

Northern Trust World Custom ESG Equity Index Fund

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **326** companies held in the Northern Trust World Custom ESG Equity Index Fund portfolios on a range of **1,140** environmental, social and governance issues and objectives.

Global

We engaged with **326** companies over the last quarter.



- Environmental 25.6%
- Social and Ethical 21.3%
- Governance 38.2%
- Strategy, Risk and Communication 14.8%

Australia & New Zealand

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



- Environmental 77.8%
- Governance 11.1%
- Strategy, Risk and Communication 11.1%

Developed Asia

We engaged with **26** companies over the last quarter.



- Environmental 31.3%
- Social and Ethical 22.4%
- Governance 35.8%
- Strategy, Risk and Communication 10.4%

Emerging & Developing Markets

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



- Environmental 43.8%
- Social and Ethical 18.8%
- Governance 37.5%

Europe

We engaged with **109** companies over the last quarter.



- Environmental 28.2%
- Social and Ethical 19.2%
- Governance 40.9%
- Strategy, Risk and Communication 11.7%

North America

We engaged with **156** companies over the last quarter.



- Environmental 21.5%
- Social and Ethical 22.5%
- Governance 37.9%
- Strategy, Risk and Communication 18.1%

United Kingdom

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



- Environmental 30.8%
- Social and Ethical 24.4%
- Governance 33.3%
- Strategy, Risk and Communication 11.5%

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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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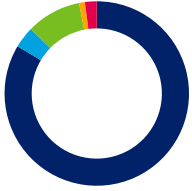
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Engagement by theme

Over the last quarter we engaged with **326** companies held in the Northern Trust World Custom ESG Equity Index Fund portfolios on a range of **1,140** environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in **25.6%** of our engagements over the last quarter.



- Climate Change **83.6%**
- Forestry and Land Use **3.8%**
- Pollution and Waste Management **9.6%**
- Supply Chain Management **1.0%**
- Water **2.1%**

Social and Ethical

Social and Ethical topics featured in **21.3%** of our engagements over the last quarter.



- Bribery and Corruption **1.6%**
- Conduct and Culture **13.6%**
- Diversity **26.3%**
- Human Capital Management **21.4%**
- Human Rights **30.9%**
- Labour Rights **3.7%**
- Tax **2.5%**

Governance

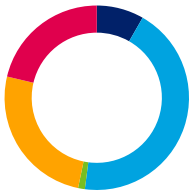
Governance topics featured in **38.2%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **22.2%**
- Board Independence **14.7%**
- Executive Remuneration **45.6%**
- Shareholder Protection and Rights **13.3%**
- Succession Planning **4.1%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **14.8%** of our engagements over the last quarter.



- Audit and Accounting **8.3%**
- Business Strategy **43.8%**
- Cyber Security **1.2%**
- Integrated Reporting and Other Disclosure **25.4%**
- Risk Management **21.3%**