

**British Coal Staff Superannuation Scheme**

**Engagement by region**

We engaged with 125 companies held in the British Coal Staff Superannuation Scheme portfolio on a range of 405 environmental, social and governance issues and objectives

**Global**

We engaged with 125 companies



- Environmental 40.7%
- Governance 15.8%
- Social 28.4%
- Strategy, Risk & Comm 15.1%

**Australia & New Zealand**

We engaged with three companies



- Environmental 50.0%
- Governance 25.0%
- Social 0.0%
- Strategy, Risk & Comm 25.0%

**Developed Asia**

We engaged with 18 companies



- Environmental 44.4%
- Governance 17.8%
- Social 28.9%
- Strategy, Risk & Comm 8.9%

**Emerging & Developing Markets**

We engaged with 23 companies



- Environmental 30.9%
- Governance 29.1%
- Social 34.5%
- Strategy, Risk & Comm 5.5%

**Europe**

We engaged with 35 companies



- Environmental 45.2%
- Governance 14.3%
- Social 19.0%
- Strategy, Risk & Comm 21.4%

**North America**

We engaged with 32 companies



- Environmental 35.6%
- Governance 12.9%
- Social 34.1%
- Strategy, Risk & Comm 17.4%

**United Kingdom**

We engaged with 14 companies



- Environmental 51.2%
- Governance 9.3%
- Social 32.6%
- Strategy, Risk & Comm 7.0%

### Engagement by Meta theme

We engaged with 125 companies held in the British Coal Staff Superannuation Scheme portfolio on a range of 405 environmental, social and governance issues and objectives

#### Environmental

Environmental topics featured in 40.7% of our engagements



- Circular Economy & Zero Pollution 17.0%
- Climate Change 62.4%
- Natural Resource Stewardship 20.6%

#### Social

Social topics featured in 28.4% of our engagements



- Human & Labour Rights 45.2%
- Human Capital 40.0%
- Wider Societal Impacts 14.8%

#### Governance

Governance topics featured in 15.8% of our engagements



- Board Effectiveness 50.0%
- Executive Remuneration 43.8%
- Investor Protection & Rights 6.3%

#### Strategy, Risk & Communication

Strategy, Risk & Communication topics featured in 15.1% of our engagements



- Corporate Reporting 23.0%
- Purpose, Strategy & Policies 45.9%
- Risk Management 31.1%