

**HESTA Super Fund**

**EOS at Federated Hermes**

Over the last quarter we made voting recommendations at 2,309 meetings (30,601 resolutions). At 1,600 meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at 89 meetings and abstaining at four meetings. We supported management on all resolutions at the remaining 616 meetings.

**Global**

We made voting recommendations at 2,309 meetings (30,601 resolutions) over the last quarter.



- Total meetings in favour 26.7%
- Meetings against (or against AND abstain) 69.3%
- Meetings abstained 0.2%
- Meetings with management by exception 3.9%

**Australia & New Zealand**

No Voting Activity

**Developed Asia**

We made voting recommendations at 330 meetings (3,623 resolutions) over the last quarter.



- Total meetings in favour 40.9%
- Meetings against (or against AND abstain) 57.6%
- Meetings with management by exception 1.5%

**Emerging & Developing Markets**

We made voting recommendations at 1,049 meetings (12,265 resolutions) over the last quarter.



- Total meetings in favour 33.7%
- Meetings against (or against AND abstain) 65.2%
- Meetings abstained 0.3%
- Meetings with management by exception 0.8%

**Europe**

We made voting recommendations at 298 meetings (5,714 resolutions) over the last quarter.



- Total meetings in favour 17.4%
- Meetings against (or against AND abstain) 78.2%
- Meetings abstained 0.3%
- Meetings with management by exception 4.0%

**North America**

We made voting recommendations at 571 meetings (7,653 resolutions) over the last quarter.



- Total meetings in favour 10.0%
- Meetings against (or against AND abstain) 80.4%
- Meetings with management by exception 9.6%

**United Kingdom**

We made voting recommendations at 61 meetings (1,346 resolutions) over the last quarter.



- Total meetings in favour 29.5%
- Meetings against (or against AND abstain) 55.7%
- Meetings with management by exception 14.8%

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

### Global

We recommended voting against or abstaining on 5,385 resolutions over the last quarter.



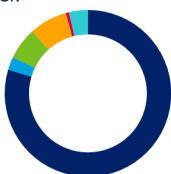
- Board Structure 46.6%
- Remuneration 17.6%
- Shareholder Resolution 10.6%
- Capital Structure + Dividends 10.8%
- Amend Articles 6.1%
- Audit + Accounts 5.0%
- Investment/M&A 1.1%
- Poison Pill/Anti-Takeover Device 0.1%
- Other 2.1%

### Australia & New Zealand

No voting against or abstaining recommendations

### Developed Asia

We recommended voting against or abstaining on 627 resolutions over the last quarter.



- Board Structure 79.6%
- Remuneration 2.6%
- Shareholder Resolution 6.2%
- Capital Structure + Dividends 7.3%
- Amend Articles 0.6%
- Audit + Accounts 3.7%

### Emerging & Developing Markets

We recommended voting against or abstaining on 2,511 resolutions over the last quarter.



- Board Structure 41.7%
- Remuneration 9.4%
- Shareholder Resolution 6.4%
- Capital Structure + Dividends 17.9%
- Amend Articles 12.1%
- Audit + Accounts 7.3%
- Investment/M&A 2.3%
- Other 2.9%

### Europe

We recommended voting against or abstaining on 874 resolutions over the last quarter.



- Board Structure 37.8%
- Remuneration 37.1%
- Shareholder Resolution 4.1%
- Capital Structure + Dividends 9.6%
- Amend Articles 1.8%
- Audit + Accounts 5.3%
- Poison Pill/Anti-Takeover Device 0.2%
- Other 4.1%

### North America

We recommended voting against or abstaining on 1,297 resolutions over the last quarter.



- Board Structure 47.3%
- Remuneration 25.0%
- Shareholder Resolution 25.8%
- Capital Structure + Dividends 0.2%
- Amend Articles 0.2%
- Audit + Accounts 1.2%
- Poison Pill/Anti-Takeover Device 0.1%
- Other 0.2%

### United Kingdom

We recommended voting against or abstaining on 76 resolutions over the last quarter.



- Board Structure 23.7%
- Remuneration 65.8%
- Shareholder Resolution 2.6%
- Capital Structure + Dividends 2.6%
- Audit + Accounts 1.3%
- Poison Pill/Anti-Takeover Device 1.3%
- Other 2.6%