

## Northern Trust World Equity Index Fund

EOS at Federated Hermes

### Engagement by region

Over the last quarter we engaged with **347** companies held in the Northern Trust World Equity Index Fund portfolios on a range of 1,209 environmental, social and governance issues and objectives.

#### Global

We engaged with **347** companies over the last quarter.



- Environmental 26.4%
- Social and Ethical 21.7%
- Governance 37.4%
- Strategy, Risk and Communication 14.6%

#### Australia & New Zealand

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



- Environmental 80.0%
- Governance 10.0%
- Strategy, Risk and Communication 10.0%

#### Developed Asia

We engaged with **28** companies over the last quarter.



- Environmental 32.0%
- Social and Ethical 22.7%
- Governance 34.7%
- Strategy, Risk and Communication 10.7%

#### Emerging & Developing Markets

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



- Environmental 40.0%
- Social and Ethical 15.0%
- Governance 45.0%

#### Europe

We engaged with **112** companies over the last quarter.



- Environmental 27.6%
- Social and Ethical 19.9%
- Governance 40.4%
- Strategy, Risk and Communication 12.1%

#### North America

We engaged with **164** companies over the last quarter.



- Environmental 22.3%
- Social and Ethical 22.9%
- Governance 37.2%
- Strategy, Risk and Communication 17.6%

#### United Kingdom

We engaged with **31** companies over the last quarter.



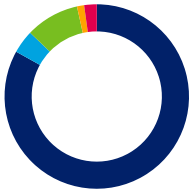
- Environmental 35.4%
- Social and Ethical 23.2%
- Governance 30.3%
- Strategy, Risk and Communication 11.1%

## Engagement by theme

Over the last quarter we engaged with **347** companies held in the Northern Trust World Equity Index Fund portfolios on a range of **1,209** environmental, social and governance issues and objectives.

### Environmental

Environmental topics featured in **26.4%** of our engagements over the last quarter.



- Climate Change **83.1%**
- Forestry and Land Use **4.1%**
- Pollution and Waste Management **9.4%**
- Supply Chain Management **1.3%**
- Water **2.2%**

### Social and Ethical

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



- Bribery and Corruption **1.5%**
- Conduct and Culture **13.7%**
- Diversity **25.6%**
- Human Capital Management **21.0%**
- Human Rights **31.7%**
- Labour Rights **3.8%**
- Tax **2.7%**

### Governance

Governance topics featured in **37.4%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **21.9%**
- Board Independence **14.8%**
- Executive Remuneration **45.6%**
- Shareholder Protection and Rights **13.5%**
- Succession Planning **4.2%**

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **14.6%** of our engagements over the last quarter.



- Audit and Accounting **8.0%**
- Business Strategy **42.6%**
- Cyber Security **1.1%**
- Integrated Reporting and Other Disclosure **25.6%**
- Risk Management **22.7%**

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