

HESTA Super Fund

EOS at Federated Hermes

Over the last quarter we made voting recommendations at 2,243 meetings (29,577 resolutions). At 1,573 meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at 99 meetings and abstaining at five meetings. We supported management on all resolutions at the remaining 566 meetings.

Global

We made voting recommendations at 2,243 meetings (29,577 resolutions) over the last quarter.



- Total meetings in favour 25.2%
- Meetings against (or against AND abstain) 70.1%
- Meetings abstained 0.2%
- Meetings with management by exception 4.4%

Australia & New Zealand

No Voting Activity

Developed Asia

We made voting recommendations at 306 meetings (3,447 resolutions) over the last quarter.



- Total meetings in favour 34.3%
- Meetings against (or against AND abstain) 62.1%
- Meetings with management by exception 3.6%
- Meetings abstained 0.2%

Emerging & Developing Markets

We made voting recommendations at 1,004 meetings (11,521 resolutions) over the last quarter.



- Total meetings in favour 31.4%
- Meetings against (or against AND abstain) 66.8%
- Meetings abstained 0.4%
- Meetings with management by exception 1.4%

Europe

We made voting recommendations at 311 meetings (5,978 resolutions) over the last quarter.



- Total meetings in favour 18.3%
- Meetings against (or against AND abstain) 78.1%
- Meetings with management by exception 3.5%
- Meetings abstained 0.1%

North America

We made voting recommendations at 558 meetings (7,278 resolutions) over the last quarter.



- Total meetings in favour 12.2%
- Meetings against (or against AND abstain) 77.2%
- Meetings with management by exception 10.6%
- Meetings abstained 0.2%

United Kingdom

We made voting recommendations at 64 meetings (1,353 resolutions) over the last quarter.



- Total meetings in favour 32.8%
- Meetings against (or against AND abstain) 59.4%
- Meetings abstained 1.6%
- Meetings with management by exception 6.3%

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

Global

We recommended voting against or abstaining on 5,157 resolutions over the last quarter.



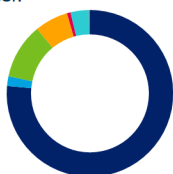
- Board Structure 47.2%
- Remuneration 18.2%
- Shareholder Resolution 11.1%
- Capital Structure + Dividends 9.4%
- Amend Articles 7.0%
- Audit + Accounts 4.1%
- Investment/M&A 0.8%
- Poison Pill/Anti-Takeover Device 0.1%
- Other 2.1%

Australia & New Zealand

No voting against or abstaining recommendations

Developed Asia

We recommended voting against or abstaining on 585 resolutions over the last quarter.



- Board Structure 76.4%
- Remuneration 1.9%
- Shareholder Resolution 10.8%
- Capital Structure + Dividends 6.5%
- Amend Articles 0.7%
- Audit + Accounts 3.6%
- Poison Pill/Anti-Takeover Device 0.2%

Emerging & Developing Markets

We recommended voting against or abstaining on 2,423 resolutions over the last quarter.



- Board Structure 43.6%
- Remuneration 9.0%
- Shareholder Resolution 6.9%
- Capital Structure + Dividends 17.1%
- Amend Articles 13.4%
- Audit + Accounts 5.9%
- Investment/M&A 1.8%
- Poison Pill/Anti-Takeover Device 0.0%
- Other 2.4%

Europe

We recommended voting against or abstaining on 857 resolutions over the last quarter.



- Board Structure 39.8%
- Remuneration 42.8%
- Shareholder Resolution 3.2%
- Capital Structure + Dividends 3.9%
- Amend Articles 2.6%
- Audit + Accounts 2.5%
- Poison Pill/Anti-Takeover Device 0.2%
- Other 5.1%

North America

We recommended voting against or abstaining on 1,214 resolutions over the last quarter.



- Board Structure 46.6%
- Remuneration 24.5%
- Shareholder Resolution 25.8%
- Amend Articles 0.6%
- Audit + Accounts 2.3%
- Other 0.2%

United Kingdom

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



- Board Structure 30.8%
- Remuneration 59.0%
- Shareholder Resolution 1.3%
- Capital Structure + Dividends 1.3%
- Amend Articles 1.3%
- Audit + Accounts 1.3%
- Poison Pill/Anti-Takeover Device 2.6%
- Other 2.6%