

Northern Trust World Custom ESG EUR Hedged 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 EUR Hedged 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.



- Environmental 24.8%
- Social and Ethical 21.2%
- Governance 31.6%
- Strategy, Risk and Communication 22.3%

Developed Asia

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



- Environmental 16.5%
- Social and Ethical 20.3%
- Governance 39.2%
- Strategy, Risk and Communication 24.1%

Emerging & Developing Markets

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



- Environmental 12.5%
- Social and Ethical 12.5%
- Governance 50.0%
- Strategy, Risk and Communication 25.0%

Europe

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



- Environmental 22.9%
- Social and Ethical 18.3%
- Governance 33.6%
- Strategy, Risk and Communication 25.2%

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%

United Kingdom

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



- Environmental 28.2%
- Social and Ethical 32.1%
- Governance 17.9%
- Strategy, Risk and Communication 21.8%

Engagement by theme

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

Environmental

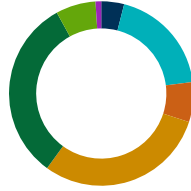
Environmental topics featured in **24.8%** of our engagements over the last quarter.



- 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

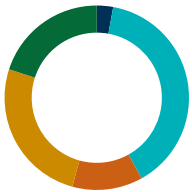
Governance topics featured in **31.6%** of our engagements over the last quarter.



- 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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