

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 833 environmental, social and governance issues and objectives.

Global

We engaged with 257 companies over the last quarter.



- Environmental 25.2%
- Social and Ethical 19.0%
- Governance 44.5%
- Strategy, Risk and Communication 11.3%

Europe

We engaged with 67 companies over the last quarter.



- Environmental 30.3%
- Social and Ethical 14.4%
- Governance 46.2%
- Strategy, Risk and Communication 9.1%

United Kingdom

We engaged with 27 companies over the last quarter.



- Environmental 23.0%
- Social and Ethical 14.8%
- Governance 55.7%
- Strategy, Risk and Communication 6.6%

Emerging & Developing Markets

We engaged with 35 companies over the last quarter.



- Environmental 25.0%
- Social and Ethical 17.5%
- Governance 40.0%
- Strategy, Risk and Communication 17.5%

Developed Asia

We engaged with 29 companies over the last quarter.



- Environmental 26.1%
- Social and Ethical 20.5%
- Governance 45.5%
- Strategy, Risk and Communication 8.0%

North America

We engaged with 99 companies over the last quarter.



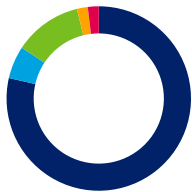
- Environmental 22.5%
- Social and Ethical 22.5%
- Governance 43.0%
- Strategy, Risk and Communication 12.1%

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 833 environmental, social and governance issues and objectives.

Environmental

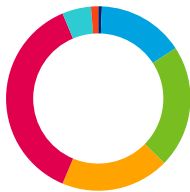
Environmental topics featured in 25.2% of our engagements over the last quarter.



- Climate Change 78.6%
- Forestry and Land Use 5.7%
- Pollution and Waste Management 11.9%
- Supply Chain Management 1.9%
- Water 1.9%

Social and Ethical

Social and Ethical topics featured in 19.0% of our engagements over the last quarter.



- Bribery and Corruption 0.6%
- Conduct and Culture 15.2%
- Diversity 21.5%
- Human Capital Management 19.0%
- Human Rights 37.3%
- Labour Rights 5.1%
- Tax 1.3%

Governance

Governance topics featured in 44.5% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 21.8%
- Board Independence 13.5%
- Executive Remuneration 49.3%
- Shareholder Protection and Rights 13.7%
- Succession Planning 1.6%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 11.3% of our engagements over the last quarter.



- Audit and Accounting 18.1%
- Business Strategy 25.5%
- Cyber Security 2.1%
- Integrated Reporting and Other Disclosure 26.6%
- Risk management 27.7%