

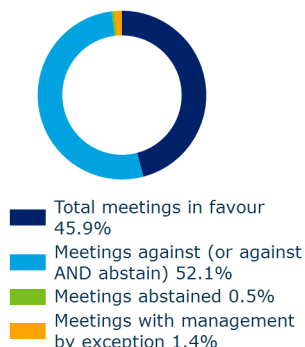
HESTA Super Fund

EOS at Federated Hermes

Over the last quarter we made voting recommendations at 564 meetings (4,789 resolutions). At 294 meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at eight meetings and abstaining at three meetings. We supported management on all resolutions at the remaining 259 meetings.

Global

We made voting recommendations at 564 meetings (4,789 resolutions) over the last quarter.

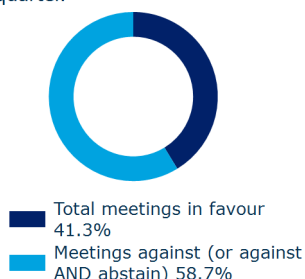


Australia & New Zealand

No Voting Activity

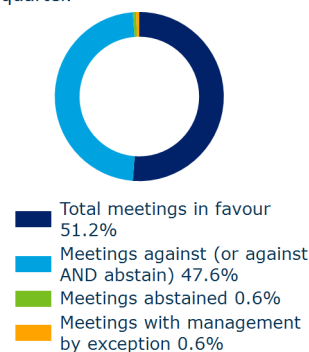
Developed Asia

We made voting recommendations at 126 meetings (1,199 resolutions) over the last quarter.



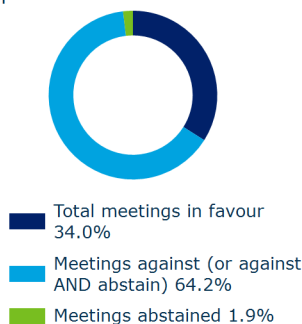
Emerging & Developing Markets

We made voting recommendations at 328 meetings (1,924 resolutions) over the last quarter.



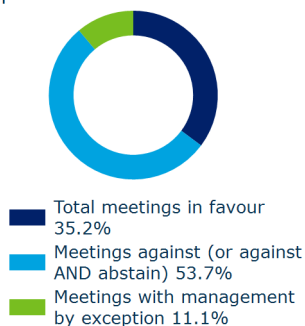
Europe

We made voting recommendations at 53 meetings (1,006 resolutions) over the last quarter.



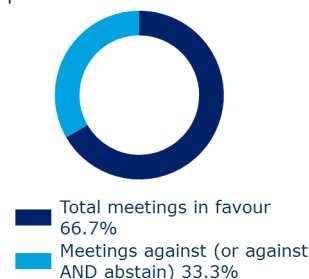
North America

We made voting recommendations at 54 meetings (609 resolutions) over the last quarter.



United Kingdom

We made voting recommendations at three meetings (51 resolutions) over the last quarter.



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

Global

We recommended voting against or abstaining on 805 resolutions over the last quarter.



Board Structure	52.7%
Remuneration	14.9%
Shareholder Resolution	10.4%
Capital Structure + Dividends	6.6%
Amend Articles	7.2%
Audit + Accounts	4.1%
Investment/M&A	0.4%
Poison Pill/Anti-Takeover Device	0.1%
Other	3.6%

Australia & New Zealand

No voting against or abstaining recommendations

Developed Asia

We recommended voting against or abstaining on 242 resolutions over the last quarter.



Board Structure	66.1%
Remuneration	6.2%
Shareholder Resolution	17.4%
Capital Structure + Dividends	0.8%
Amend Articles	1.2%
Audit + Accounts	7.4%
Other	0.8%

Emerging & Developing Markets

We recommended voting against or abstaining on 368 resolutions over the last quarter.



Board Structure	48.4%
Remuneration	11.1%
Shareholder Resolution	8.7%
Capital Structure + Dividends	10.9%
Amend Articles	13.3%
Audit + Accounts	2.4%
Investment/M&A	0.8%
Poison Pill/Anti-Takeover Device	0.3%
Other	4.1%

Europe

We recommended voting against or abstaining on 115 resolutions over the last quarter.



Board Structure	43.5%
Remuneration	37.4%
Capital Structure + Dividends	7.8%
Amend Articles	2.6%
Audit + Accounts	0.9%
Other	7.8%

North America

We recommended voting against or abstaining on 78 resolutions over the last quarter.



Board Structure	46.2%
Remuneration	24.4%
Shareholder Resolution	12.8%
Capital Structure + Dividends	2.6%
Amend Articles	3.8%
Audit + Accounts	6.4%
Other	3.8%

United Kingdom

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



Remuneration	100.0%
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