

Northern Trust World Custom ESG Equity Index Fund

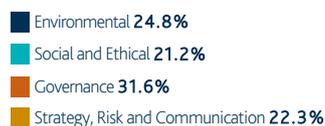
Hermes EOS

Engagement by region

Over the last quarter we engaged with **186** companies held in the Northern Trust World Custom ESG Equity Index Fund portfolios on a range of **471** environmental, social and governance issues and objectives.

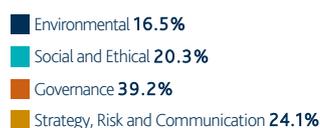
Global

We engaged with **186** companies over the last quarter.



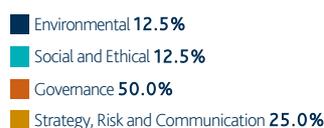
Developed Asia

We engaged with **32** companies over the last quarter.



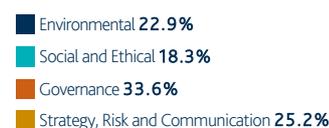
Emerging & Developing Markets

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



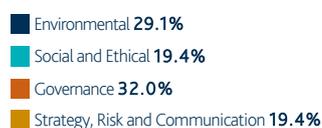
Europe

We engaged with **54** companies over the last quarter.



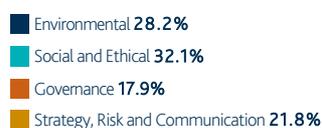
North America

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



United Kingdom

We engaged with **28** companies over the last quarter.



Engagement by theme

Over the last quarter we engaged with **186** companies held in the Northern Trust World Custom ESG Equity Index Fund portfolios on a range of **471** environmental, social and governance issues and objectives.

Environmental

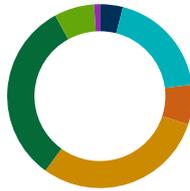
Environmental topics featured in **24.8%** of our engagements over the last quarter.



- Climate Change **73.5%**
- Forestry and Land Use **0.9%**
- Pollution and Waste Management **8.5%**
- Supply Chain Management **12.0%**
- Water **5.1%**

Social and Ethical

Social and Ethical topics featured in **21.2%** of our engagements over the last quarter.



- Bribery and Corruption **4.0%**
- Conduct and Culture **19.0%**
- Diversity **7.0%**
- Human Capital Management **30.0%**
- Human Rights **32.0%**
- Labour Rights **7.0%**
- Tax **1.0%**

Governance

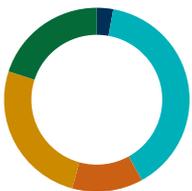
Governance topics featured in **31.6%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **26.8%**
- Board Independence **18.1%**
- Executive Remuneration **28.2%**
- Shareholder Protection and Rights **18.1%**
- Succession Planning **8.7%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **22.3%** of our engagements over the last quarter.



- Audit and Accounting **2.9%**
- Business Strategy **39.0%**
- Cyber Security **12.4%**
- Integrated Reporting and Other Disclosure **25.7%**
- Risk Management **20.0%**

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