

Northern Trust Pacific Custom ESG Index FGR Fund EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **29** companies held in the Northern Trust Pacific Custom ESG Index FGR Fund portfolios on a range of **93** environmental, social and governance issues and objectives.

Global

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



Australia & New Zealand

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



Developed Asia

We engaged with **23** companies over the last quarter.

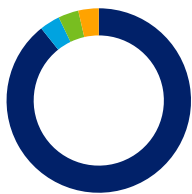


Engagement by theme

Over the last quarter we engaged with 29 companies held in the Northern Trust Pacific Custom ESG Index FGR Fund portfolios on a range of 93 environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in 30.1% of our engagements over the last quarter.



- Climate Change 89.3%
- Forestry and Land Use 3.6%
- Pollution and Waste Management 3.6%
- Supply Chain Management 3.6%

Social and Ethical

Social and Ethical topics featured in 20.4% of our engagements over the last quarter.



- Conduct and Culture 31.6%
- Diversity 21.1%
- Human Capital Management 15.8%
- Human Rights 31.6%

Governance

Governance topics featured in 31.2% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 31.0%
- Board Independence 20.7%
- Executive Remuneration 24.1%
- Shareholder Protection and Rights 20.7%
- Succession Planning 3.4%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 18.3% of our engagements over the last quarter.



- Audit and Accounting 17.6%
- Business Strategy 41.2%
- Risk Management 41.2%

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