

Northern Trust Europe Custom ESG Equity Index Fund

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **136** companies held in the Northern Trust Europe Custom ESG Equity Index Fund portfolios on a range of **338** environmental, social and governance issues and objectives.

Global

We engaged with **136** companies over the last quarter.



Europe

We engaged with **95** companies over the last quarter.



United Kingdom

We engaged with **41** companies over the last quarter.

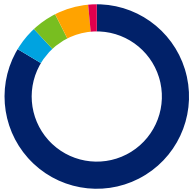


Engagement by theme

Over the last quarter we engaged with **136** companies held in the Northern Trust Europe Custom ESG Equity Index Fund portfolios on a range of **338** environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in **19.8%** of our engagements over the last quarter.



- Climate Change **83.6%**
- Forestry and Land Use **4.5%**
- Pollution and Waste Management **4.5%**
- Supply Chain Management **6.0%**
- Water **1.5%**

Social and Ethical

Social and Ethical topics featured in **10.7%** of our engagements over the last quarter.



- Bribery and Corruption **2.8%**
- Conduct and Culture **25.0%**
- Diversity **36.1%**
- Human Capital Management **13.9%**
- Human Rights **11.1%**
- Labour Rights **11.1%**

Governance

Governance topics featured in **50.3%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **21.8%**
- Board Independence **10.6%**
- Executive Remuneration **56.5%**
- Shareholder Protection and Rights **5.9%**
- Succession Planning **5.3%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **19.2%** of our engagements over the last quarter.



- Audit and Accounting **12.3%**
- Business Strategy **35.4%**
- Integrated Reporting and Other Disclosure **3.1%**
- Risk Management **49.2%**

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