

British Coal Staff Superannuation Scheme

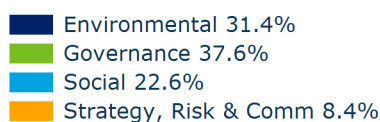
EOS at Federated Hermes

Engagement by region

We engaged with 262 companies held in the British Coal Staff Superannuation Scheme portfolio on a range of 933 environmental, social and governance issues and objectives

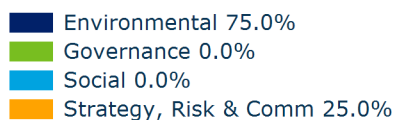
Global

We engaged with 262 companies



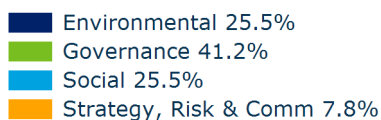
Australia & New Zealand

We engaged with three companies



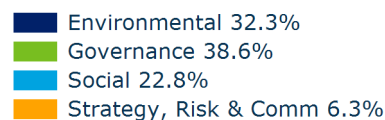
Developed Asia

We engaged with 23 companies



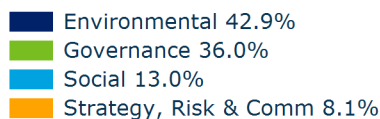
Emerging & Developing Markets

We engaged with 34 companies



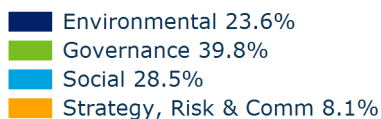
Europe

We engaged with 74 companies



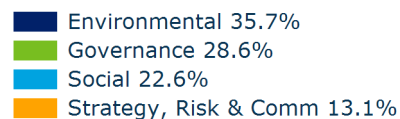
North America

We engaged with 104 companies



United Kingdom

We engaged with 24 companies



Engagement by Meta theme

We engaged with 262 companies held in the British Coal Staff Superannuation Scheme portfolio on a range of 933 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 31.4% of our engagements



- Circular Economy & Zero Pollution 7.8%
- Climate Change 72.7%
- Natural Resource Stewardship 19.5%

Social

Social topics featured in 22.6% of our engagements



- Human & Labour Rights 53.1%
- Human Capital 34.6%
- Wider Societal Impacts 12.3%

Governance

Governance topics featured in 37.6% of our engagements



- Board Effectiveness 43.3%
- Executive Remuneration 44.2%
- Investor Protection & Rights 12.5%

Strategy, Risk & Communication

Strategy, Risk & Communication topics featured in 8.4% of our engagements



- Corporate Reporting 29.5%
- Purpose, Strategy & Policies 37.2%
- Risk Management 33.3%