

British Coal Staff Superannuation Scheme

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **110** companies held in the British Coal Staff Superannuation Scheme portfolios on a range of **357** environmental, social and governance issues and objectives.

Global

We engaged with **110** companies over the last quarter.



- Environmental **28.6%**
- Social and Ethical **26.9%**
- Governance **26.3%**
- Strategy, Risk and Communication **18.2%**

Australia & New Zealand

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



- Environmental **33.3%**
- Governance **33.3%**
- Strategy, Risk and Communication **33.3%**

Developed Asia

We engaged with **12** companies over the last quarter.



- Environmental **46.9%**
- Social and Ethical **18.8%**
- Governance **28.1%**
- Strategy, Risk and Communication **6.2%**

Emerging & Developing Markets

We engaged with **29** companies over the last quarter.



- Environmental **30.8%**
- Social and Ethical **15.4%**
- Governance **32.1%**
- Strategy, Risk and Communication **21.8%**

Europe

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



- Environmental **30.7%**
- Social and Ethical **24.0%**
- Governance **21.3%**
- Strategy, Risk and Communication **24.0%**

North America

We engaged with **37** companies over the last quarter.



- Environmental **21.5%**
- Social and Ethical **34.0%**
- Governance **26.4%**
- Strategy, Risk and Communication **18.1%**

United Kingdom

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



- Environmental **32.0%**
- Social and Ethical **44.0%**
- Governance **20.0%**
- Strategy, Risk and Communication **4.0%**

Engagement by theme

Over the last quarter we engaged with 110 companies held in the British Coal Staff Superannuation Scheme portfolios on a range of 357 environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in 28.6% of our engagements over the last quarter.



- Climate Change 82.4%
- Forestry and Land Use 2.9%
- Pollution and Waste Management 8.8%
- Supply Chain Management 2.9%
- Water 2.9%

Social and Ethical

Social and Ethical topics featured in 26.9% of our engagements over the last quarter.



- Bribery and Corruption 1.0%
- Conduct and Culture 9.4%
- Diversity 20.8%
- Human Capital Management 15.6%
- Human Rights 47.9%
- Labour Rights 5.2%

Governance

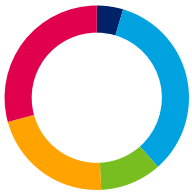
Governance topics featured in 26.3% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 25.5%
- Board Independence 19.1%
- Executive Remuneration 37.2%
- Shareholder Protection and Rights 13.8%
- Succession Planning 4.3%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 18.2% of our engagements over the last quarter.



- Audit and Accounting 4.6%
- Business Strategy 33.8%
- Cyber Security 10.8%
- Integrated Reporting and Other Disclosure 21.5%
- Risk Management 29.2%