

Northern Trust Emerging Markets Custom ESG Equity Index UCITS FGR Fund

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **69** companies held in the Northern Trust Emerging Markets Custom ESG Equity Index UCITS FGR Fund portfolios on a range of **175** environmental, social and governance issues and objectives.

Global

We engaged with **69** companies over the last quarter.



Developed Asia

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



Emerging & Developing Markets

We engaged with **57** companies over the last quarter.



Engagement by theme

Over the last quarter we engaged with **69** companies held in the Northern Trust Emerging Markets Custom ESG Equity Index UCITS FGR Fund portfolios on a range of **175** environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in **36.6%** of our engagements over the last quarter.



- Climate Change **78.1%**
- Forestry and Land Use **7.8%**
- Pollution and Waste Management **9.4%**
- Water **4.7%**

Social and Ethical

Social and Ethical topics featured in **16.6%** of our engagements over the last quarter.



- Bribery and Corruption **3.4%**
- Conduct and Culture **17.2%**
- Diversity **6.9%**
- Human Capital Management **17.2%**
- Human Rights **37.9%**
- Labour Rights **17.2%**

Governance

Governance topics featured in **28%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **32.7%**
- Board Independence **30.6%**
- Executive Remuneration **16.3%**
- Shareholder Protection and Rights **16.3%**
- Succession Planning **4.1%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **18.9%** of our engagements over the last quarter.



- Business Strategy **30.3%**
- Cyber Security **3.0%**
- Integrated Reporting and Other Disclosure **36.4%**
- Risk Management **30.3%**

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