

Northern Trust World ESG Leaders Equity Index Fund

Q4 2024

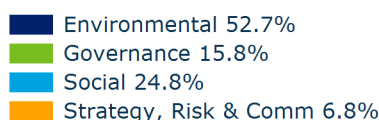
EOS at Federated Hermes

Engagement by region

We engaged with 113 companies held in the Northern Trust World ESG Leaders Equity Index Fund portfolio on a range of 355 environmental, social and governance issues and objectives

Global

We engaged with 113 companies



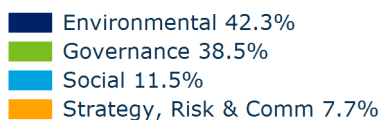
Australia & New Zealand

We engaged with seven companies



Developed Asia

We engaged with 13 companies

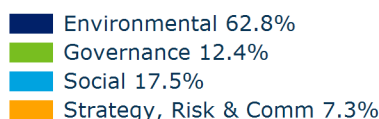


Emerging & Developing Markets

No Engagement Activity

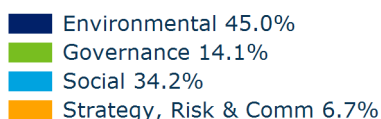
Europe

We engaged with 32 companies



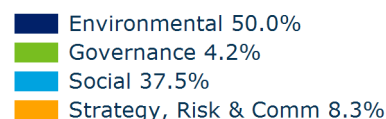
North America

We engaged with 53 companies



United Kingdom

We engaged with eight companies



Engagement by Meta theme

We engaged with 113 companies held in the Northern Trust World ESG Leaders Equity Index Fund portfolio on a range of 355 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 52.7% of our engagements



- Circular Economy & Zero Pollution 16.0%
- Climate Change 60.4%
- Natural Resource Stewardship 23.5%

Social

Social topics featured in 24.8% of our engagements



- Human & Labour Rights 42.0%
- Human Capital 46.6%
- Wider Societal Impacts 11.4%

Governance

Governance topics featured in 15.8% of our engagements



- Board Effectiveness 39.3%
- Executive Remuneration 50.0%
- Investor Protection & Rights 10.7%

Strategy, Risk & Communication

Strategy, Risk & Communication topics featured in 6.8% of our engagements



- Corporate Reporting 50.0%
- Purpose, Strategy & Policies 33.3%
- Risk Management 16.7%