

Northern Trust High Dividend ESG World Equity Fund

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **64** companies held in the Northern Trust High Dividend ESG World Equity Fund portfolios on a range of 255 environmental, social and governance issues and objectives.

Global

We engaged with **64** companies over the last quarter.



- Environmental 23.5%
- Social and Ethical 22.7%
- Governance 42.4%
- Strategy, Risk and Communication 11.4%

Australia & New Zealand

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



- Environmental 33.3%
- Governance 33.3%
- Strategy, Risk and Communication 33.3%

Emerging & Developing Markets

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



- Environmental 50.0%
- Governance 50.0%

Europe

We engaged with **18** companies over the last quarter.



- Environmental 27.6%
- Social and Ethical 18.4%
- Governance 44.7%
- Strategy, Risk and Communication 9.2%

North America

We engaged with **37** companies over the last quarter.



- Environmental 21.0%
- Social and Ethical 25.5%
- Governance 41.4%
- Strategy, Risk and Communication 12.1%

United Kingdom

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



- Environmental 27.3%
- Social and Ethical 18.2%
- Governance 45.5%
- Strategy, Risk and Communication 9.1%

Developed Asia

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



- Social and Ethical 50.0%
- Governance 25.0%
- Strategy, Risk and Communication 25.0%

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Founded in 2004, Hermes EOS is a world leader in stewardship services. Hermes EOS assists asset owners and managers in adding long-term value to their investments and managing their risks, by engaging with companies and policy-makers on environmental, social, governance, strategic and risk issues.

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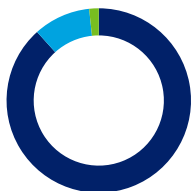
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Engagement by theme

Over the last quarter we engaged with **64** companies held in the Northern Trust High Dividend ESG World Equity Fund portfolios on a range of **255** environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in **23.5%** of our engagements over the last quarter.



- Climate Change **88.3%**
- Pollution and Waste Management **10.0%**
- Water **1.7%**

Social and Ethical

Social and Ethical topics featured in **22.7%** of our engagements over the last quarter.



- Conduct and Culture **15.5%**
- Diversity **25.9%**
- Human Capital Management **13.8%**
- Human Rights **41.4%**
- Labour Rights **3.4%**

Governance

Governance topics featured in **42.4%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **24.1%**
- Board Independence **8.3%**
- Executive Remuneration **52.8%**
- Shareholder Protection and Rights **13.0%**
- Succession Planning **1.9%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **11.4%** of our engagements over the last quarter.



- Audit and Accounting **13.8%**
- Business Strategy **27.6%**
- Integrated Reporting and Other Disclosure **17.2%**
- Risk Management **41.4%**