

Northern Trust World ESG Leaders Equity Index Fund

Hermes EOS

Engagement by region

Over the last quarter we engaged with **109** companies held in the Northern Trust World ESG Leaders Equity Index Fund portfolios on a range of **262** environmental, social and governance issues and objectives.

Global

We engaged with **109** companies over the last quarter.



- Environmental 27.9%
- Social and Ethical 20.2%
- Governance 34.0%
- Strategy, Risk and Communication 17.9%

Developed Asia

We engaged with **16** companies over the last quarter.



- Environmental 16.7%
- Social and Ethical 16.7%
- Governance 55.6%
- Strategy, Risk and Communication 11.1%

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 **33** companies over the last quarter.



- Environmental 24.4%
- Social and Ethical 17.1%
- Governance 34.1%
- Strategy, Risk and Communication 24.4%

North America

We engaged with **44** companies over the last quarter.



- Environmental 37.4%
- Social and Ethical 20.2%
- Governance 30.3%
- Strategy, Risk and Communication 12.1%

United Kingdom

We engaged with **15** companies over the last quarter.



- Environmental 22.5%
- Social and Ethical 32.5%
- Governance 22.5%
- Strategy, Risk and Communication 22.5%

Engagement by theme

Over the last quarter we engaged with **109** companies held in the Northern Trust World ESG Leaders Equity Index Fund portfolios on a range of **262** environmental, social and governance issues and objectives.

Environmental

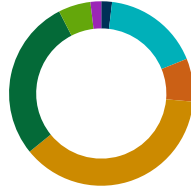
Environmental topics featured in **27.9%** of our engagements over the last quarter.



- Climate Change **65.8%**
- Pollution and Waste Management **12.3%**
- Supply Chain Management **16.4%**
- Water **5.5%**

Social and Ethical

Social and Ethical topics featured in **20.2%** of our engagements over the last quarter.



- Bribery and Corruption **1.9%**
- Conduct and Culture **17.0%**
- Diversity **7.5%**
- Human Capital Management **37.7%**
- Human Rights **28.3%**
- Labour Rights **5.7%**
- Tax **1.9%**

Governance

Governance topics featured in **34.0%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **27.0%**
- Board Independence **19.1%**
- Executive Remuneration **30.3%**
- Shareholder Protection and Rights **15.7%**
- Succession Planning **7.9%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **17.9%** of our engagements over the last quarter.



- Audit and Accounting **2.1%**
- Business Strategy **44.7%**
- Cyber Security **14.9%**
- Integrated Reporting and Other Disclosure **23.4%**
- Risk Management **14.9%**

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