

Northern Trust World Equity Index Fund

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **431** companies held in the Northern Trust World Equity Index Fund portfolios on a range of 1,121 environmental, social and governance issues and objectives.

Global

We engaged with **431** companies over the last quarter.



Australia & New Zealand

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



Developed Asia

We engaged with **46** companies over the last quarter.



Emerging & Developing Markets

We engaged with **11** companies over the last quarter.



Europe

We engaged with **106** companies over the last quarter.



North America

We engaged with **214** companies over the last quarter.



United Kingdom

We engaged with **49** companies over the last quarter.

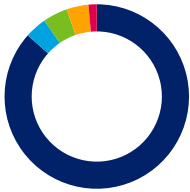


Engagement by theme

Over the last quarter we engaged with **431** companies held in the Northern Trust World Equity Index Fund portfolios on a range of **1,121** environmental, social and governance issues and objectives.

Environmental

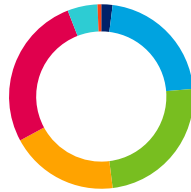
Environmental topics featured in **18.6%** of our engagements over the last quarter.



- Climate Change **86.5%**
- Forestry and Land Use **3.8%**
- Pollution and Waste Management **4.3%**
- Supply Chain Management **3.8%**
- Water **1.4%**

Social and Ethical

Social and Ethical topics featured in **13.6%** of our engagements over the last quarter.



- Bribery and Corruption **2.0%**
- Conduct and Culture **21.7%**
- Diversity **24.3%**
- Human Capital Management **19.1%**
- Human Rights **27.0%**
- Labour Rights **5.3%**
- Tax **0.7%**

Governance

Governance topics featured in **51.5%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **21.1%**
- Board Independence **12.7%**
- Executive Remuneration **53.9%**
- Shareholder Protection and Rights **9.7%**
- Succession Planning **2.6%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **16.4%** of our engagements over the last quarter.



- Audit and Accounting **8.2%**
- Business Strategy **29.9%**
- Cyber Security **8.7%**
- Integrated Reporting and Other Disclosure **16.8%**
- Risk Management **36.4%**

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