

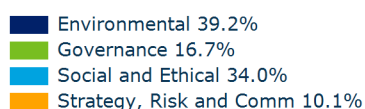
British Coal Staff Superannuation Scheme

Engagement by region

We engaged with 110 companies held in the British Coal Staff Superannuation Scheme portfolio on a range of 444 environmental, social and governance issues and objectives

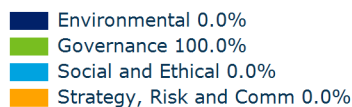
Global

We engaged with 110 companies



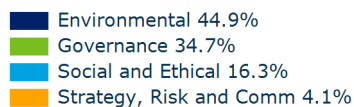
Australia & New Zealand

We engaged with two companies



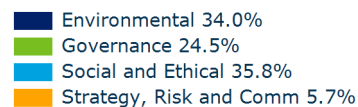
Developed Asia

We engaged with 11 companies



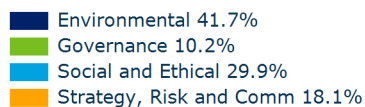
Emerging & Developing Markets

We engaged with 16 companies



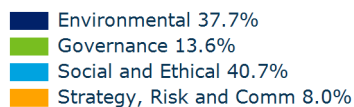
Europe

We engaged with 31 companies



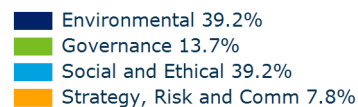
North America

We engaged with 38 companies



United Kingdom

We engaged with 12 companies

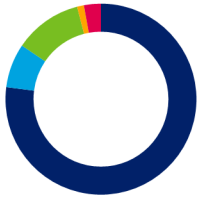


Engagement by theme

We engaged with 110 companies held in the British Coal Staff Superannuation Scheme portfolio on a range of 444 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 39.2% of our engagements



- Climate Change 77.0%
- Forestry and Land Use 7.5%
- Pollution and Waste Management 11.5%
- Supply Chain Management 1.1%
- Water 2.9%

Social and Ethical

Social and Ethical topics featured in 34.0% of our engagements



- Bribery and Corruption 3.3%
- Conduct and Culture 8.6%
- Diversity 13.2%
- Human Capital Management 19.2%
- Human Rights 51.7%
- Labour Rights 3.3%
- Tax 0.7%

Governance

Governance topics featured in 16.7% of our engagements



- Board Diversity, Skills and Experience 21.6%
- Board Independence 21.6%
- Executive Remuneration 33.8%
- Shareholder Protection and Rights 16.2%
- Succession Planning 6.8%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 10.1% of our engagements



- Audit and Accounting 17.8%
- Business Strategy 33.3%
- Cyber Security 2.2%
- Integrated Reporting and Other Disclosure 20.0%
- Risk Management 26.7%