



## **Engagement Report**

Q4 2023

### **EOS at Federated Hermes**

## **Northern Trust World Custom ESG Equity Index Fund**

## **Engagement by region**

We engaged with 244 companies held in the Northern Trust World Custom ESG Equity Index Fund portfolio on a range of 874 environmental, social and governance issues and objectives

#### Global

We engaged with 244 companies



Environmental 40.4%

Governance 16.1% Social 30.0%

Strategy, Risk & Comm 13.5%

#### **Australia & New Zealand**

We engaged with 21 companies



Environmental 29.8%

Governance 40.4%

We engaged with 64 companies

Social 6.4%

**Europe** 

Strategy, Risk & Comm 23.4%

## **Developed Asia**

We engaged with 32 companies



Environmental 30.9%

Governance 30.9%

Strategy, Risk & Comm 13.0%

# Social 25.2%

**North America** 







Environmental 36.6%

Governance 13.4% Social 38.7%

Strategy, Risk & Comm 11.3%

#### **Emerging & Developing Markets**

We engaged with one company



Environmental 100.0%

Governance 0.0%

Social 0.0%

Strategy, Risk & Comm 0.0%

#### **United Kingdom**

We engaged with 14 companies



Environmental 40.4%

Governance 14.0%

Social 29.8%

Strategy, Risk & Comm 15.8%

For professional investors only

Strategy, Risk & Comm 15.5%

Environmental 55.0%

Governance 8.6%

Social 20.9%

#### **Engagement by Meta theme**

We engaged with 244 companies held in the Northern Trust World Custom ESG Equity Index Fund portfolio on a range of 874 environmental, social and governance issues and objectives

#### **Environmental**

Environmental topics featured in 40.4% of our engagements



- Circular Economy & Zero Pollution 12.2%
- Climate Change 62.6%
- Natural Resource Stewardship 25.2%

#### **Social**

Social topics featured in 30.0% of our engagements



- Human & Labour Rights 41.6%
- Human Capital 43.5%
- Wider Societal Impacts 14.9%

#### Governance

Governance topics featured in 16.1% of our engagements



- Board Effectiveness 41.8%
- Executive Remuneration 41.8%
- Investor Protection & Rights 16.3%

#### Strategy, Risk & Communication

Strategy, Risk & Communication topics featured in 13.5% of our engagements



- Corporate Reporting 28.8%
- Purpose, Strategy & Policies 49.2%
- Risk Management 22.0%

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