



Northern Trust World Custom ESG EUR Hedged Equity Index Fund

Q4 2024

EOS at Federated Hermes

Engagement by region

We engaged with 196 companies held in the Northern Trust World Custom ESG EUR Hedged Equity Index Fund portfolio on a range of 655 environmental, social and governance issues and objectives

Global

We engaged with 196 companies



Environmental 50.8%
Governance 16.9%

Social 24.9%

Strategy, Risk & Comm 7.3%

Australia & New Zealand

We engaged with 11 companies



Environmental 58.8%

Governance 35.3%

Social 2.9%

Strategy, Risk & Comm 2.9%

Developed Asia

We engaged with 20 companies



Environmental 48.9%

Governance 31.9%

Social 12.8%

Strategy, Risk & Comm 6.4%

Europe

We engaged with 55 companies



Environmental 59.4%

Governance 13.7%

Social 20.9%

Strategy, Risk & Comm 6.0%

North America

We engaged with 94 companies



Environmental 43.3%

Governance 16.7%

Social 32.3%

Strategy, Risk & Comm 7.8%

Emerging & Developing Markets

No Engagement Activity

United Kingdom

We engaged with 16 companies



Environmental 46.5%

Governance 7.0%

Social 30.2%

Strategy, Risk & Comm 16.3%

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Engagement by Meta theme

We engaged with 196 companies held in the Northern Trust World Custom ESG EUR Hedged Equity Index Fund portfolio on a range of 655 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 50.8% of our engagements



- Circular Economy & Zero Pollution 15.3%
- Climate Change 62.8%
- Natural Resource Stewardship 21.9%

Social

Social topics featured in 24.9% of our engagements



- Human & Labour Rights 44.8%
- Human Capital 39.9%
- Wider Societal Impacts 15.3%

Governance

Governance topics featured in 16.9% of our engagements



- Board Effectiveness 41.4%
- Executive Remuneration 47.7%
- Investor Protection & Rights 10.8%

Strategy, Risk & Communication

Strategy, Risk & Communication topics featured in 7.3% of our engagements



- Corporate Reporting 37.5%
- Purpose, Strategy & Policies 35.4%
- Risk Management 27.1%