

Northern Trust World EUR Hedged 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 EUR Hedged 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.



Australia & New Zealand

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



Developed Asia

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



Emerging & Developing Markets

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



Europe

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



North America

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



United Kingdom

We engaged with **31** 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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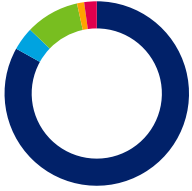
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Engagement by theme

Over the last quarter we engaged with **347** companies held in the Northern Trust World EUR Hedged 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%**