

Northern Trust Europe Custom ESG Equity Index Fund

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **130** companies held in the Northern Trust Europe Custom ESG Equity Index Fund portfolios on a range of **436** environmental, social and governance issues and objectives.

Global

We engaged with **130** companies over the last quarter.



Europe

We engaged with **105** companies over the last quarter.



United Kingdom

We engaged with **25** companies over the last quarter.

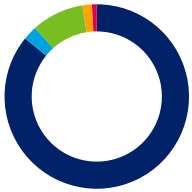


Engagement by theme

Over the last quarter we engaged with **130** companies held in the Northern Trust Europe Custom ESG Equity Index Fund portfolios on a range of **436** environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in **27.5%** of our engagements over the last quarter.



- Climate Change **85.8%**
- Forestry and Land Use **2.5%**
- Pollution and Waste Management **9.2%**
- Supply Chain Management **1.7%**
- Water **0.8%**

Social and Ethical

Social and Ethical topics featured in **20.2%** of our engagements over the last quarter.



- Bribery and Corruption **3.4%**
- Conduct and Culture **13.6%**
- Diversity **27.3%**
- Human Capital Management **21.6%**
- Human Rights **25.0%**
- Labour Rights **3.4%**
- Tax **5.7%**

Governance

Governance topics featured in **40.6%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **27.1%**
- Board Independence **14.1%**
- Executive Remuneration **47.5%**
- Shareholder Protection and Rights **6.2%**
- Succession Planning **5.1%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **11.7%** of our engagements over the last quarter.



- Audit and Accounting **15.7%**
- Business Strategy **33.3%**
- Cyber Security **2.0%**
- Integrated Reporting and Other Disclosure **9.8%**
- Risk Management **39.2%**

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