

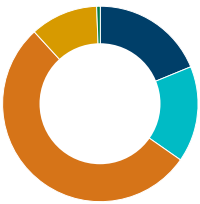
## British Coal Staff Superannuation Scheme

### Engagement by region

Over the last quarter we engaged with **77** companies held in the British Coal Staff Superannuation Scheme portfolios on a range of **170** social, environmental and governance issues.

#### Global

We engaged with **77** companies over the last quarter.



- Environmental **18.8%**
- Social and ethical **15.9%**
- Governance **53.5%**
- Strategy and risk **11.2%**
- Stewardship **0.6%**

#### Australia and New Zealand

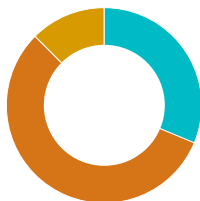
We engaged with **two** companies over the last quarter.



- Social and ethical **33.3%**
- Governance **66.7%**

#### Developed Asia

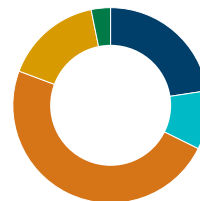
We engaged with **five** companies over the last quarter.



- Social and ethical **31.3%**
- Governance **56.3%**
- Strategy and risk **12.5%**

#### Emerging and Frontier Markets

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



- Environmental **22.6%**
- Social and ethical **9.7%**
- Governance **48.4%**
- Strategy and risk **16.1%**
- Stewardship **3.2%**

#### Europe

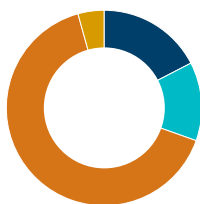
We engaged with **10** companies over the last quarter.



- Environmental **31.8%**
- Social and ethical **9.1%**
- Governance **36.4%**
- Strategy and risk **22.7%**

#### North America

We engaged with **36** companies over the last quarter.



- Environmental **17.4%**
- Social and ethical **13.0%**
- Governance **65.2%**
- Strategy and risk **4.3%**

#### United Kingdom

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



- Environmental **23.1%**
- Social and ethical **23.1%**
- Governance **38.5%**
- Strategy and risk **15.4%**

## Engagement by issue

Over the last quarter we engaged with 77 companies held in the British Coal Staff Superannuation Scheme portfolios on a range of 170 social, environmental and governance issues.

### Environmental

Environmental issues featured in 18.8% of our engagements over the last quarter.



- Biodiversity 6.3%
- Climate change/carbon intensity 56.3%
- Environmental management 31.3%
- Forestry 3.1%
- Waste 3.1%

### Social and ethical

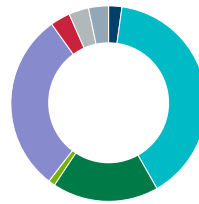
Social issues featured in 15.9% of our engagements over the last quarter.



- Access to medicine 7.4%
- Bribery and corruption 14.8%
- Community relations 11.1%
- Corporate culture 11.1%
- Customer relations 3.7%
- Employee relations 7.4%
- Health and safety 22.2%
- Licence to operate 7.4%
- Operations in troubled regions 3.7%
- Supply chain management 11.1%

### Governance

Governance issues featured in 53.5% of our engagements over the last quarter.



- Accounting or auditing issues 2.2%
- Board structure 39.6%
- Other governance 17.6%
- Poison pill 1.1%
- Remuneration 29.7%
- Separation of chair/CEO 3.3%
- Shareholder communications 3.3%
- Succession planning 3.3%

### Strategy and risk

Strategy and risk issues featured in 11.2% of our engagements over the last quarter.



- Business strategy 42.1%
- Capital structure 5.3%
- Risk management 52.6%

### Stewardship

Stewardship issues featured in 0.6% of our engagements over the last quarter.



- Reporting/disclosure 100.0%