

**British Coal Staff Superannuation Scheme**

**EOS at Federated Hermes**

**Engagement by region**

Over the last quarter we engaged with **195** companies held in the British Coal Staff Superannuation Scheme portfolios on a range of **655** environmental, social and governance issues and objectives.

**Global**

We engaged with **195** companies over the last quarter.



- Environmental **38.9%**
- Social and Ethical **24.1%**
- Governance **21.7%**
- Strategy, Risk and Communication **15.3%**

**Australia & New Zealand**

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



- Environmental **33.3%**
- Governance **66.7%**

**Developed Asia**

We engaged with **25** companies over the last quarter.



- Environmental **38.7%**
- Social and Ethical **19.4%**
- Governance **24.2%**
- Strategy, Risk and Communication **17.7%**

**Emerging & Developing Markets**

We engaged with **35** companies over the last quarter.



- Environmental **31.6%**
- Social and Ethical **18.9%**
- Governance **30.5%**
- Strategy, Risk and Communication **18.9%**

**Europe**

We engaged with **43** companies over the last quarter.



- Environmental **47.9%**
- Social and Ethical **22.5%**
- Governance **17.8%**
- Strategy, Risk and Communication **11.8%**

**North America**

We engaged with **62** companies over the last quarter.



- Environmental **37.4%**
- Social and Ethical **26.8%**
- Governance **20.9%**
- Strategy, Risk and Communication **14.9%**

**United Kingdom**

We engaged with **28** companies over the last quarter.



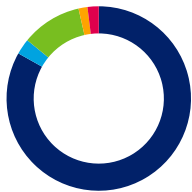
- Environmental **34.1%**
- Social and Ethical **29.7%**
- Governance **18.7%**
- Strategy, Risk and Communication **17.6%**

## Engagement by theme

Over the last quarter we engaged with **195** companies held in the British Coal Staff Superannuation Scheme portfolios on a range of **655** environmental, social and governance issues and objectives.

### Environmental

Environmental topics featured in **38.9%** of our engagements over the last quarter.



- Climate Change **83.1%**
- Forestry and Land Use **2.7%**
- Pollution and Waste Management **10.6%**
- Supply Chain Management **1.6%**
- Water **2.0%**

### Social and Ethical

Social and Ethical topics featured in **24.1%** of our engagements over the last quarter.



- Bribery and Corruption **3.2%**
- Conduct and Culture **15.8%**
- Diversity **20.9%**
- Human Capital Management **17.1%**
- Human Rights **39.2%**
- Labour Rights **3.8%**

### Governance

Governance topics featured in **21.7%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **29.6%**
- Board Independence **17.6%**
- Executive Remuneration **38.7%**
- Shareholder Protection and Rights **12.0%**
- Succession Planning **2.1%**

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **15.3%** of our engagements over the last quarter.



- Business Strategy **37.0%**
- Cyber Security **3.0%**
- Integrated Reporting and Other Disclosure **31.0%**
- Risk Management **29.0%**