

Northern Trust World ESG Leaders Equity Index Fund

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **222** companies held in the Northern Trust World ESG Leaders Equity Index Fund portfolios on a range of **537** environmental, social and governance issues and objectives.

Global

We engaged with **222** companies over the last quarter.



- Environmental 16.9%
- Social and Ethical 12.8%
- Governance 54.9%
- Strategy, Risk and Communication 15.3%

Developed Asia

We engaged with **28** companies over the last quarter.



- Environmental 17.5%
- Social and Ethical 12.5%
- Governance 53.8%
- Strategy, Risk and Communication 16.2%

Europe

We engaged with **51** companies over the last quarter.



- Environmental 18.6%
- Social and Ethical 11.8%
- Governance 56.9%
- Strategy, Risk and Communication 12.7%

North America

We engaged with **107** companies over the last quarter.



- Environmental 16.9%
- Social and Ethical 14.3%
- Governance 55.5%
- Strategy, Risk and Communication 13.2%

United Kingdom

We engaged with **29** companies over the last quarter.



- Environmental 16.4%
- Social and Ethical 8.2%
- Governance 47.9%
- Strategy, Risk and Communication 27.4%

Australia & New Zealand

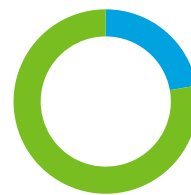
We engaged with **one** company over the last quarter.



- Governance 100.0%

Emerging & Developing Markets

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



- Social and Ethical 22.2%
- Governance 77.8%

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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 222 companies held in the Northern Trust World ESG Leaders Equity Index Fund portfolios on a range of 537 environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in 16.9% of our engagements over the last quarter.



- Climate Change 82.4%
- Forestry and Land Use 5.5%
- Pollution and Waste Management 5.5%
- Supply Chain Management 4.4%
- Water 2.2%

Social and Ethical

Social and Ethical topics featured in 12.8% of our engagements over the last quarter.



- Bribery and Corruption 1.4%
- Conduct and Culture 17.4%
- Diversity 23.2%
- Human Capital Management 14.5%
- Human Rights 36.2%
- Labour Rights 7.2%

Governance

Governance topics featured in 54.9% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 19.7%
- Board Independence 13.2%
- Executive Remuneration 58.6%
- Shareholder Protection and Rights 6.8%
- Succession Planning 1.7%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 15.3% of our engagements over the last quarter.



- Audit and Accounting 9.8%
- Business Strategy 34.1%
- Cyber Security 8.5%
- Integrated Reporting and Other Disclosure 15.9%
- Risk Management 31.7%