

# Northern Trust North America Custom ESG Index FGR Fund

EOS at Federated Hermes

## Engagement by region

Over the last quarter we engaged with **216** companies held in the Northern Trust North America Custom ESG Index FGR Fund portfolios on a range of **569** environmental, social and governance issues and objectives.

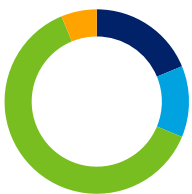
### Global

We engaged with **216** companies over the last quarter.



### Europe

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



### North America

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



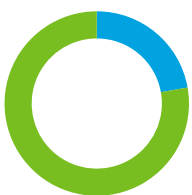
### United Kingdom

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



### Emerging & Developing Markets

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

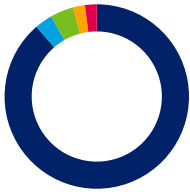


## Engagement by theme

Over the last quarter we engaged with **216** companies held in the Northern Trust North America Custom ESG Index FGR Fund portfolios on a range of **569** environmental, social and governance issues and objectives.

### Environmental

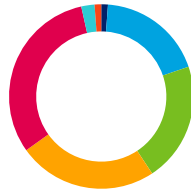
Environmental topics featured in **17.0%** of our engagements over the last quarter.



- Climate Change **88.7%**
- Forestry and Land Use **3.1%**
- Pollution and Waste Management **4.1%**
- Supply Chain Management **2.1%**
- Water **2.1%**

### Social and Ethical

Social and Ethical topics featured in **15.1%** of our engagements over the last quarter.



- Bribery and Corruption **1.2%**
- Conduct and Culture **18.6%**
- Diversity **20.9%**
- Human Capital Management **24.4%**
- Human Rights **31.4%**
- Labour Rights **2.3%**
- Tax **1.2%**

### Governance

Governance topics featured in **54.0%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **16.6%**
- Board Independence **8.5%**
- Executive Remuneration **61.9%**
- Shareholder Protection and Rights **11.4%**
- Succession Planning **1.6%**

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **13.9%** of our engagements over the last quarter.



- Audit and Accounting **6.3%**
- Business Strategy **25.3%**
- Cyber Security **20.3%**
- Integrated Reporting and Other Disclosure **30.4%**
- Risk Management **17.7%**

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