

British Coal Staff Superannuation Scheme

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **246** companies held in the British Coal Staff Superannuation Scheme portfolios on a range of **671** environmental, social and governance issues and objectives.

Global

We engaged with **246** companies over the last quarter.



Australia & New Zealand

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



Developed Asia

We engaged with **26** companies over the last quarter.



Emerging & Developing Markets

We engaged with **61** companies over the last quarter.



Europe

We engaged with **44** companies over the last quarter.



North America

We engaged with **96** companies over the last quarter.



United Kingdom

We engaged with **18** companies over the last quarter.

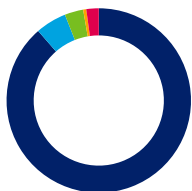


Engagement by theme

Over the last quarter we engaged with 246 companies held in the British Coal Staff Superannuation Scheme portfolios on a range of 671 environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in 27.4% of our engagements over the last quarter.



- Climate Change 88.6%
- Forestry and Land Use 5.4%
- Pollution and Waste Management 3.3%
- Supply Chain Management 0.5%
- Water 2.2%

Social and Ethical

Social and Ethical topics featured in 18.8% of our engagements over the last quarter.



- Bribery and Corruption 1.6%
- Conduct and Culture 11.9%
- Diversity 24.6%
- Human Capital Management 13.5%
- Human Rights 42.1%
- Labour Rights 6.3%

Governance

Governance topics featured in 43.1% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 21.8%
- Board Independence 13.5%
- Executive Remuneration 44.6%
- Shareholder Protection and Rights 17.3%
- Succession Planning 2.8%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 10.7% of our engagements over the last quarter.



- Audit and Accounting 8.3%
- Business Strategy 31.9%
- Cyber Security 4.2%
- Integrated Reporting and Other Disclosure 22.2%
- Risk Management 33.3%