

Northern Trust North America Custom ESG Equity Index Fund

Hermes EOS

Engagement by region

Over the last quarter we engaged with **75** companies held in the Northern Trust North America Custom ESG Equity Index Fund portfolios on a range of **187** environmental, social and governance issues and objectives.

Global

We engaged with **75** companies over the last quarter.



- Environmental **28.3%**
- Social and Ethical **19.3%**
- Governance **32.6%**
- Strategy, Risk and Communication **19.8%**

Emerging & Developing Markets

We engaged with **one** company over the last quarter.



- Environmental **20.0%**
- Governance **40.0%**
- Strategy, Risk and Communication **40.0%**

Europe

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



- Environmental **14.3%**
- Social and Ethical **28.6%**
- Governance **42.9%**
- Strategy, Risk and Communication **14.3%**

North America

We engaged with **70** companies over the last quarter.



- Environmental **29.1%**
- Social and Ethical **19.4%**
- Governance **32.0%**
- Strategy, Risk and Communication **19.4%**

Engagement by theme

Over the last quarter we engaged with **75** companies held in the Northern Trust North America Custom ESG Equity Index Fund portfolios on a range of **187** environmental, social and governance issues and objectives.

Environmental

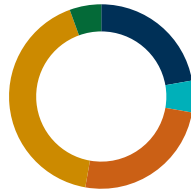
Environmental topics featured in **28.3%** of our engagements over the last quarter.



- Climate Change **69.8%**
- Pollution and Waste Management **13.2%**
- Supply Chain Management **11.3%**
- Water **5.7%**

Social and Ethical

Social and Ethical topics featured in **19.3%** of our engagements over the last quarter.



- Conduct and Culture **22.2%**
- Diversity **5.6%**
- Human Capital Management **25.0%**
- Human Rights **41.7%**
- Labour Rights **5.6%**

Governance

Governance topics featured in **32.6%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **14.8%**
- Board Independence **29.5%**
- Executive Remuneration **24.6%**
- Shareholder Protection and Rights **21.3%**
- Succession Planning **9.8%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **19.8%** of our engagements over the last quarter.



- Audit and Accounting **5.4%**
- Business Strategy **43.2%**
- Cyber Security **8.1%**
- Integrated Reporting and Other Disclosure **29.7%**
- Risk Management **13.5%**

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