

Northern Trust U.S. Fundamental Index Fund

Hermes EOS

Engagement by region

Over the last quarter we engaged with **29** companies held in the Northern Trust U.S. Fundamental Index Fund portfolios on a range of **78** environmental, social and governance issues and objectives.

Global

We engaged with **29** companies over the last quarter.



- Environmental **29.5%**
- Social and Ethical **21.8%**
- Governance **38.5%**
- Strategy, Risk and Communication **10.3%**

Europe

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



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

North America

We engaged with **26** companies over the last quarter.



- Environmental **30.1%**
- Social and Ethical **20.5%**
- Governance **39.7%**
- Strategy, Risk and Communication **9.6%**

Engagement by theme

Over the last quarter we engaged with 29 companies held in the Northern Trust U.S. Fundamental Index Fund portfolios on a range of 78 environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in 29.5% of our engagements over the last quarter.



- Climate Change 69.6%
- Pollution and Waste Management 13.0%
- Supply Chain Management 13.0%
- Water 4.3%

Social and Ethical

Social and Ethical topics featured in 21.8% of our engagements over the last quarter.



- Conduct and Culture 35.3%
- Human Capital Management 23.5%
- Human Rights 35.3%
- Labour Rights 5.9%

Governance

Governance topics featured in 38.5% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 20.0%
- Board Independence 26.7%
- Executive Remuneration 26.7%
- Shareholder Protection and Rights 16.7%
- Succession Planning 10.0%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 10.3% of our engagements over the last quarter.



- Business Strategy 50.0%
- Integrated Reporting and Other Disclosure 25.0%
- Risk Management 25.0%

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