5%**
- Meetings abstained **0.3%**
- Meetings with management by exception **1.6%**

### Europe

We made voting recommendations at **107** meetings (**1,167** resolutions) over the second half of the year.



- Total meetings in favour **48.6%**
- Meetings against (or against AND abstain) **49.5%**
- Meetings abstained **0.9%**
- Meetings with management by exception **0.9%**

### North America

We made voting recommendations at **91** meetings (**886** resolutions) over the second half of the year.



- Total meetings in favour **24.2%**
- Meetings against (or against AND abstain) **59.3%**
- Meetings with management by exception **16.5%**

### United Kingdom

We made voting recommendations at **49** meetings (**727** resolutions) over the second half of the year.



- Total meetings in favour **49.0%**
- Meetings against (or against AND abstain) **40.8%**
- Meetings with management by exception **10.2%**

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

**Global**

We recommended voting against or abstaining on **1,136** resolutions over the last second half of the year.



- Board structure **28.3%**
- Remuneration **41.0%**
- Shareholder resolution **4.4%**
- Capital structure and dividends **9.8%**
- Amend articles **9.1%**
- Audit and accounts **2.9%**
- Investment/M&A **0.4%**
- Other **4.1%**

**Australia and New Zealand**

We recommended voting against or abstaining on **121** resolutions over the last second half of the year.



- Board structure **14.9%**
- Remuneration **72.7%**
- Capital structure and dividends **6.6%**
- Amend articles **5.8%**

**Developed Asia**

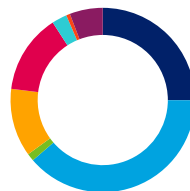
We recommended voting against or abstaining on **54** resolutions over the last second half of the year.



- Board structure **63.0%**
- Remuneration **1.9%**
- Capital structure and dividends **18.5%**
- Amend articles **1.9%**
- Audit and accounts **14.8%**

**Emerging and Frontier Markets**

We recommended voting against or abstaining on **603** resolutions over the last second half of the year.



- Board structure **25.0%**
- Remuneration **38.6%**
- Shareholder resolution **1.3%**
- Capital structure and dividends **11.9%**
- Amend articles **13.9%**
- Audit and accounts **2.7%**
- Investment/M&A **0.7%**
- Other **5.8%**

**Europe**

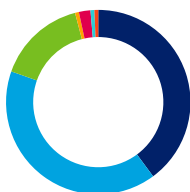
We recommended voting against or abstaining on **161** resolutions over the last second half of the year.



- Board structure **29.8%**
- Remuneration **32.3%**
- Shareholder resolution **8.7%**
- Capital structure and dividends **12.4%**
- Amend articles **5.0%**
- Audit and accounts **5.0%**
- Other **6.8%**

**North America**

We recommended voting against or abstaining on **148** resolutions over the last second half of the year.



- Board structure **39.9%**
- Remuneration **40.5%**
- Shareholder resolution **15.5%**
- Capital structure and dividends **0.7%**
- Amend articles **2.0%**
- Audit and accounts **0.7%**
- Other **0.7%**

**United Kingdom**

We recommended voting against or abstaining on **49** resolutions over the last second half of the year.



- Board structure **24.5%**
- Remuneration **65.3%**
- Shareholder resolution **10.2%**