

HESTA Super Fund

Hermes EOS

Engagement by region

Over the second half of the year we engaged with **277** companies held in the HESTA Super Fund portfolios on a range of **665** environmental, social and governance issues and objectives.

Global

We engaged with **277** companies over the second half of the year.



- Environmental 18.5%
- Social and Ethical 27.4%
- Governance 37.6%
- Strategy, Risk and Communication 16.5%

Australia & New Zealand

We engaged with **four** companies over the second half of the year.



- Environmental 50.0%
- Governance 50.0%

Developed Asia

We engaged with **47** companies over the second half of the year.



- Environmental 13.7%
- Social and Ethical 27.5%
- Governance 41.8%
- Strategy, Risk and Communication 17.0%

Emerging & Developing Markets

We engaged with **36** companies over the second half of the year.



- Environmental 24.7%
- Social and Ethical 28.1%
- Governance 16.9%
- Strategy, Risk and Communication 30.3%

Europe

We engaged with **54** companies over the second half of the year.



- Environmental 14.0%
- Social and Ethical 30.7%
- Governance 32.7%
- Strategy, Risk and Communication 22.7%

North America

We engaged with **90** companies over the second half of the year.



- Environmental 23.3%
- Social and Ethical 25.2%
- Governance 46.6%
- Strategy, Risk and Communication 4.9%

United Kingdom

We engaged with **46** companies over the second half of the year.



- Environmental 17.9%
- Social and Ethical 26.4%
- Governance 41.5%
- Strategy, Risk and Communication 14.2%

Engagement by theme

Over the last quarter we engaged with **277** companies held in the HESTA Super Fund portfolios on a range of **665** environmental, social and governance issues and objectives.

Environmental

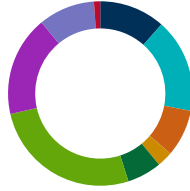
Environmental topics featured in **18.5%** of our engagements over the second half of the year.



- Climate Change **71.5%**
- Environmental Policy and Strategy **15.4%**
- Forestry and Land-Use **0.8%**
- Pollution and Waste Management **4.1%**
- Water **8.1%**

Social and Ethical

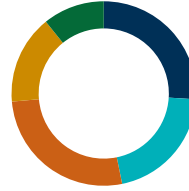
Social and Ethical topics featured in **27.4%** of our engagements over the second half of the year.



- Bribery and Corruption **11.5%**
- Conduct and Culture **16.5%**
- Cyber Security **8.2%**
- Diversity **2.7%**
- Human Capital Management **6.0%**
- Human Rights **26.4%**
- Labour Rights **17.6%**
- Supply Chain Management **9.9%**
- Tax **1.1%**

Governance

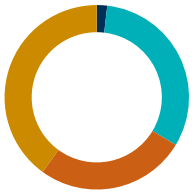
Governance topics featured in **37.6%** of our engagements over the second half of the year.



- Board Diversity, Skills and Experience **26.0%**
- Board Independence **20.8%**
- Executive Remuneration **26.8%**
- Shareholder Protection and Rights **15.6%**
- Succession Planning **10.8%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **16.5%** of our engagements over the second half of the year.



- Audit and Accounting **1.8%**
- Business Strategy **31.8%**
- Integrated Reporting and Other Disclosure **26.4%**
- Risk Management **40.0%**