

Northern Trust World Custom ESG Equity Index Fund

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **404** companies held in the Northern Trust World Custom ESG Equity Index Fund portfolios on a range of **1,050** environmental, social and governance issues and objectives.

Global

We engaged with **404** companies over the last quarter.



Australia & New Zealand

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



Developed Asia

We engaged with **44** companies over the last quarter.



Emerging & Developing Markets

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



Europe

We engaged with **102** companies over the last quarter.



North America

We engaged with **200** companies over the last quarter.



United Kingdom

We engaged with **43** companies over the last quarter.



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Founded in 2004, Hermes EOS is a world leader in stewardship services. Hermes EOS assists asset owners and managers in adding long-term value to their investments and managing their risks, by engaging with companies and policy-makers on environmental, social, governance, strategic and risk issues.

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Engagement by theme

Over the last quarter we engaged with **404** companies held in the Northern Trust World Custom ESG Equity Index Fund portfolios on a range of **1,050** environmental, social and governance issues and objectives.

Environmental

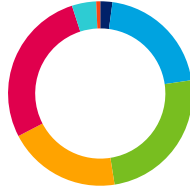
Environmental topics featured in **18 %** of our engagements over the last quarter.



- Climate Change **86.2%**
- Forestry and Land Use **4.2%**
- Pollution and Waste Management **4.2%**
- Supply Chain Management **3.7%**
- Water **1.6%**

Social and Ethical

Social and Ethical topics featured in **13.4 %** of our engagements over the last quarter.



- Bribery and Corruption **2.1%**
- Conduct and Culture **20.6%**
- Diversity **24.8%**
- Human Capital Management **19.9%**
- Human Rights **27.7%**
- Labour Rights **4.3%**
- Tax **0.7%**

Governance

Governance topics featured in **52.3 %** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **21.1%**
- Board Independence **12.4%**
- Executive Remuneration **53.7%**
- Shareholder Protection and Rights **10.0%**
- Succession Planning **2.7%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **16.3 %** of our engagements over the last quarter.



- Audit and Accounting **7.6%**
- Business Strategy **29.8%**
- Cyber Security **9.4%**
- Integrated Reporting and Other Disclosure **17.0%**
- Risk Management **36.3%**