

British Coal Staff Superannuation Scheme

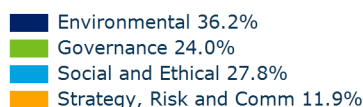
EOS at Federated Hermes

Engagement by region

We engaged with 192 companies held in the British Coal Staff Superannuation Scheme portfolio on a range of 787 environmental, social and governance issues and objectives

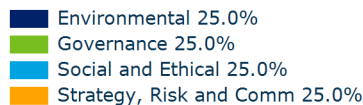
Global

We engaged with 192 companies



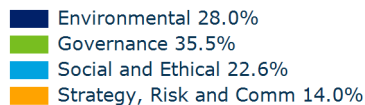
Australia & New Zealand

We engaged with one company



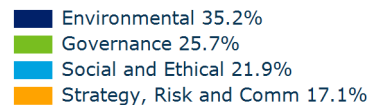
Developed Asia

We engaged with 17 companies



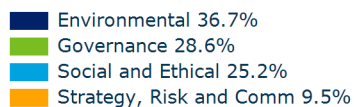
Emerging & Developing Markets

We engaged with 26 companies



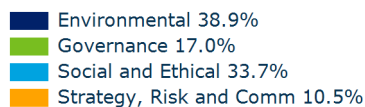
Europe

We engaged with 58 companies



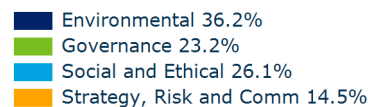
North America

We engaged with 74 companies



United Kingdom

We engaged with 16 companies



Engagement by theme

We engaged with 192 companies held in the British Coal Staff Superannuation Scheme portfolio on a range of 787 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 36.2% of our engagements



- Climate Change 77.5%
- Forestry and Land Use 6.3%
- Pollution and Waste Management 10.9%
- Supply Chain Management 2.8%
- Water 2.5%

Social and Ethical

Social and Ethical topics featured in 27.8% of our engagements



- Bribery and Corruption 1.4%
- Conduct and Culture 4.6%
- Diversity 19.6%
- Human Capital Management 25.6%
- Human Rights 37.9%
- Labour Rights 8.2%
- Tax 2.7%

Governance

Governance topics featured in 24.0% of our engagements



- Board Diversity, Skills and Experience 25.9%
- Board Independence 13.2%
- Executive Remuneration 39.7%
- Shareholder Protection and Rights 16.4%
- Succession Planning 4.8%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 11.9% of our engagements



- Audit and Accounting 16.0%
- Business Strategy 38.3%
- Cyber Security 3.2%
- Integrated Reporting and Other Disclosure 20.2%
- Risk Management 22.3%