

British Coal Staff Superannuation Scheme

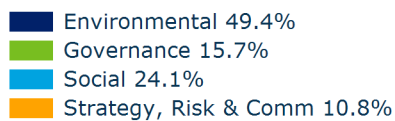
EOS at Federated Hermes

Engagement by region

We engaged with 258 companies held in the British Coal Staff Superannuation Scheme portfolio on a range of 765 environmental, social and governance issues and objectives

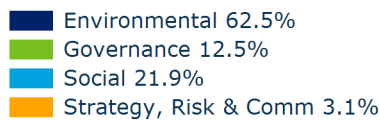
Global

We engaged with 258 companies



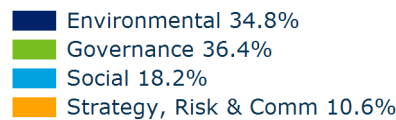
Australia & New Zealand

We engaged with eight companies



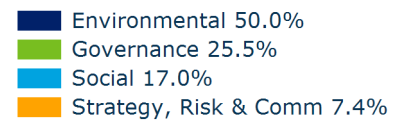
Developed Asia

We engaged with 22 companies



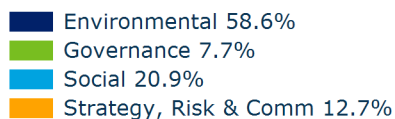
Emerging & Developing Markets

We engaged with 42 companies



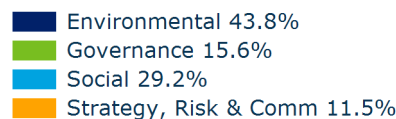
Europe

We engaged with 68 companies



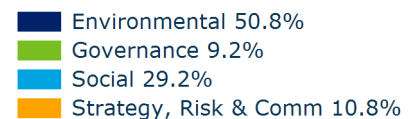
North America

We engaged with 99 companies



United Kingdom

We engaged with 19 companies



Engagement by Meta theme

We engaged with 258 companies held in the British Coal Staff Superannuation Scheme portfolio on a range of 765 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 49.4% of our engagements



- Circular Economy & Zero Pollution 13.5%
- Climate Change 65.1%
- Natural Resource Stewardship 21.4%

Social

Social topics featured in 24.1% of our engagements



- Human & Labour Rights 59.2%
- Human Capital 32.6%
- Wider Societal Impacts 8.2%

Governance

Governance topics featured in 15.7% of our engagements



- Board Effectiveness 55.0%
- Executive Remuneration 33.3%
- Investor Protection & Rights 11.7%

Strategy, Risk & Communication

Strategy, Risk & Communication topics featured in 10.8% of our engagements



- Corporate Reporting 33.7%
- Purpose, Strategy & Policies 47.0%
- Risk Management 19.3%