

Northern Trust World Equity Index Fund

Hermes EOS

Engagement by region

Over the last quarter we engaged with **204** companies held in the Northern Trust World Equity Index Fund portfolios on a range of **524** environmental, social and governance issues and objectives.

Global

We engaged with **204** companies over the last quarter.



Developed Asia

We engaged with **35** companies over the last quarter.



Emerging & Developing Markets

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



Europe

We engaged with **56** companies over the last quarter.



North America

We engaged with **77** companies over the last quarter.



United Kingdom

We engaged with **34** companies over the last quarter.

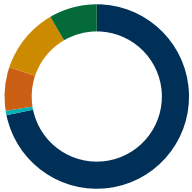


Engagement by theme

Over the last quarter we engaged with **204** companies held in the Northern Trust World Equity Index Fund portfolios on a range of **524** environmental, social and governance issues and objectives.

Environmental

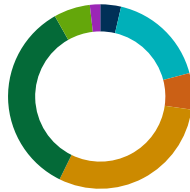
Environmental topics featured in **25%** of our engagements over the last quarter.



- Climate Change **71.8%**
- Forestry and Land Use **0.8%**
- Pollution and Waste Management **7.6%**
- Supply Chain Management **11.5%**
- Water **8.4%**

Social and Ethical

Social and Ethical topics featured in **21.0%** of our engagements over the last quarter.



- Bribery and Corruption **3.6%**
- Conduct and Culture **17.3%**
- Diversity **6.4%**
- Human Capital Management **30.0%**
- Human Rights **34.5%**
- Labour Rights **6.4%**
- Tax **1.8%**

Governance

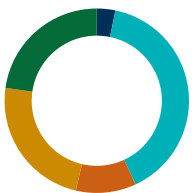
Governance topics featured in **30.5%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **25.0%**
- Board Independence **18.1%**
- Executive Remuneration **29.4%**
- Shareholder Protection and Rights **17.5%**
- Succession Planning **10.0%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **23.5%** of our engagements over the last quarter.



- Audit and Accounting **3.3%**
- Business Strategy **39.8%**
- Cyber Security **10.6%**
- Integrated Reporting and Other Disclosure **23.6%**
- Risk Management **22.8%**

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