

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 **160** environmental, social and governance issues and objectives.

Global

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



- Environmental **16.9%**
- Social and ethical **30.0%**
- Governance **33.1%**
- Strategy, risk and communication **20.0%**

Developed Asia

We engaged with **12** companies over the last quarter.



- Environmental **8.8%**
- Social and ethical **41.2%**
- Governance **29.4%**
- Strategy, risk and communication **20.6%**

Emerging and Frontier Markets

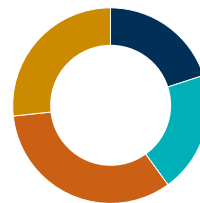
We engaged with **21** companies over the last quarter.



- Environmental **30.0%**
- Social and ethical **28.0%**
- Governance **10.0%**
- Strategy, risk and communication **32.0%**

Europe

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



- Environmental **20.0%**
- Social and ethical **20.0%**
- Governance **33.3%**
- Strategy, risk and communication **26.7%**

North America

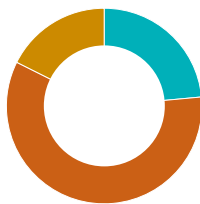
We engaged with **24** companies over the last quarter.



- Environmental **13.6%**
- Social and ethical **29.5%**
- Governance **52.3%**
- Strategy, risk and communication **4.5%**

United Kingdom

We engaged with **11** companies over the last quarter.



- Social and ethical **23.5%**
- Governance **58.8%**
- Strategy, risk and communication **17.6%**

Engagement by theme

Over the last quarter we engaged with 77 companies held in the British Coal Staff Superannuation Scheme portfolios on a range of 160 environmental, social and governance issues and objectives.

Environmental

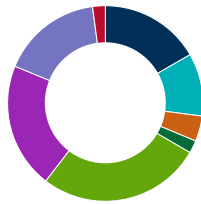
Environmental topics featured in 16.9% of our engagements over the last quarter.



- Climate Change 55.6%
- Environmental policy and strategy 37.0%
- Water 7.4%

Social and ethical

Social topics featured in 30.0% of our engagements over the last quarter.



- Bribery and corruption 16.7%
- Conduct and culture 10.4%
- Cyber security 4.2%
- Human capital management 2.1%
- Human rights 27.1%
- Labour rights 20.8%
- Supply chain management 16.7%
- Tax 2.1%

Governance

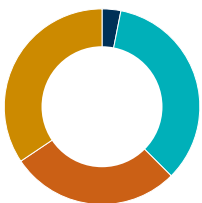
Governance topics featured in 33.1% of our engagements over the last quarter.



- Board diversity skills and experience 34.0%
- Board independence 26.4%
- Executive remuneration 20.8%
- Shareholder protection and rights 5.7%
- Succession planning 13.2%

Strategy, risk and communication

Strategy and risk topics featured in 20.0% of our engagements over the last quarter.



- Audit and accounting 3.1%
- Business strategy 34.4%
- Integrated reporting and other disclosure 28.1%
- Risk management 34.4%