



2023 PHILANTHROPIC IMPACT REPORT

CREATING BETTER FUTURES WORLDWIDE

We are committed to supporting our communities through time,
talent and financial assistance

NOTE FROM OUR NORTHERN TRUST CHIEF SOCIAL IMPACT OFFICER

Building on our long and distinguished history of giving back to the communities in which we live and work, I'm thrilled by the significant and memorable milestones in philanthropy and volunteerism that we achieved in 2023.

Collectively and as individuals, Northern Trust has always been deeply committed to being a positive force in the world. As we continue to focus our philanthropic efforts in four areas proven to make the greatest long-term impact—food security, affordable housing, quality education and accessible healthcare—we've seen tremendous results from our cumulative efforts. Our employees were back in the office, and volunteering in our communities, with renewed excitement to give back alongside their teams and coworkers.

In 2023, that interest, and the ability to put it into action, rose dramatically, with a record-setting year for volunteer participation and the number of organizations that

benefitted from this service to the communities. We were also thrilled to launch our inaugural Anchor Award, a \$1 million capacity-building grant to support an innovative organization in Chicago, our headquarter city.

I'm excited and humbled by these accomplishments, and look forward to an even more impactful future.

Shana Hayes
Chief Social Impact Officer
Northern Trust

2023 Impact: Our Philanthropy in Action

NEARLY

\$16MM IN CHARITABLE
CONTRIBUTIONS GLOBALLY
1% PRE-TAX NET INCOME

*Results are based on program reports and surveys conducted or commissioned by partner organizations.

106,000

HOURS OF SERVICE



4MM+

MEALS PROVIDED

1,000+

GLOBAL TEAM
VOLUNTEER EVENTS



222,000+

NIGHTS OF SAFE SHELTER



26,000+

STUDENTS RECEIVED
GUIDANCE AND EDUCATION



38,000+

INDIVIDUALS RECEIVED
HEALTHCARE SERVICES



Nourishing Hope earns inaugural Anchor Award

The capacity-building award enables food pantry Nourishing Hope to make a greater impact on South and West side Chicago youth in need of food, mental health services and more by increasing online markets and delivery models, growing their physical presence, and co-locating within existing community-based organizations.

Making a difference around the world



Food Security

From those who rescue quality food to organizations that prepare meals and provide nutrition education, we support those helping to end food instability.



Affordable Housing

Whether people lack affordable housing due to financial constraints or social issues, we work closely with organizations that help ensure their safety and shelter.



Quality Education

Access to quality education can help level the playing field, whether the need is supplies, support or mentorship, we work to increase opportunities to feed the mind.



Accessible Healthcare

Healthcare is a basic need—for mind and body—and we work with organizations that providesupport for the whole person.

Global Volunteerism

Northern Trust employees are integral to their communities, aiding in a wide variety of causes near and dear to their hearts year-round, including during Achieving Greater Together, our global month of service each October. Read more on page 9.



FOOD SECURITY

From those who rescue quality food to organizations that prepare meals and provide nutrition education, we support those helping to end food instability.



4MM+

MEALS DISTRIBUTED THROUGH OUR COMMUNITY-BASED PARTNERS IN 2023



Stiftung Schweizer Tafel

—Basel, Switzerland

The Swiss Stiftung Schweizer Tafel does not let anything go to waste. A hyperlocal foodbank, it collects more than 25 tons of high-quality food each day from retailers and distributes it for free to 500 social institutions, including homeless shelters, soup kitchens, emergency shelters and more. With a grant from Northern Trust, as well as employee volunteer hours, the organization was able to provide more than 17,000 meals to those in need in Northwest Switzerland.

"I'm surprised every day at how different each of our visitors are," a food bank intern said. "Each person has their own story and it's amazing to see the difference a little help can have."

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FOODBANK INTERN

Pilsen Food Pantry

—Chicago, Illinois

Each week, the Pilsen Food Pantry distributes about 25,000 pounds of food to families in need in the west side Chicago neighborhood—but that's just one piece of their work. Calling themselves an anti-poverty organization, they address gaps in social services. This includes a clothing closet, a mobility and medical device program, literary services, supplies for extracurricular activities, holidays, and art camps.

"I don't sit on my hands; I act," said Evelyn Figueroa, M.D., founder of the Pilsen Food Pantry. "When there are so many people who are hurt and hungry, how can we not do everything possible to help them heal?"



"WHEN THERE ARE SO MANY PEOPLE WHO ARE HURT AND HUNGRY, HOW CAN WE NOT DO EVERYTHING POSSIBLE TO HELP THEM HEAL?"

EVELYN FIGUEROA, MD
Pilsen Food Pantry Founder



Food Angel

—Hong Kong

Rescuing edible surplus food from throughout the food industry—which would otherwise be disposed of as waste—Food Angel collects the items and prepares nutritious meals in their central kitchens before distributing them throughout Hong Kong. Their motto of “Waste Not, Hunger Not” resonates with Northern Trust employees, who volunteered with the organization multiple times in 2023. Through that assistance, Northern Trust was able to assist Food Angel in their rescue of 45 tons of edible food, and the production and distribution of 20,000 nutritious meals to those in need per week.

“Volunteering with Food Angel meant a lot to me because our team worked hard to pack meals for underprivileged communities in Hong Kong,” said Angelo Calvitto, Northern Trust’s head of Asia-Pacific.

“VOLUNTEERING WITH FOOD ANGEL MEANT A LOT TO ME BECAUSE OUR TEAM WORKED HARD TO PACK MEALS FOR UNDERPRIVILEGED COMMUNITIES IN HONG KONG.”

ANGELO CALVITTO

Northern Trust Head of Asia-Pacific

AFFORDABLE HOUSING

Whether people lack affordable housing due to financial constraints or social issues, we work with organizations that help ensure their safety and shelter.



222,000+

**NIGHTS OF SAFE SHELTER
PROVIDED IN 2023**



“THE BIGGEST GLOBAL SUCCESS IS HAVING YOUNG PEOPLE SEE A BRIGHTER FUTURE FOR THEMSELVES.”

SUSAN REYNA-GUERRERO

Covenant House Illinois CEO

Covenant House Illinois

—Chicago

Covenant House Illinois believes “no young person deserves to be homeless; that every young person in Illinois deserves shelter, food, clothing, education, and most importantly, opportunity.” Through Northern Trust’s support, Covenant House Illinois, one of the largest youth-specific shelters in the state, was able to provide nearly 9,000 nights of safe shelter and a continuum of trauma-informed wraparound supportive services such as providing meals, nutritional education and mental health assistance to some of Chicago’s most vulnerable populations. These services support youth on their path to independence.

“We know that success with young people is not always linear, and it looks different for everyone,” said Covenant House Illinois CEO Susan Reyna-Guerrero. “We’re partnering with each youth to identify their goals and then work together to help them achieve their dreams. The biggest global success is having young people see a brighter future for themselves.”

PeriFerry Foundation

—Bangalore, India

PeriFerry Foundation protects one of the biggest at-risk populations in India: trans people. The organization runs a short-stay home for runaway and distressed trans people seeking support. There, residents can find safe accommodation, food, peer support and professional upskilling with the aim of securing sustainable livelihoods whether through mainstream corporate jobs or entrepreneurial ventures. In addition to Northern Trust's volunteer work, which included mock interviews, resume building, email etiquette, basics of financial services and more, the bank's grant provided funding for 23 individuals, as well as food, medical needs, workshops, transition support, travel expenses and administrative costs.

"Being a trans woman in this society isn't easy," said Devanshi, a PeriFerry Foundation alum. "Wherever we stay, the people around us always assume we are sex workers—this escalates to a point where every knock on our door is scary. To top it off, every time we were forced to shift, the possibility of being homeless was always on our mind. Kudos to PeriFerry for managing such terrible situations and helping us keep our heads high."



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DEVANSHI

PeriFerry Foundation Alum



The Childhood Trust

—London

The Childhood Trust's Decorate A Child's Life program helps kids be kids. It works to redecorate disadvantaged children's bedrooms, as well as local youth clubs and community centers that children rely on for support. They aim to alleviate the effects of poverty by providing safe environments where children living in substandard accommodations can learn, play, grow and prepare for a successful life. The organization supported 68,000 children over the course of the year with help from donors like Northern Trust.

"The children were absolutely ecstatic with the results! They could not wait to get into their beds and play with their toys in their rooms. Your support has helped make mum's life whole again," a referral partner said.

**"THE CHILDREN WERE ABSOLUTELY ECSTATIC WITH THE RESULTS! YOUR
SUPPORT HAS HELPED MAKE MUM'S LIFE WHOLE AGAIN."**

REFERRAL PARTNER

QUALITY EDUCATION

Access to quality education can help level the playing field, whether the need is supplies, support or mentorship, we work to increase opportunities to feed the mind.



26,000+

STUDENTS RECEIVED GUIDANCE AND EDUCATION IN 2023



Seva Sahayog

—Pune, India

Seva Sahayog Foundation aims to engage socially conscious individuals, groups and corporations with volunteer opportunities that match their interests. Seva Sahayog acts as a bridge between the two, and matches them to interventions that are close to their heart.

Volunteers from Northern Trust engaged in diverse activities, such as school kit assembly, home visits and more. Their contributions spanned across education, livelihood, scholarships, special children's projects and

awareness campaigns. Additionally, through pro-bono work they played a crucial role in resolving technical challenges faced by volunteers who use their expertise to offer constructive solutions.

“Our favorite takeaway from working with Seva Sahayog has been the organization's promotion of education and social awareness,” employees from the Northern Trust Pune office said, “and how they provide a platform for us to contribute to their work through volunteering.”

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EMPLOYEES FROM PUNE OFFICE

iMentor

—Chicago

iMentor helps make success possible for first-generation college students. By facilitating mentoring relationships, they bridge the gap in public high schools to ensure students receive the personalized support and resources they need for a successful college experience. Northern Trust supports this work by funding the mentorship program at five Chicago Public School high schools on the South and West sides, and through service, with 22 employees volunteering as mentors. These volunteer mentors make a four-year commitment to support their mentee through junior and senior year of high school and two years of college. Pairs build their relationship through weekly, curriculum-driven online communication, as well as monthly in-person events.



"iMentor has had a huge impact on my senior year and high school experience," said an iMentor alum. "It has provided me with a mentor who has helped me stay focused and motivated throughout the year. My mentor has also helped me to develop important skills such as time management, goal setting and communication. I have been able to learn more about college and career options, which has been invaluable in helping me to make decisions about my future."

"IMENTOR HAS HAD A HUGE IMPACT ON MY SENIOR YEAR AND HIGH SCHOOL EXPERIENCE."

IMENTOR ALUM



"YOU ARE PAVING YOUR OWN PATH INTO THE FUTURE, DOING WHAT YOU WANT TO DO IN YOUR OWN LIFE."

DANIEL

Basis Point Alum

Basis Point

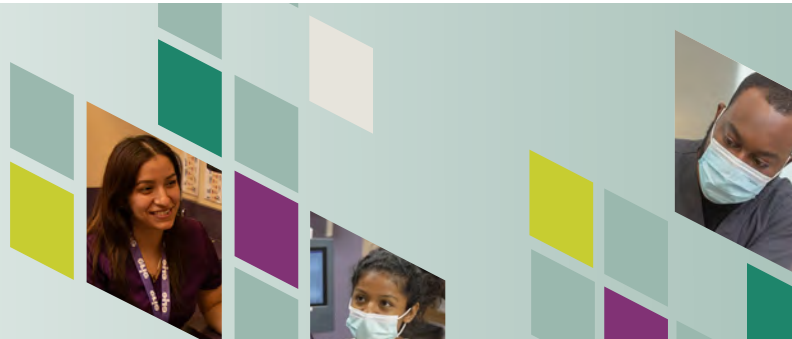
—Dublin

Aiming to give all Irish children equal access to a successful future, Basis Point funds programs with 10 educational partners across the complete educational lifecycle, including early intervention, primary literacy and numeracy support, transitioning to secondary school, extra-curricular transferable skills, exam support as well as encouragement and access to further education. They work to break the cycle of poverty through education, a key to improving health, nutrition and opportunities for all children. In 2023, with funding from Northern Trust, they were able to support nearly 10,000 children and young adults in their education.

"It's more like you are paving your own path into the future, doing what you want to do in your own life," said Daniel, a Basis Point alum. "They actually help you there to achieve your dreams."

ACCESSIBLE HEALTHCARE

Healthcare is a basic need—for mind and body—and we work with organizations that provide support for the whole person.



38,000+

INDIVIDUALS RECEIVED HEALTHCARE SERVICES IN 2023

Erie Family Health Centers

—Chicago

Providing high-quality, affordable medical, dental and behavioral healthcare to support healthier people, families and communities, Erie Family Health Centers serves more than 89,000 people regardless of their insurance status, immigration status or ability to pay. Funding from Northern Trust specifically helped Erie support young people ages



16-24 by increasing access to medical and behavioral health services, health education and insurance navigation at Erie Teen Center and three school-based health centers on Chicago's West Side.

"There was a 17-year-old patient who started seeing us for therapy services due to depression, loss of interest and general changes in mood for the past six to eight months, per her mother's reports," an Erie Family Health Center employee said. "She engaged with us for treatment for about six sessions. After learning some coping skills and maintaining healthy routines, she was recently discharged, saying 'I'm back to playing basketball and talking to my friends like I used to do'—which has been really nice."

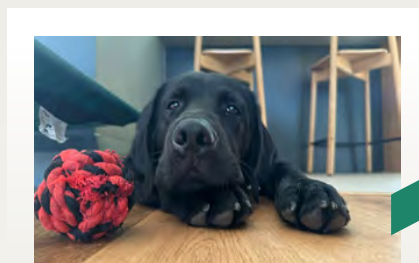
"I'M BACK TO PLAYING BASKETBALL AND TALKING TO MY FRIENDS LIKE I USED TO DO—WHICH HAS BEEN REALLY NICE."

ERIE TEEN CENTER PATIENT

Irish Guide Dogs for the Blind —Cork and Dublin, Ireland

Ireland's national charity dedicated to enabling people who are vision impaired, and families of children with autism, Irish Guide Dogs for the Blind has worked for 40 years to offer clients as much mobility and independence as possible. In 2023, Northern Trust funded the first year of puppy training for a dog named Vinny, who will be matched with a client this year. Employees also held engagement events to help raise additional funds for Vinny's care.

"I was blessed with a fabulous addition to my family—my guide dog, Jonah, from the Irish Guide Dogs for the Blind," said Suzy, an Irish Guide Dog Client. "He transformed my life, giving me confidence to go almost anywhere and ensuring I can continue to live as independent a life as possible. Recently, we went on our first flight together! Jonah made the trip so easy. He really has changed my life's possibilities."



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SUZY
Irish Guide Dog Client



"I WITNESS DAILY THE EMOTIONAL CHALLENGES FACED BY PARENTS, PARTICULARLY MOTHERS ... THIS NEW SPACE FOSTERS A SENSE OF COMFORT AND SUPPORT."

DHANYAKUMARI
CURE India Counsellor

CURE International —Bangalore and Pune, India

CURE India has been working for more than 14 years to provide free treatment for clubfoot, caring for more than 100,000 children born with clubfoot in India. This deformity, if not treated, becomes a permanent disability. CURE India has the world's largest clubfoot treatment program.

Braces, created in-house by persons with disabilities, are given out during free weekly clinics, ensuring that the entire program model is inclusive and based on providing equal opportunities.

Northern Trust supported the addition of a new building to alleviate crowding and to provide private spaces for personal conversations and nursing.

"As a woman, working as counsellor at Cure India Clinic, I witness daily the emotional challenges faced by parents, particularly mothers' journeys," said Dhanyakumari, a CURE India Counsellor. "They struggle to find place for breastfeeding. Moreover, it is a harsh reality that there is not any clean toilet for them, so they wait for many hours until they leave the hospital premises. I believe in the transformative power of personal spaces for confidential conversations and emotional release. This new space fosters a sense of comfort and support. Thanks to Northern Trust for the great support."

ACHIEVING GREATER TOGETHER IN 2023

In October 2023, Northern Trust employees performed nearly 53,000 hours of service for more than 1,700 organizations in 20 countries, showing our deep commitment to giving back to the communities in which we live and work.



Northern Trust employees are encouraged to use their time and talent to support charitable organizations year-round, but in October the company provides a wide variety of planned events for teams to work together, while also allowing employees to do charitable work of their own choosing. Staff from Northern Trust locations around the world participated in events like painting a shelter in India, beach clean-ups in Australia, caring for shelter dogs throughout the U.S. and delivering food to the elderly in the U.K. The company provides each employee two paid days to do this work, and further donations of 50 meals to those in need for every hour employees volunteer in October through The Global FoodBanking Network, European Food Banks Federation and Feeding America. This year, thanks to the generosity of employees, Northern Trust contributed more than 2.6 million meals.

Hands on Manila –Manila, Philippines

Hands on Manila is the leading non-profit organization working to promote volunteerism in the Philippines, and the largest organization in the world dedicated to volunteer service. Northern Trust employees participated in their 2023 Servathon, a volunteer event aimed at fighting child malnutrition in the local community. Approximately 120 employees helped plant Chinese malunggay plants to provide nutrients for new mothers, and packed meals with Rise Against Hunger to be distributed to food insecure mothers and their infants.

“Participating in the Servathon was a memorable event for me,” said Jeffrey Tabbada, a Northern Trust senior consultant. “Hands on Manila puts everyone right to work, and volunteers make the most of their time and spend every minute working together to support the community.”

“HANDS ON MANILA PUTS EVERYONE RIGHT TO WORK, AND VOLUNTEERS MAKE THE MOST OF THEIR TIME AND SPEND EVERY MINUTE WORKING TOGETHER TO SUPPORT THE COMMUNITY.”

JEFFREY TABBADA
Northern Trust Senior Consultant





UMOM —Phoenix

UMOM provides shelter, housing and services for people experiencing homelessness in Arizona, serving nearly 700 individuals every night. UMOM believes that every human being, no matter their status, deserves dignity, respect and a home, and they spend every day working to make that vision a reality. Employees from Northern Trust's Phoenix and Tempe offices volunteered with UMOM several times in 2023, collecting supplies for and creating hygiene kits and snack packs to support those experiencing homelessness in the Valley.

"UMOM's mission of ending housing insecurity and the way the organization goes about helping those in need is so compassionate," said LaDonna Corn, a Northern Trust project manager. "Volunteering with UMOM has had a valuable impact on my life."

"UMOM'S MISSION OF ENDING HOUSING INSECURITY AND THE WAY THE ORGANIZATION GOES ABOUT HELPING THOSE IN NEED IS SO COMPASSIONATE."

LADONNA CORN
Northern Trust Project Manager

GROW —Guernsey

Established in 1984 as Guernsey's Rural Occupational Workshop, GROW provides sheltered occupation for adults with learning disabilities and difficulties. The organization aims to support clients to develop self-confidence and life skills, enabling them to be included and valued within the workplace and the community. Northern Trust employees in our Guernsey office have been volunteering with GROW for 10 years, assisting with day-to-day tasks in their greenhouses and workshop.

"I had a great time helping GROW move from their temporary premises to their newly built site last year. It was sunny, the greenhouses were hot and spirits were high," said Ben Merrien, a Northern Trust Global Fund Service relationship manager. "GROW supports Guernsey people with a range of personal challenges—some more outward facing and some less obvious. GROW has helped some of my family who struggle with severe anxiety to integrate into society, and it was great to meet some of the team who support our community."



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BEN MERRIEN
Global Fund Service Relationship Manager