

Engagement Report

Q4 2023

EOS at Federated Hermes

British Coal Staff Superannuation Scheme

Engagement by region

We engaged with 179 companies held in the British Coal Staff Superannuation Scheme portfolio on a range of 658 environmental, social and governance issues and objectives

Global

We engaged with 179 companies



Environmental 37.4%

Governance 18.5%

Social 31.3%

Strategy, Risk & Comm 12.8%

Australia & New Zealand

We engaged with eight companies



Environmental 38.1%

Governance 47.6%

Social 0.0%

Strategy, Risk & Comm 14.3%

Europe

We engaged with 47 companies



Environmental 57.0%

Governance 7.4%

Social 19.5%

Strategy, Risk & Comm 16.1%

Developed Asia

We engaged with 24 companies



Environmental 26.7%

Governance 34.9%

Social 26.7%

Strategy, Risk & Comm 11.6%

North America

We engaged with 64 companies



Environmental 31.8%

Governance 15.7%

Social 41.6%

Strategy, Risk & Comm 10.8%

Emerging & Developing Markets

We engaged with 22 companies



Environmental 25.9%

Governance 35.2%

Social 27.8%

Strategy, Risk & Comm 11.1%

United Kingdom

We engaged with 14 companies



Environmental 40.3%

Governance 11.3%

Social 32.3%

Strategy, Risk & Comm 16.1%

Engagement by Meta theme

We engaged with 179 companies held in the British Coal Staff Superannuation Scheme portfolio on a range of 658 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 37.4% of our engagements



- Circular Economy & Zero Pollution 12.2%
- Climate Change 63.0%
- Natural Resource Stewardship 24.8%

Social

Social topics featured in 31.3% of our engagements



- Human & Labour Rights 45.1%
- Human Capital 39.8%
- Wider Societal Impacts 15.0%

Governance

Governance topics featured in 18.5% of our engagements



- Board Effectiveness 47.5%
- Executive Remuneration 31.1%
- Investor Protection & Rights 21.3%

Strategy, Risk & Communication

Strategy, Risk & Communication topics featured in 12.8% of our engagements



- Corporate Reporting 21.4%
- Purpose, Strategy & Policies 50.0%
- Risk Management 28.6%