

Northern Trust Europe Value ESG Fund

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **48** companies held in the Northern Trust Europe Value ESG Fund portfolios on a range of **166** environmental, social and governance issues and objectives.

Global

We engaged with **48** companies over the last quarter.



Europe

We engaged with **36** companies over the last quarter.



United Kingdom

We engaged with **12** companies over the last quarter.

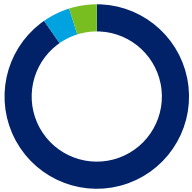


Engagement by theme

Over the last quarter we engaged with **48** companies held in the Northern Trust Europe Value ESG Fund portfolios on a range of **166** environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in **37.3%** of our engagements over the last quarter.



- Climate Change **90.3%**
- Pollution and Waste Management **4.8%**
- Supply Chain Management **4.8%**

Social and Ethical

Social and Ethical topics featured in **21.7%** of our engagements over the last quarter.



- Bribery and Corruption **5.6%**
- Conduct and Culture **19.4%**
- Diversity **8.3%**
- Human Capital Management **27.8%**
- Human Rights **33.3%**
- Labour Rights **2.8%**
- Tax **2.8%**

Governance

Governance topics featured in **20.5%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **23.5%**
- Board Independence **8.8%**
- Executive Remuneration **52.9%**
- Succession Planning **14.7%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **20.5%** of our engagements over the last quarter.



- Business Strategy **50.0%**
- Cyber Security **5.9%**
- Integrated Reporting and Other Disclosure **2.9%**
- Risk Management **41.2%**

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