

## British Coal Staff Superannuation Scheme

EOS at Federated Hermes

### Engagement by region

Over the last quarter we engaged with **113** companies held in the British Coal Staff Superannuation Scheme portfolios on a range of **337** environmental, social and governance issues and objectives.

#### Global

We engaged with **113** companies over the last quarter.



- Environmental **33.8%**
- Social and Ethical **22.6%**
- Governance **24.6%**
- Strategy, Risk and Communication **19.0%**

#### Developed Asia

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



- Environmental **39.1%**
- Social and Ethical **32.6%**
- Governance **15.2%**
- Strategy, Risk and Communication **13.0%**

#### Emerging & Developing Markets

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



- Environmental **34.4%**
- Social and Ethical **12.5%**
- Governance **32.8%**
- Strategy, Risk and Communication **20.3%**

#### Europe

We engaged with **17** companies over the last quarter.



- Environmental **37.5%**
- Social and Ethical **16.1%**
- Governance **28.6%**
- Strategy, Risk and Communication **17.9%**

#### North America

We engaged with **40** companies over the last quarter.



- Environmental **29.3%**
- Social and Ethical **24.1%**
- Governance **25.0%**
- Strategy, Risk and Communication **21.6%**

#### United Kingdom

We engaged with **14** companies over the last quarter.



- Environmental **34.5%**
- Social and Ethical **29.1%**
- Governance **18.2%**
- Strategy, Risk and Communication **18.2%**

## Engagement by theme

Over the last quarter we engaged with 113 companies held in the British Coal Staff Superannuation Scheme portfolios on a range of 337 environmental, social and governance issues and objectives.

### Environmental

Environmental topics featured in 33.8% of our engagements over the last quarter.



- Climate Change 78.9%
- Forestry and Land Use 3.5%
- Pollution and Waste Management 10.5%
- Supply Chain Management 4.4%
- Water 2.6%

### Social and Ethical

Social and Ethical topics featured in 22.6% of our engagements over the last quarter.



- Bribery and Corruption 2.6%
- Conduct and Culture 17.1%
- Diversity 17.1%
- Human Capital Management 22.4%
- Human Rights 36.8%
- Labour Rights 3.9%

### Governance

Governance topics featured in 24.6% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 30.1%
- Board Independence 21.7%
- Executive Remuneration 37.3%
- Shareholder Protection and Rights 9.6%
- Succession Planning 1.2%

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 19.0% of our engagements over the last quarter.



- Audit and Accounting 3.1%
- Business Strategy 42.2%
- Cyber Security 1.6%
- Integrated Reporting and Other Disclosure 20.3%
- Risk Management 32.8%