

Northern Trust World Small Cap Custom ESG Index Fund

Hermes EOS

Engagement by region

Over the last quarter we engaged with **43** companies held in the Northern Trust World Small Cap Custom ESG Index Fund portfolios on a range of **91** environmental, social and governance issues and objectives.

Global

We engaged with **43** companies over the last quarter.



- Environmental 18.7%
- Social and Ethical 18.7%
- Governance 42.9%
- Strategy, Risk and Communication 19.8%

Developed Asia

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



- Environmental 25.0%
- Social and Ethical 12.5%
- Governance 62.5%

Europe

We engaged with **13** companies over the last quarter.



- Environmental 27.3%
- Social and Ethical 18.2%
- Governance 40.9%
- Strategy, Risk and Communication 13.6%

North America

We engaged with **14** companies over the last quarter.



- Environmental 19.5%
- Social and Ethical 22.0%
- Governance 26.8%
- Strategy, Risk and Communication 31.7%

United Kingdom

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



- Environmental 5.9%
- Social and Ethical 17.6%
- Governance 64.7%
- Strategy, Risk and Communication 11.8%

Australia & New Zealand

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



- Governance 100.0%

Emerging & Developing Markets

We engaged with **one** company over the last quarter.



- Governance 100.0%

Engagement by theme

Over the last quarter we engaged with **43** companies held in the Northern Trust World Small Cap Custom ESG Index Fund portfolios on a range of **91** environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in **18.7%** of our engagements over the last quarter.



- Climate Change **82.4%**
- Pollution and Waste Management **17.6%**

Social and Ethical

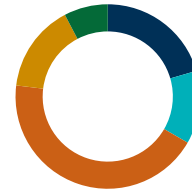
Social and Ethical topics featured in **18.7%** of our engagements over the last quarter.



- Conduct and Culture **5.9%**
- Diversity **5.9%**
- Human Capital Management **47.1%**
- Human Rights **35.3%**
- Labour Rights **5.9%**

Governance

Governance topics featured in **42.9%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **20.5%**
- Board Independence **12.8%**
- Executive Remuneration **43.6%**
- Shareholder Protection and Rights **15.4%**
- Succession Planning **7.7%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **19.8%** of our engagements over the last quarter.



- Audit and Accounting **11.1%**
- Business Strategy **50.0%**
- Integrated Reporting and Other Disclosure **38.9%**

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