

Northern Trust Pacific Custom ESG Index FGR Fund EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **33** companies held in the Northern Trust Pacific Custom ESG Index FGR Fund portfolios on a range of **83** environmental, social and governance issues and objectives.

Global

We engaged with **33** companies over the last quarter.



Australia & New Zealand

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



Developed Asia

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



Emerging & Developing Markets

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



Engagement by theme

Over the last quarter we engaged with **33** companies held in the Northern Trust Pacific Custom ESG Index FGR Fund portfolios on a range of **83** environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in **38.6%** of our engagements over the last quarter.



- Climate Change **75.0%**
- Forestry and Land Use **18.8%**
- Pollution and Waste Management **6.2%**

Social and Ethical

Social and Ethical topics featured in **20.5%** of our engagements over the last quarter.



- Conduct and Culture **11.8%**
- Diversity **23.5%**
- Human Capital Management **11.8%**
- Human Rights **47.1%**
- Labour Rights **5.9%**

Governance

Governance topics featured in **31.3%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **46.2%**
- Board Independence **26.9%**
- Executive Remuneration **3.8%**
- Shareholder Protection and Rights **19.2%**
- Succession Planning **3.8%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **9.6%** of our engagements over the last quarter.



- Audit and Accounting **12.5%**
- Business Strategy **62.5%**
- Integrated Reporting and Other Disclosure **12.5%**
- Risk Management **12.5%**

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