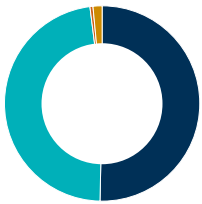


## HESTA Super Fund

Over the first half of the year we made voting recommendations at **1,895** meetings (**24,469** resolutions). At **903** of those meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **28** meetings and abstaining at **nine** meetings. We supported management on all resolutions at the remaining **955** meetings.

### Global

We made voting recommendations at **1,895** meetings (**24,469** resolutions) over the first half of the year.



- Total meetings in favour **50.4%**
- Meetings against (or against AND abstain) **47.7%**
- Meetings abstained **0.5%**
- Meetings with management by exception **1.5%**

### Australia and New Zealand

We made voting recommendations at **10** meetings (**60** resolutions) over the first half of the year.



- Total meetings in favour **100.0%**

### Developed Asia

We made voting recommendations at **413** meetings (**5,057** resolutions) over the first half of the year.



- Total meetings in favour **41.6%**
- Meetings against (or against AND abstain) **55.7%**
- Meetings with management by exception **2.7%**

### Emerging and Frontier Markets

We made voting recommendations at **229** meetings (**2,241** resolutions) over the first half of the year.



- Total meetings in favour **46.7%**
- Meetings against (or against AND abstain) **52.8%**
- Meetings with management by exception **0.4%**

### Europe

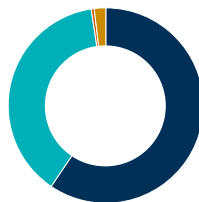
We made voting recommendations at **400** meetings (**6,659** resolutions) over the first half of the year.



- Total meetings in favour **37.8%**
- Meetings against (or against AND abstain) **60.8%**
- Meetings abstained **1.3%**
- Meetings with management by exception **0.3%**

### North America

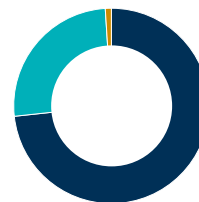
We made voting recommendations at **742** meetings (**8,668** resolutions) over the first half of the year.



- Total meetings in favour **59.4%**
- Meetings against (or against AND abstain) **38.1%**
- Meetings abstained **0.5%**
- Meetings with management by exception **1.9%**

### United Kingdom

We made voting recommendations at **101** meetings (**1,784** resolutions) over the first half of the year.

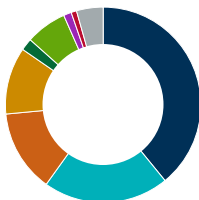


- Total meetings in favour **73.3%**
- Meetings against (or against AND abstain) **25.7%**
- Meetings with management by exception **1.0%**

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

Global

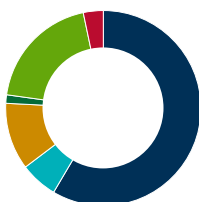
We recommended voting against or abstaining on 2,245 resolutions over the first half of the year.



- Board structure 39.1%
- Remuneration 20.8%
- Shareholder resolution 13.6%
- Capital structure and dividends 11.1%
- Amend articles 2.0%
- Audit and accounts 6.8%
- Governance 1.3%
- Poison pill/Anti-takeover device 0.9%
- Other 4.4%

Developed Asia

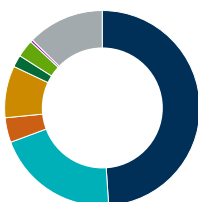
We recommended voting against or abstaining on 513 resolutions over the first half of the year.



- Board structure 58.5%
- Remuneration 6.2%
- Capital structure and dividends 11.1%
- Amend articles 1.4%
- Audit and accounts 19.5%
- Poison pill/Anti-takeover device 3.3%

Emerging and Frontier Markets

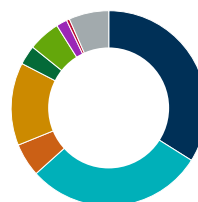
We recommended voting against or abstaining on 245 resolutions over the first half of the year.



- Board structure 49.0%
- Remuneration 20.4%
- Shareholder resolution 4.1%
- Capital structure and dividends 8.6%
- Amend articles 2.0%
- Audit and accounts 2.9%
- Governance 0.4%
- Other 12.7%

Europe

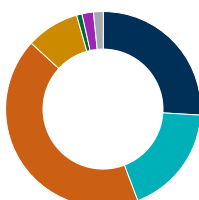
We recommended voting against or abstaining on 873 resolutions over the first half of the year.



- Board structure 33.9%
- Remuneration 29.4%
- Shareholder resolution 5.5%
- Capital structure and dividends 13.7%
- Amend articles 3.2%
- Audit and accounts 5.3%
- Governance 1.8%
- Poison pill/Anti-takeover device 0.5%
- Other 6.6%

North America

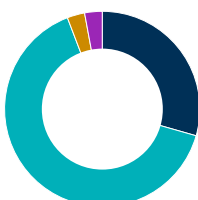
We recommended voting against or abstaining on 580 resolutions over the first half of the year.



- Board structure 26.0%
- Remuneration 18.3%
- Shareholder resolution 42.6%
- Capital structure and dividends 8.8%
- Amend articles 0.9%
- Governance 1.9%
- Other 1.6%

United Kingdom

We recommended voting against or abstaining on 34 resolutions over the first half of the year.



- Board structure 29.4%
- Remuneration 64.7%
- Capital structure and dividends 2.9%
- Governance 2.9%

The above disclosure represents votes at shareholder meetings as cast by Hermes EOS on behalf of HESTA. Please be aware that there may be instances where a vote or a small number of votes may (i) not have been successfully transmitted through the intermediaries in the voting chain and therefore not received by the issuing company, or (ii) not counted or accepted by the issuing company.