

British Coal Staff Superannuation Scheme

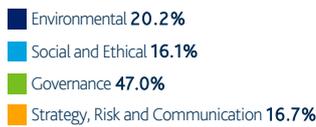
EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with 221 companies held in the British Coal Staff Superannuation Scheme portfolios on a range of 610 environmental, social and governance issues and objectives.

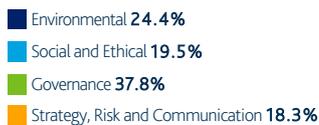
Global

We engaged with 221 companies over the last quarter.



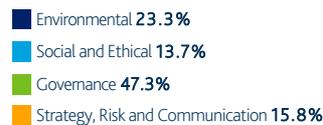
Developed Asia

We engaged with 26 companies over the last quarter.



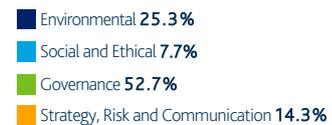
Emerging & Developing Markets

We engaged with 49 companies over the last quarter.



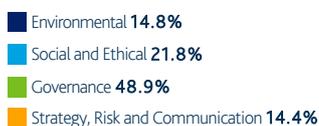
Europe

We engaged with 38 companies over the last quarter.



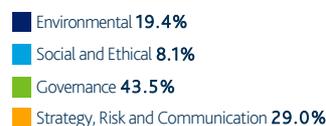
North America

We engaged with 86 companies over the last quarter.



United Kingdom

We engaged with 22 companies over the last quarter.



Engagement by theme

Over the last quarter we engaged with 221 companies held in the British Coal Staff Superannuation Scheme portfolios on a range of 610 environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in 20.2% of our engagements over the last quarter.



- Climate Change 77.2%
- Forestry and Land Use 5.7%
- Pollution and Waste Management 8.1%
- Supply Chain Management 4.9%
- Water 4.1%

Social and Ethical

Social and Ethical topics featured in 16.1% of our engagements over the last quarter.



- Bribery and Corruption 3.1%
- Conduct and Culture 16.3%
- Diversity 20.4%
- Human Capital Management 23.5%
- Human Rights 30.6%
- Labour Rights 5.1%
- Tax 1.0%

Governance

Governance topics featured in 47.0% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 22.3%
- Board Independence 14.6%
- Executive Remuneration 43.9%
- Shareholder Protection and Rights 15.3%
- Succession Planning 3.8%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 16.7% of our engagements over the last quarter.



- Audit and Accounting 5.9%
- Business Strategy 33.3%
- Cyber Security 8.8%
- Integrated Reporting and Other Disclosure 14.7%
- Risk Management 37.3%