

## British Coal Staff Superannuation Scheme

Hermes EOS

### Engagement by region

Over the last quarter we engaged with **106** companies held in the British Coal Staff Superannuation Scheme portfolios on a range of **235** environmental, social and governance issues and objectives.

#### Global

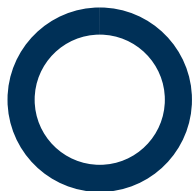
We engaged with **106** companies over the last quarter.



■ Environmental **18.3%**  
 ■ Social and Ethical **29.4%**  
 ■ Governance **31.9%**  
 ■ Strategy, Risk and Communication **20.4%**

#### Australia & New Zealand

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



■ Environmental **100.0%**

#### Developed Asia

We engaged with **23** companies over the last quarter.



■ Environmental **13.0%**  
 ■ Social and Ethical **30.4%**  
 ■ Governance **33.3%**  
 ■ Strategy, Risk and Communication **23.2%**

#### Emerging & Developing Markets

We engaged with **22** companies over the last quarter.



■ Environmental **28.0%**  
 ■ Social and Ethical **22.0%**  
 ■ Governance **24.0%**  
 ■ Strategy, Risk and Communication **26.0%**

#### Europe

We engaged with **11** companies over the last quarter.



■ Environmental **8.7%**  
 ■ Social and Ethical **52.2%**  
 ■ Governance **8.7%**  
 ■ Strategy, Risk and Communication **30.4%**

#### North America

We engaged with **33** companies over the last quarter.



■ Environmental **19.6%**  
 ■ Social and Ethical **30.4%**  
 ■ Governance **42.9%**  
 ■ Strategy, Risk and Communication **7.1%**

#### United Kingdom

We engaged with **16** companies over the last quarter.



■ Environmental **16.7%**  
 ■ Social and Ethical **22.2%**  
 ■ Governance **38.9%**  
 ■ Strategy, Risk and Communication **22.2%**

## Engagement by theme

Over the last quarter we engaged with **106** companies held in the British Coal Staff Superannuation Scheme portfolios on a range of **235** environmental, social and governance issues and objectives.

### Environmental

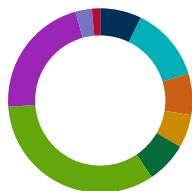
Environmental topics featured in **18.3%** of our engagements over the last quarter.



- Climate Change **79.1%**
- Environmental Policy and Strategy **9.3%**
- Pollution and Waste Management **4.7%**
- Water **7.0%**

### Social and Ethical

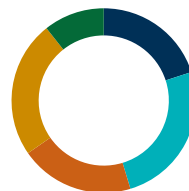
Social and Ethical topics featured in **29.4%** of our engagements over the last quarter.



- Bribery and Corruption **7.2%**
- Conduct and Culture **13.0%**
- Cyber Security **7.2%**
- Diversity **5.8%**
- Human Capital Management **7.2%**
- Human Rights **33.3%**
- Labour Rights **21.7%**
- Supply Chain Management **2.9%**
- Tax **1.4%**

### Governance

Governance topics featured in **31.9%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **20.0%**
- Board Independence **25.3%**
- Executive Remuneration **20.0%**
- Shareholder Protection and Rights **24.0%**
- Succession Planning **10.7%**

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **20.4%** of our engagements over the last quarter.



- Audit and Accounting **2.1%**
- Business Strategy **33.3%**
- Integrated Reporting and Other Disclosure **27.1%**
- Risk Management **37.5%**