

Northern Trust Europe Fundamental Index Fund

Hermes EOS

Engagement by region

Over the last quarter we engaged with **31** companies held in the Northern Trust Europe Fundamental Index Fund portfolios on a range of **88** environmental, social and governance issues and objectives.

Global

We engaged with **31** companies over the last quarter.



- Environmental **33.0%**
- Social and Ethical **27.3%**
- Governance **23.9%**
- Strategy, Risk and Communication **15.9%**

Europe

We engaged with **18** companies over the last quarter.



- Environmental **27.3%**
- Social and Ethical **22.7%**
- Governance **31.8%**
- Strategy, Risk and Communication **18.2%**

United Kingdom

We engaged with **13** companies over the last quarter.



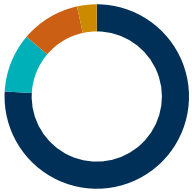
- Environmental **38.6%**
- Social and Ethical **31.8%**
- Governance **15.9%**
- Strategy, Risk and Communication **13.6%**

Engagement by theme

Over the last quarter we engaged with **31** companies held in the Northern Trust Europe Fundamental Index Fund portfolios on a range of **88** environmental, social and governance issues and objectives.

Environmental

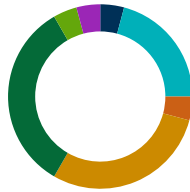
Environmental topics featured in **33.0%** of our engagements over the last quarter.



- Climate Change **75.9%**
- Pollution and Waste Management **10.3%**
- Supply Chain Management **10.3%**
- Water **3.4%**

Social and Ethical

Social and Ethical topics featured in **27.3%** of our engagements over the last quarter.



- Bribery and Corruption **4.2%**
- Conduct and Culture **20.8%**
- Diversity **4.2%**
- Human Capital Management **29.2%**
- Human Rights **33.3%**
- Labour Rights **4.2%**
- Tax **4.2%**

Governance

Governance topics featured in **23.9%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **52.4%**
- Board Independence **4.8%**
- Executive Remuneration **28.6%**
- Succession Planning **14.3%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **15.9%** of our engagements over the last quarter.



- Business Strategy **57.1%**
- Cyber Security **14.3%**
- Integrated Reporting and Other Disclosure **7.1%**
- Risk Management **21.4%**

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