



Northern Trust North America Custom ESG Equity Index Fund

Q4 2024

EOS at Federated Hermes

Engagement by region

We engaged with 96 companies held in the Northern Trust North America Custom ESG Equity Index Fund portfolio on a range of 288 environmental, social and governance issues and objectives

Global

We engaged with 96 companies



Environmental 44.1%
Governance 16.3%

Social 31.9%

Strategy, Risk & Comm 7.6%

Australia & New Zealand

No Engagement Activity

Developed Asia

No Engagement Activity

Emerging & Developing Markets

No Engagement Activity

Europe

We engaged with one company



Environmental 80.0%
Governance 0.0%

Social 20.0%

Strategy, Risk & Comm 0.0%

North America

We engaged with 94 companies



Environmental 43.3%
Governance 16.7%

Social 32.3%

Strategy, Risk & Comm 7.8%

United Kingdom

We engaged with one company



Environmental 100.0%

Governance 0.0%

Social 0.0%

Strategy, Risk & Comm 0.0%

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Engagement by Meta theme

We engaged with 96 companies held in the Northern Trust North America Custom ESG Equity Index Fund portfolio on a range of 288 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 44.1% of our engagements



- Circular Economy & Zero Pollution 15.0%
- Climate Change 57.5%
- Natural Resource Stewardship 27.6%

Social

Social topics featured in 31.9% of our engagements



- Human & Labour Rights 41.3%
- Human Capital 43.5%
- Wider Societal Impacts 15.2%

Governance

Governance topics featured in 16.3% of our engagements



- Board Effectiveness 46.8%
- Executive Remuneration 40.4%
- Investor Protection & Rights 12.8%

Strategy, Risk & Communication

featured in 7.6% of our engagements



- Corporate Reporting 40.9%
- Purpose, Strategy & Policies 22.7%
- Risk Management 36.4%