

Engagement Report

Q1 2025

EOS at Federated Hermes

British Coal Staff Superannuation Scheme

Engagement by region

We engaged with 171 companies held in the British Coal Staff Superannuation Scheme portfolio on a range of 614 environmental, social and governance issues and objectives

Global

We engaged with 171 companies



Environmental 41.5%

Governance 22.8%

Social 27.9%

Strategy, Risk & Comm 7.8%

Australia & New Zealand

We engaged with one company



Environmental 100.0%

Governance 0.0%

Social 0.0%

Strategy, Risk & Comm 0.0%

Europe

We engaged with 49 companies



Environmental 53.7%

Governance 22.9%

Social 15.4%

Strategy, Risk & Comm 8.0%

Developed Asia

We engaged with 23 companies



Environmental 25.5%

Governance 39.2%

Social 24.5%

Strategy, Risk & Comm 10.8%

North America

We engaged with 70 companies



Environmental 37.9%

Governance 15.4%

Social 40.8%

Strategy, Risk & Comm 5.8%

Emerging & Developing Markets

We engaged with 13 companies



Environmental 35.3%

Governance 32.4%

Social 23.5%

Strategy, Risk & Comm 8.8%

United Kingdom

We engaged with 15 companies



Environmental 45.7%

Governance 17.1%

Social 25.7%

Strategy, Risk & Comm 11.4%

Engagement by Meta theme

We engaged with 171 companies held in the British Coal Staff Superannuation Scheme portfolio on a range of 614 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 41.5% of our engagements



- Circular Economy & Zero Pollution 13.3%
- Climate Change 65.9%
- Natural Resource Stewardship 20.8%

Social

Social topics featured in 27.9% of our engagements



- Human & Labour Rights 48.0%
- Human Capital 35.7%
- Wider Societal Impacts 16.4%

Governance

Governance topics featured in 22.8% of our engagements



- Board Effectiveness 50.7%
- Executive Remuneration 33.6%
- Investor Protection & Rights 15.7%

Strategy, Risk & Communication

Strategy, Risk & Communication topics featured in 7.8% of our engagements



- Corporate Reporting 22.9%
- Purpose, Strategy & Policies 50.0%
- Risk Management 27.1%