

**British Coal Staff Superannuation Scheme**

**EOS at Federated Hermes**

**Engagement by region**

Over the last quarter we engaged with **207** companies held in the British Coal Staff Superannuation Scheme portfolios on a range of **635** environmental, social and governance issues and objectives.

**Global**

We engaged with **207** companies over the last quarter.



- Environmental **30.6%**
- Social and Ethical **22.2%**
- Governance **27.2%**
- Strategy, Risk and Communication **20.0%**

**Australia & New Zealand**

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



- Environmental **30.0%**
- Social and Ethical **30.0%**
- Governance **30.0%**
- Strategy, Risk and Communication **10.0%**

**Developed Asia**

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



- Environmental **44.6%**
- Social and Ethical **16.1%**
- Governance **17.9%**
- Strategy, Risk and Communication **21.4%**

**Emerging & Developing Markets**

We engaged with **23** companies over the last quarter.



- Environmental **21.0%**
- Social and Ethical **16.1%**
- Governance **37.1%**
- Strategy, Risk and Communication **25.8%**

**Europe**

We engaged with **49** companies over the last quarter.



- Environmental **36.9%**
- Social and Ethical **21.7%**
- Governance **20.4%**
- Strategy, Risk and Communication **21.0%**

**North America**

We engaged with **86** companies over the last quarter.



- Environmental **26.6%**
- Social and Ethical **23.0%**
- Governance **31.9%**
- Strategy, Risk and Communication **18.4%**

**United Kingdom**

We engaged with **21** companies over the last quarter.



- Environmental **29.4%**
- Social and Ethical **29.4%**
- Governance **22.1%**
- Strategy, Risk and Communication **19.1%**

## Engagement by theme

Over the last quarter we engaged with **207** companies held in the British Coal Staff Superannuation Scheme portfolios on a range of **635** environmental, social and governance issues and objectives.

### Environmental

Environmental topics featured in **30.6%** of our engagements over the last quarter.



- Climate Change **80.9%**
- Forestry and Land Use **3.6%**
- Pollution and Waste Management **9.3%**
- Supply Chain Management **2.6%**
- Water **3.6%**

### Social and Ethical

Social and Ethical topics featured in **22.2%** of our engagements over the last quarter.



- Bribery and Corruption **3.5%**
- Conduct and Culture **18.4%**
- Diversity **18.4%**
- Human Capital Management **14.2%**
- Human Rights **39.0%**
- Labour Rights **5.7%**
- Tax **0.7%**

### Governance

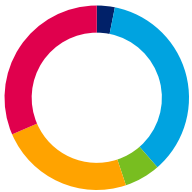
Governance topics featured in **27.2%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **21.4%**
- Board Independence **13.9%**
- Executive Remuneration **46.2%**
- Shareholder Protection and Rights **14.5%**
- Succession Planning **4.0%**

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **20%** of our engagements over the last quarter.



- Audit and Accounting **3.1%**
- Business Strategy **35.4%**
- Cyber Security **6.3%**
- Integrated Reporting and Other Disclosure **23.6%**
- Risk Management **31.5%**