

British Coal Staff Superannuation Scheme

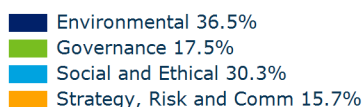
EOS at Federated Hermes

Engagement by region

We engaged with 102 companies held in the British Coal Staff Superannuation Scheme portfolio on a range of 389 environmental, social and governance issues and objectives

Global

We engaged with 102 companies

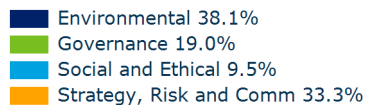


Australia & New Zealand

No Engagement Activity

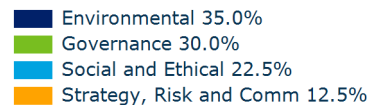
Developed Asia

We engaged with seven companies



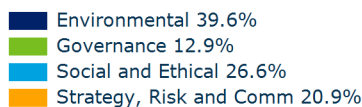
Emerging & Developing Markets

We engaged with 17 companies



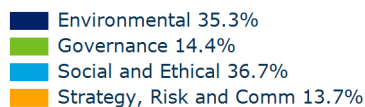
Europe

We engaged with 29 companies



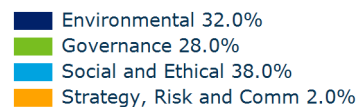
North America

We engaged with 36 companies



United Kingdom

We engaged with 13 companies



Engagement by theme

We engaged with 102 companies held in the British Coal Staff Superannuation Scheme portfolio on a range of 389 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 36.5% of our engagements



- Climate Change 79.6%
- Forestry and Land Use 2.8%
- Pollution and Waste Management 11.3%
- Supply Chain Management 2.8%
- Water 3.5%

Social and Ethical

Social and Ethical topics featured in 30.3% of our engagements



- Bribery and Corruption 1.7%
- Conduct and Culture 10.2%
- Diversity 20.3%
- Human Capital Management 16.1%
- Human Rights 44.1%
- Labour Rights 5.9%
- Tax 1.7%

Governance

Governance topics featured in 17.5% of our engagements



- Board Diversity, Skills and Experience 33.8%
- Board Independence 19.1%
- Executive Remuneration 38.2%
- Shareholder Protection and Rights 5.9%
- Succession Planning 2.9%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 15.7% of our engagements



- Audit and Accounting 8.2%
- Business Strategy 27.9%
- Cyber Security 4.9%
- Integrated Reporting and Other Disclosure 24.6%
- Risk Management 34.4%