

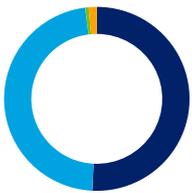
## HESTA Super Fund

## EOS at Federated Hermes

Over the last quarter we made voting recommendations at **644** meetings (**5,430** resolutions). At **304** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **nine** meetings and abstaining at **four** meetings. We supported management on all resolutions at the remaining **327** meetings.

### Global

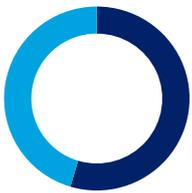
We made voting recommendations at **644** meetings (**5,430** resolutions) over the last quarter.



- Total meetings in favour **50.8%**
- Meetings against (or against AND abstain) **47.2%**
- Meetings abstained **0.6%**
- Meetings with management by exception **1.4%**

### Developed Asia

We made voting recommendations at **152** meetings (**1,255** resolutions) over the last quarter.



- Total meetings in favour **54.6%**
- Meetings against (or against AND abstain) **45.4%**

### Emerging and Frontier Markets

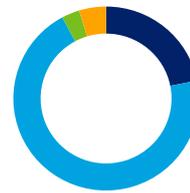
We made voting recommendations at **375** meetings (**2,305** resolutions) over the last quarter.



- Total meetings in favour **56.8%**
- Meetings against (or against AND abstain) **42.1%**
- Meetings abstained **0.5%**
- Meetings with management by exception **0.5%**

### Europe

We made voting recommendations at **64** meetings (**1,269** resolutions) over the last quarter.



- Total meetings in favour **21.9%**
- Meetings against (or against AND abstain) **70.3%**
- Meetings abstained **3.1%**
- Meetings with management by exception **4.7%**

### North America

We made voting recommendations at **45** meetings (**541** resolutions) over the last quarter.



- Total meetings in favour **22.2%**
- Meetings against (or against AND abstain) **68.9%**
- Meetings with management by exception **8.9%**

### United Kingdom

We made voting recommendations at **eight** meetings (**60** resolutions) over the last quarter.

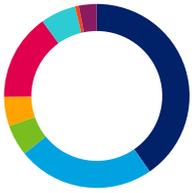


- Total meetings in favour **87.5%**
- Meetings against (or against AND abstain) **12.5%**

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

**Global**

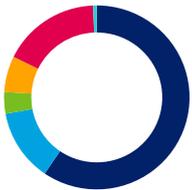
We recommended voting against or abstaining on **895** resolutions over the last quarter.



- Board structure **40.3%**
- Remuneration **23.9%**
- Shareholder resolution **5.5%**
- Capital structure and dividends **5.1%**
- Amend articles **15.2%**
- Audit and accounts **6.1%**
- Investment/M&A **0.7%**
- Other **3.1%**

**Developed Asia**

We recommended voting against or abstaining on **158** resolutions over the last quarter.



- Board structure **59.5%**
- Remuneration **12.7%**
- Shareholder resolution **3.8%**
- Amend articles **6.3%**
- Audit and accounts **17.1%**
- Other **0.6%**

**Emerging and Frontier Markets**

We recommended voting against or abstaining on **488** resolutions over the last quarter.



- Board structure **32.4%**
- Remuneration **23.2%**
- Shareholder resolution **3.5%**
- Capital structure and dividends **6.8%**
- Amend articles **25.6%**
- Audit and accounts **4.9%**
- Investment/M&A **1.2%**
- Other **2.5%**

**Europe**

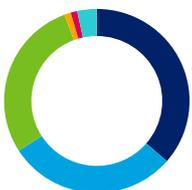
We recommended voting against or abstaining on **160** resolutions over the last quarter.



- Board structure **48.1%**
- Remuneration **33.8%**
- Shareholder resolution **0.6%**
- Capital structure and dividends **7.5%**
- Audit and accounts **2.5%**
- Other **7.5%**

**North America**

We recommended voting against or abstaining on **88** resolutions over the last quarter.



- Board structure **36.4%**
- Remuneration **29.5%**
- Shareholder resolution **28.4%**
- Capital structure and dividends **1.1%**
- Amend articles **1.1%**
- Other **3.4%**

**United Kingdom**

We recommended voting against or abstaining on **one** resolution over the last quarter.



- Remuneration **100%**