

## Northern Trust North America Value ESG Fund

EOS at Federated Hermes

### Engagement by region

Over the last quarter we engaged with **59** companies held in the Northern Trust North America Value ESG Fund portfolios on a range of 221 environmental, social and governance issues and objectives.

#### Global

We engaged with **59** companies over the last quarter.



- Environmental 25.8%
- Social and Ethical 16.7%
- Governance 42.1%
- Strategy, Risk and Communication 15.4%

#### Emerging & Developing Markets

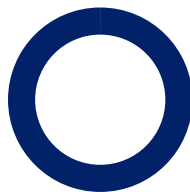
We engaged with **one** company over the last quarter.



- Environmental 50.0%
- Governance 50.0%

#### Europe

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



- Environmental 100.0%

#### North America

We engaged with **57** companies over the last quarter.



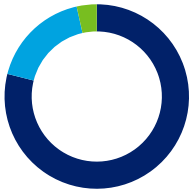
- Environmental 25.0%
- Social and Ethical 17.1%
- Governance 42.1%
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## Engagement by theme

Over the last quarter we engaged with **59** companies held in the Northern Trust North America Value ESG Fund portfolios on a range of **221** environmental, social and governance issues and objectives.

### Environmental

Environmental topics featured in **25.8%** of our engagements over the last quarter.



- Climate Change **78.9%**
- Pollution and Waste Management **17.5%**
- Water **3.5%**

### Social and Ethical

Social and Ethical topics featured in **16.7%** of our engagements over the last quarter.



- Conduct and Culture **16.2%**
- Diversity **24.3%**
- Human Capital Management **16.2%**
- Human Rights **35.1%**
- Labour Rights **8.1%**

### Governance

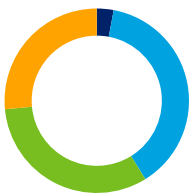
Governance topics featured in **42.1%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **12.9%**
- Board Independence **16.1%**
- Executive Remuneration **49.5%**
- Shareholder Protection and Rights **18.3%**
- Succession Planning **3.2%**

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **15.4%** of our engagements over the last quarter.



- Audit and Accounting **2.9%**
- Business Strategy **38.2%**
- Integrated Reporting and Other Disclosure **32.4%**
- Risk Management **26.5%**

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