

British Coal Staff Superannuation Scheme

Hermes EOS

Engagement by region

Over the last quarter we engaged with **164** companies held in the British Coal Staff Superannuation Scheme portfolios on a range of 505 environmental, social and governance issues and objectives.

Global

We engaged with **164** companies over the last quarter.



- Environmental **27.3%**
- Social and Ethical **19.8%**
- Governance **32.3%**
- Strategy, Risk and Communication **20.6%**

Developed Asia

We engaged with **27** companies over the last quarter.



- Environmental **29.9%**
- Social and Ethical **26.4%**
- Governance **26.4%**
- Strategy, Risk and Communication **17.2%**

Emerging & Developing Markets

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



- Environmental **35.8%**
- Social and Ethical **12.6%**
- Governance **28.4%**
- Strategy, Risk and Communication **23.2%**

Europe

We engaged with **34** companies over the last quarter.



- Environmental **20.6%**
- Social and Ethical **11.8%**
- Governance **49.0%**
- Strategy, Risk and Communication **18.6%**

North America

We engaged with **45** companies over the last quarter.



- Environmental **24.9%**
- Social and Ethical **25.4%**
- Governance **25.4%**
- Strategy, Risk and Communication **24.3%**

United Kingdom

We engaged with **15** companies over the last quarter.



- Environmental **29.2%**
- Social and Ethical **18.8%**
- Governance **39.6%**
- Strategy, Risk and Communication **12.5%**

Engagement by theme

Over the last quarter we engaged with **164** companies held in the British Coal Staff Superannuation Scheme portfolios on a range of **505** environmental, social and governance issues and objectives.

Environmental

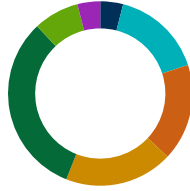
Environmental topics featured in **27.3%** of our engagements over the last quarter.



- Climate Change **79.7%**
- Forestry and Land Use **3.6%**
- Pollution and Waste Management **10.9%**
- Supply Chain Management **3.6%**
- Water **2.2%**

Social and Ethical

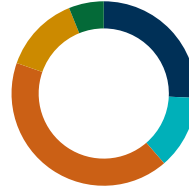
Social and Ethical topics featured in **19.8%** of our engagements over the last quarter.



- Bribery and Corruption **4.0%**
- Conduct and Culture **16.0%**
- Diversity **17.0%**
- Human Capital Management **19.0%**
- Human Rights **32.0%**
- Labour Rights **8.0%**
- Tax **4.0%**

Governance

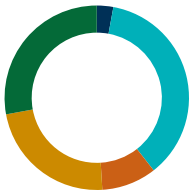
Governance topics featured in **32.3%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **25.8%**
- Board Independence **12.9%**
- Executive Remuneration **41.7%**
- Shareholder Protection and Rights **13.5%**
- Succession Planning **6.1%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **20.6%** of our engagements over the last quarter.



- Audit and Accounting **2.9%**
- Business Strategy **36.5%**
- Cyber Security **9.6%**
- Integrated Reporting and Other Disclosure **23.1%**
- Risk Management **27.9%**