

British Coal Staff Superannuation Scheme

Engagement by region

Over the last quarter we engaged with **48** companies held in the British Coal Staff Superannuation Scheme portfolios on a range of **108** social, environmental and governance issues.

Global

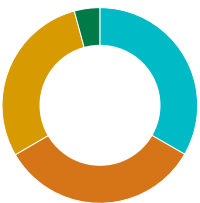
We engaged with **48** companies over the last quarter.



- Environmental **23.1%**
- Social and ethical **21.3%**
- Governance **35.2%**
- Strategy and risk **19.4%**
- Stewardship **0.9%**

Developed Asia

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



- Social and ethical **33.3%**
- Governance **33.3%**
- Strategy and risk **29.2%**
- Stewardship **4.2%**

Emerging and Frontier Markets

We engaged with **13** companies over the last quarter.



- Environmental **31.0%**
- Social and ethical **20.7%**
- Governance **27.6%**
- Strategy and risk **20.7%**

Europe

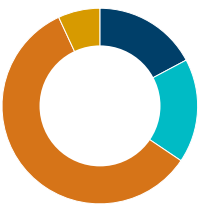
We engaged with **eight** companies over the last quarter.



- Environmental **53.8%**
- Social and ethical **23.1%**
- Governance **7.7%**
- Strategy and risk **15.4%**

North America

We engaged with **13** companies over the last quarter.



- Environmental **17.2%**
- Social and ethical **17.2%**
- Governance **58.6%**
- Strategy and risk **6.9%**

United Kingdom

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



- Environmental **30.8%**
- Social and ethical **7.7%**
- Governance **30.8%**
- Strategy and risk **30.8%**

Engagement by issue

Over the last quarter we engaged with **48** companies held in the British Coal Staff Superannuation Scheme portfolios on a range of **108** social, environmental and governance issues.

Environmental

Environmental issues featured in **23.1%** of our engagements over the last quarter.



- Biodiversity **8.0%**
- Climate change/carbon intensity **52.0%**
- Environmental management **28.0%**
- Forestry **4.0%**
- Oil sands **4.0%**
- Waste **4.0%**

Social and ethical

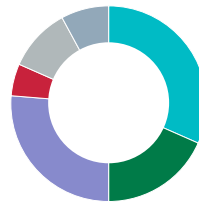
Social issues featured in **21.3%** of our engagements over the last quarter.



- Access to medicine **4.3%**
- Bribery and corruption **13.0%**
- Community relations **17.4%**
- Corporate culture **8.7%**
- Employee relations **4.3%**
- Health and safety **13.0%**
- Licence to operate **13.0%**
- Operations in troubled regions **4.3%**
- Supply chain management **21.7%**

Governance

Governance issues featured in **35.2%** of our engagements over the last quarter.



- Board structure **31.6%**
- Other governance **18.4%**
- Remuneration **26.3%**
- Separation of chair/CEO **5.3%**
- Shareholder communications **10.5%**
- Succession planning **7.9%**

Strategy and risk

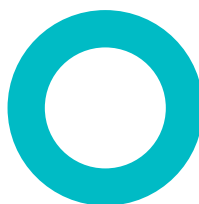
Strategy and risk issues featured in **19.4%** of our engagements over the last quarter.



- Business strategy **38.1%**
- Reputational risk **4.8%**
- Returns to shareholders **4.8%**
- Risk management **52.4%**

Stewardship

Stewardship issues featured in **0.9%** of our engagements over the last quarter.



- Stewardship code **100.0%**