

HESTA Super Fund

EOS at Federated Hermes

Over the last quarter we made voting recommendations at **1,263** meetings (**8,524** resolutions). At **539** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **18** meetings and abstaining at **one** meeting. We supported management on all resolutions at the remaining **705** meetings.

Global

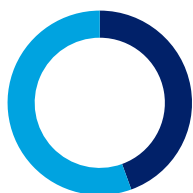
We made voting recommendations at **1,263** meetings (**8,524** resolutions) over the last quarter.



- Total meetings in favour **55.8%**
- Meetings against (or against AND abstain) **42.7%**
- Meetings abstained **0.1%**
- Meetings with management by exception **1.4%**

Australia and New Zealand

We made voting recommendations at **nine** meetings (**37** resolutions) over the last quarter.



- Total meetings in favour **44.4%**
- Meetings against (or against AND abstain) **55.6%**
- Meetings abstained **0.1%**
- Meetings with management by exception **0.9%**

Developed Asia

We made voting recommendations at **62** meetings (**398** resolutions) over the last quarter.



- Total meetings in favour **61.3%**
- Meetings against (or against AND abstain) **35.5%**
- Meetings with management by exception **3.2%**
- Meetings abstained **0.1%**

Emerging and Frontier Markets

We made voting recommendations at **993** meetings (**5,880** resolutions) over the last quarter.



- Total meetings in favour **58.4%**
- Meetings against (or against AND abstain) **40.6%**
- Meetings with management by exception **0.9%**
- Meetings abstained **0.1%**

Europe

We made voting recommendations at **76** meetings (**730** resolutions) over the last quarter.



- Total meetings in favour **51.3%**
- Meetings against (or against AND abstain) **47.4%**
- Meetings with management by exception **1.3%**
- Meetings abstained **0.1%**

North America

We made voting recommendations at **83** meetings (**817** resolutions) over the last quarter.



- Total meetings in favour **26.5%**
- Meetings against (or against AND abstain) **69.9%**
- Meetings with management by exception **3.6%**
- Meetings abstained **0.1%**

United Kingdom

We made voting recommendations at **40** meetings (**662** resolutions) over the last quarter.

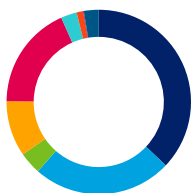


- Total meetings in favour **55%**
- Meetings against (or against AND abstain) **37.5%**
- Meetings with management by exception **7.5%**
- Meetings abstained **0.1%**

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

Global

We recommended voting against or abstaining on **1,500** resolutions over the last quarter.



- Board structure **37.1%**
- Remuneration **24.4%**
- Shareholder resolution **3.9%**
- Capital structure and dividends **9.7%**
- Amend articles **18.2%**
- Audit and accounts **2.8%**
- Investment/M&A **1.1%**
- Poison pill/Anti-takeover device **0.1%**
- Other **2.6%**

Australia and New Zealand

We recommended voting against or abstaining on **11** resolutions over the last quarter.



- Board structure **54.5%**
- Remuneration **45.5%**

Developed Asia

We recommended voting against or abstaining on **59** resolutions over the last quarter.



- Board structure **59.3%**
- Remuneration **8.5%**
- Capital structure and dividends **18.6%**
- Amend articles **13.6%**

Emerging and Frontier Markets

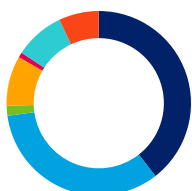
We recommended voting against or abstaining on **1,117** resolutions over the last quarter.



- Board structure **34.2%**
- Remuneration **21.8%**
- Shareholder resolution **2.1%**
- Capital structure and dividends **11.2%**
- Amend articles **23.4%**
- Audit and accounts **2.9%**
- Investment/M&A **1.5%**
- Poison pill/Anti-takeover device **0.2%**
- Other **2.7%**

Europe

We recommended voting against or abstaining on **114** resolutions over the last quarter.



- Board structure **39.5%**
- Remuneration **33.3%**
- Shareholder resolution **1.8%**
- Capital structure and dividends **8.8%**
- Amend articles **0.9%**
- Audit and accounts **8.8%**
- Other **7.0%**

North America

We recommended voting against or abstaining on **168** resolutions over the last quarter.



- Board structure **47.6%**
- Remuneration **32.1%**
- Shareholder resolution **18.5%**
- Amend articles **1.8%**

United Kingdom

We recommended voting against or abstaining on **31** resolutions over the last quarter.



- Board structure **25.8%**
- Remuneration **64.5%**
- Shareholder resolution **6.5%**
- Other **3.2%**