



Northern Trust Europe Custom ESG Equity Index Fund

Q4 2024

EOS at Federated Hermes

Engagement by region

We engaged with 70 companies held in the Northern Trust Europe Custom ESG Equity Index Fund portfolio on a range of 289 environmental, social and governance issues and objectives

Global

We engaged with 70 companies



Environmental 57.1%

Governance 13.1%

Social 22.1%

Strategy, Risk & Comm 7.6%

Australia & New Zealand

No Engagement Activity

Developed Asia

We engaged with one company



Social 0.0%

Strategy, Risk & Comm 0.0%

Europe

We engaged with 54 companies



Environmental 59.0%

Governance 13.9%

Social 20.9%

Strategy, Risk & Comm 6.1%



North America

No Engagement Activity

Emerging & Developing Markets

No Engagement Activity

United Kingdom

We engaged with 15 companies



Environmental 45.2%

Governance 7.1%

Social 31.0%

Strategy, Risk & Comm 16.7%

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Engagement by Meta theme

We engaged with 70 companies held in the Northern Trust Europe Custom ESG Equity Index Fund portfolio on a range of 289 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 57.1% of our engagements



- Circular Economy & Zero Pollution 15.8%
- Climate Change 63.6%
- Natural Resource Stewardship 20.6%

Social

Social topics featured in 22.1% of our engagements



- Human & Labour Rights 48.4%
- Human Capital 34.4%
- Wider Societal Impacts 17.2%

Governance

Governance topics featured in 13.1% of our engagements



- Board Effectiveness 34.2%
- Executive Remuneration 60.5%
- Investor Protection & Rights 5.3%

Strategy, Risk & Communication

Strategy, Risk & Communication topics featured in 7.6% of our engagements



- Corporate Reporting 40.9%
- Purpose, Strategy & Policies 40.9%
- Risk Management 18.2%