

British Coal Staff Superannuation Scheme

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with 257 companies held in the British Coal Staff Superannuation Scheme portfolios on a range of 916 environmental, social and governance issues and objectives.

Global

We engaged with 257 companies over the last quarter.



Developed Asia

We engaged with 18 companies over the last quarter.



Emerging & Developing Markets

We engaged with 47 companies over the last quarter.



Europe

We engaged with 60 companies over the last quarter.



North America

We engaged with 110 companies over the last quarter.



United Kingdom

We engaged with 22 companies over the last quarter.

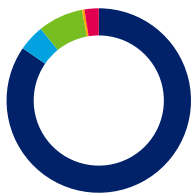


Engagement by theme

Over the last quarter we engaged with 257 companies held in the British Coal Staff Superannuation Scheme portfolios on a range of 916 environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in 26.2% of our engagements over the last quarter.



- Climate Change 84.6%
- Forestry and Land Use 4.6%
- Pollution and Waste Management 7.9%
- Supply Chain Management 0.4%
- Water 2.5%

Social and Ethical

Social and Ethical topics featured in 22.6% of our engagements over the last quarter.



- Bribery and Corruption 1.4%
- Conduct and Culture 15.0%
- Diversity 21.7%
- Human Capital Management 20.3%
- Human Rights 31.9%
- Labour Rights 6.8%
- Tax 2.9%

Governance

Governance topics featured in 35.6% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 20.2%
- Board Independence 17.8%
- Executive Remuneration 42.6%
- Shareholder Protection and Rights 15.0%
- Succession Planning 4.3%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 15.6% of our engagements over the last quarter.



- Audit and Accounting 6.3%
- Business Strategy 40.6%
- Cyber Security 1.4%
- Integrated Reporting and Other Disclosure 25.9%
- Risk Management 25.9%