

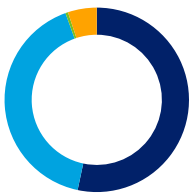
HESTA Super Fund

EOS at Federated Hermes

Over the last quarter we made voting recommendations at **435** meetings (**3,998** resolutions). At **179** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **22** meetings and abstaining at **two** meetings. We supported management on all resolutions at the remaining **232** meetings.

Global

We made voting recommendations at **435** meetings (**3,998** resolutions) over the last quarter.



- Total meetings in favour **53.3%**
- Meetings against (or against AND abstain) **41.1%**
- Meetings abstained **0.5%**
- Meetings with management by exception **5.1%**

Australia and New Zealand

We made voting recommendations at **three** meetings (**15** resolutions) over the last quarter.



- Total meetings in favour **33.3%**
- Meetings against (or against AND abstain) **66.7%**

Developed Asia

We made voting recommendations at **29** meetings (**269** resolutions) over the last quarter.



- Total meetings in favour **55.2%**
- Meetings against (or against AND abstain) **44.8%**

Emerging and Frontier Markets

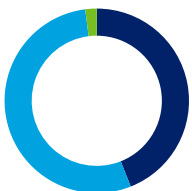
We made voting recommendations at **272** meetings (**2,010** resolutions) over the last quarter.



- Total meetings in favour **60.3%**
- Meetings against (or against AND abstain) **36.4%**
- Meetings abstained **0.7%**
- Meetings with management by exception **2.6%**

Europe

We made voting recommendations at **50** meetings (**689** resolutions) over the last quarter.



- Total meetings in favour **44%**
- Meetings against (or against AND abstain) **54%**
- Meetings with management by exception **2%**

North America

We made voting recommendations at **49** meetings (**478** resolutions) over the last quarter.



- Total meetings in favour **26.5%**
- Meetings against (or against AND abstain) **53.1%**
- Meetings with management by exception **20.4%**

United Kingdom

We made voting recommendations at **32** meetings (**537** resolutions) over the last quarter.



- Total meetings in favour **50%**
- Meetings against (or against AND abstain) **37.5%**
- Meetings with management by exception **12.5%**

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

Global

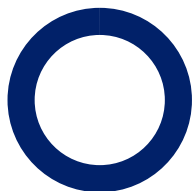
We recommended voting against or abstaining on **524** resolutions over the last quarter.



- Board structure **37.6%**
- Remuneration **33.4%**
- Shareholder resolution **3.8%**
- Capital structure and dividends **11.5%**
- Amend articles **6.1%**
- Audit and accounts **2.9%**
- Investment/M&A **0.6%**
- Other **4.2%**

Australia and New Zealand

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



- Remuneration **100%**

Developed Asia

We recommended voting against or abstaining on **27** resolutions over the last quarter.



- Board structure **63.0%**
- Capital structure and dividends **18.5%**
- Amend articles **3.7%**
- Audit and accounts **14.8%**

Emerging and Frontier Markets

We recommended voting against or abstaining on **284** resolutions over the last quarter.



- Board structure **36.3%**
- Remuneration **27.1%**
- Shareholder resolution **2.1%**
- Capital structure and dividends **15.8%**
- Amend articles **9.5%**
- Audit and accounts **1.8%**
- Investment/M&A **1.1%**
- Other **6.3%**

Europe

We recommended voting against or abstaining on **101** resolutions over the last quarter.



- Board structure **37.6%**
- Remuneration **37.6%**
- Shareholder resolution **1.0%**
- Capital structure and dividends **9.9%**
- Amend articles **4.0%**
- Audit and accounts **5.9%**
- Other **4.0%**

North America

We recommended voting against or abstaining on **80** resolutions over the last quarter.



- Board structure **40%**
- Remuneration **43.8%**
- Shareholder resolution **16.2%**

United Kingdom

We recommended voting against or abstaining on **28** resolutions over the last quarter.



- Board structure **25%**
- Remuneration **75%**