

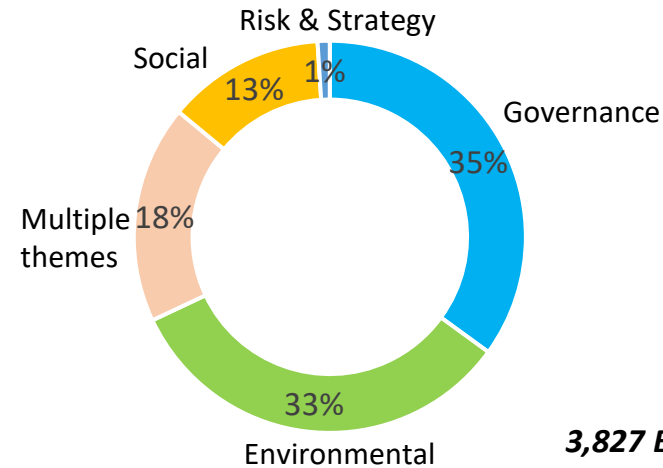
Northern Trust Asset Management (NTAM) is an asset management firm with **\$1.3 trillion** AUM as of December 31, 2021. According to the most recent stewardship report published in June of 2022, NTAM conducted 3,827 engagements in 2021 – with 170 direct engagements and 3,657 engagements through its outside engagement partner Equity Ownership Services (EOS) of Federated Hermes. NTAM’s 2021 engagement priorities as well as its engagement breakdown are as follows:

2021 Engagement Priorities

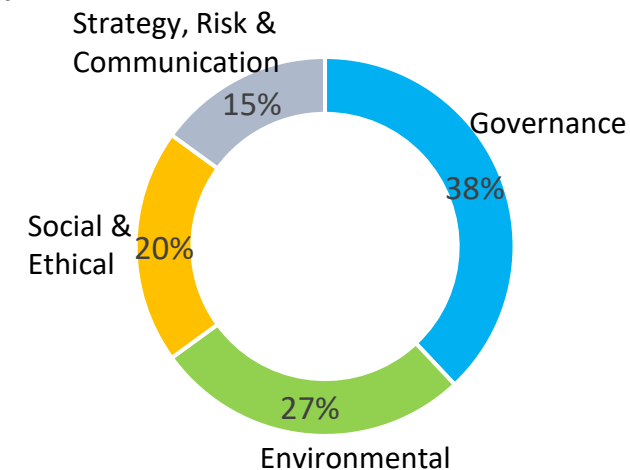
Environmental	<ul style="list-style-type: none"> Promote sustainable food and agriculture Preserve biodiversity Reduce climate risk
Social	<ul style="list-style-type: none"> Improve occupational health and safety Promote diversity, equity and inclusion Align conduct, culture and ethics with product safety and human rights
Governance	<ul style="list-style-type: none"> Strengthen board diversity Align pay for performance

Chart 1: 2021 Reported Global Engagements

170 NTAM Direct Engagements



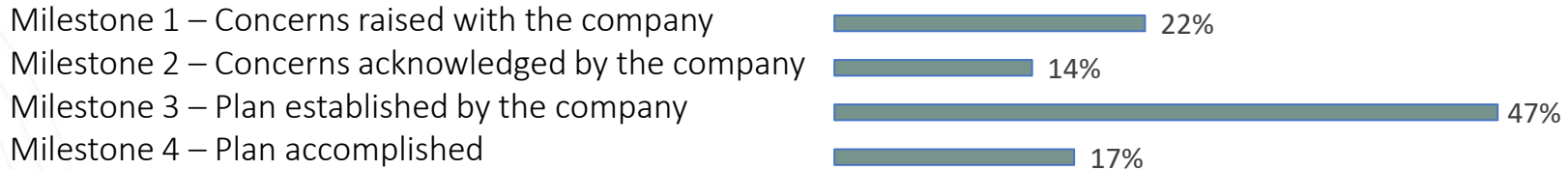
3,827 EOS Engagements



Sourced from Stewardship Report 2021, pgs. 4 and 36

Measuring progress through engagement

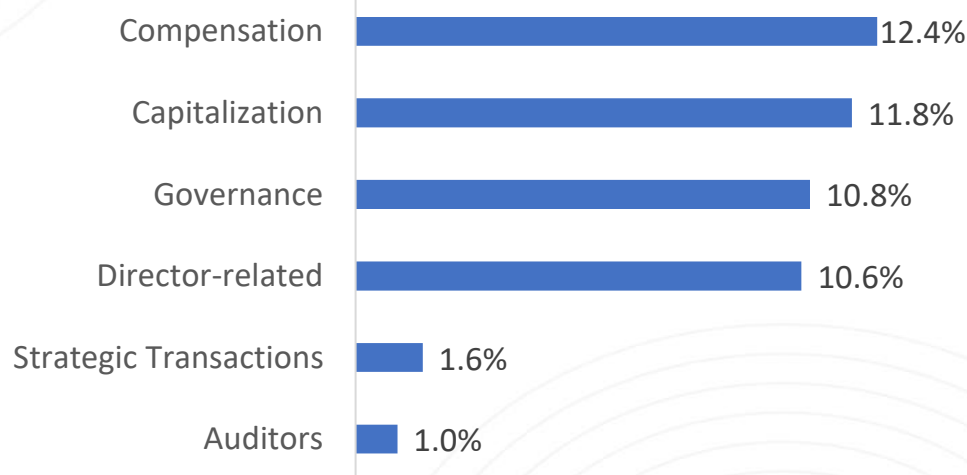
NTAM tracks the progress made by engagement campaigns by assigning milestones. In 2021, NTAM arrived at the following milestones through its direct engagements:



Proxy Voting Overview

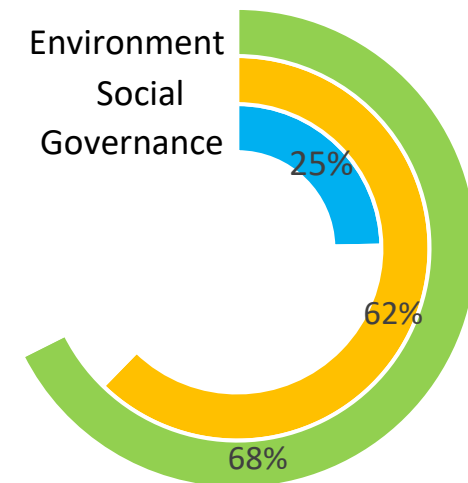
- In 2021, NTAM voted AGAINST management at least once in 58% of meetings (see Chart 2)
- In the US, NTAM voted AGAINST 9.7% of all management resolutions, and supported 39.6% of all shareholder proposals in 2021
- NTAM voted AGAINST board candidates 13% of the time
- It supported 50% of resolutions related to diversity, equity and inclusion (see Chart 3)

Chart 2: 2021 Votes Against Management by Topic (US Companies only)



Sourced from Stewardship Report 2021 (Pg 84)

Chart 3: 2021 Shareholder Proposal Support (U.S. Companies Only)



Sourced from Stewardship Report 2021 (Pg 84)



Understand How ESG Weighs into Investor Considerations to Make Your Next Engagement More Successful.

[ESG Roadshows](#)

[Data-Driven ESG Strategy](#)

What ZMH Can Do for You

*Our Proprietary **ESG Engagement Dashboard™** allows you to leverage technology and data to optimize your shareholder interactions.*

ZMH Advisors LLC. is a technology-based shareholder and ESG advisory firm. We combine two decades of corporate governance and investor engagement experience with next-gen data analytics to deliver customized solutions for clients ranging from pre-IPO to S&P 500 companies. Our data-driven approach is powered by a proprietary **ESG Engagement Dashboard™**, which provides unique insights on investors with \$50T AUM.

Know what could be asked during an engagement

Stay up to date on investor's ESG priorities

Access to 1000+ case studies & detailed analysis

Understand how investors will vote on your ballot

Gain access to 7M NPX voting records & governance policies

Contact information & key players at each firm

CONTACT US TO SCHEDULE A DEMO

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