

Northern Trust World ESG Leaders Equity Index Fund

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **168** companies held in the Northern Trust World ESG Leaders Equity Index Fund portfolios on a range of **573** environmental, social and governance issues and objectives.

Global

We engaged with **168** companies over the last quarter.



Australia & New Zealand

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



Developed Asia

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



Emerging & Developing Markets

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



Europe

We engaged with **55** companies over the last quarter.



North America

We engaged with **80** companies over the last quarter.



United Kingdom

We engaged with **16** companies over the last quarter.



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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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Engagement by theme

Over the last quarter we engaged with **168** companies held in the Northern Trust World ESG Leaders Equity Index Fund portfolios on a range of **573** environmental, social and governance issues and objectives.

Environmental

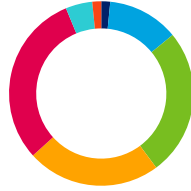
Environmental topics featured in **25.8%** of our engagements over the last quarter.



- Climate Change **81.8%**
- Forestry and Land Use **4.7%**
- Pollution and Waste Management **10.8%**
- Supply Chain Management **1.4%**
- Water **1.4%**

Social and Ethical

Social and Ethical topics featured in **22.3%** of our engagements over the last quarter.



- Bribery and Corruption **1.6%**
- Conduct and Culture **12.5%**
- Diversity **25.8%**
- Human Capital Management **23.4%**
- Human Rights **30.5%**
- Labour Rights **4.7%**
- Tax **1.6%**

Governance

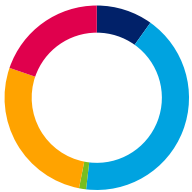
Governance topics featured in **37.7%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **23.6%**
- Board Independence **11.1%**
- Executive Remuneration **48.6%**
- Shareholder Protection and Rights **14.4%**
- Succession Planning **2.3%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **14.1%** of our engagements over the last quarter.



- Audit and Accounting **9.9%**
- Business Strategy **42.0%**
- Cyber Security **1.2%**
- Integrated Reporting and Other Disclosure **27.2%**
- Risk Management **19.8%**