



Engagement Report

Q4 2023

EOS at Federated Hermes

Emerging & Developing Markets

No Engagement Activity

Northern Trust Developed Real Estate Index Fund

Engagement by region

We engaged with five companies held in the Northern Trust Developed Real Estate Index Fund portfolio on a range of 10 environmental, social and governance issues and objectives

Global

We engaged with five companies





Strategy, Risk & Comm 10.0%

Australia & New Zealand

We engaged with two companies





Social 0.0%

Strategy, Risk & Comm 33.3%



Europe

No Engagement Activity

Developed Asia

We engaged with one company



Environmental 25.0%

Governance 25.0% Social 50.0%

Strategy, Risk & Comm 0.0%

North America

We engaged with two companies

United Kingdom

No Engagement Activity



Environmental 66.7%

Governance 0.0% Social 33.3%

Strategy, Risk & Comm 0.0%

For professional investors only

Engagement by Meta theme

We engaged with five companies held in the Northern Trust Developed Real Estate Index Fund portfolio on a range of 10 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 30.0% of our engagements



- Circular Economy & Zero Pollution
- Climate Change 100.0%
- Natural Resource Stewardship

Social

Social topics featured in 30.0% of our engagements



- Human & Labour Rights 33.3%
- Human Capital 66.7%
- Wider Societal Impacts 0.0%

Governance

Governance topics featured in 30.0% of our engagements



- Board Effectiveness 0.0%
- Executive Remuneration 100.0%
- Investor Protection & Rights 0.0%

Strategy, Risk & Communication

Strategy, Risk & Communication topics featured in 10.0% of our engagements



- Corporate Reporting 100.0%
- Purpose, Strategy & Policies 0.0%
- Risk Management 0.0%

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Founded in 2004, HEOS is a world leader in stewardship services. HEOS assists asset owners and managers in adding long-term value to their investments and managing their risks, by engaging with companies and policy-makers on environmental, social, governance, strategic and risk issues.

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