

Engagement Report

Q3 2024

EOS at Federated Hermes

British Coal Staff Superannuation Scheme

Engagement by region

We engaged with 127 companies held in the British Coal Staff Superannuation Scheme portfolio on a range of 379 environmental, social and governance issues and objectives

Global

We engaged with 127 companies



Environmental 46.2%

Governance 17.7%
Social 29.0%

Strategy, Risk & Comm 7.1%

Australia & New Zealand

We engaged with two companies



Environmental 0.0%

Governance 100.0%

We engaged with 27 companies

Social 0.0%

Europe

Strategy, Risk & Comm 0.0%

Developed Asia

We engaged with 14 companies



Environmental 42.9%

Governance 17.1%
Social 28.6%

Strategy, Risk & Comm 11.4%

North America

We engaged with 44 companies



Environmental 38.6%

Governance 17.1%

Social 40.0%

Strategy, Risk & Comm 4.3%

Emerging & Developing Markets

We engaged with 25 companies



Environmental 39.7%

Governance 34.6%
Social 16.7%

Strategy, Risk & Comm 9.0%

United Kingdom

We engaged with 15 companies



Environmental 50.0%

Governance 4.8%

Social 38.1%

Strategy, Risk & Comm 7.1%

For professional investors only

Social 18.3%

Environmental 65.9%

Strategy, Risk & Comm 8.5%

Governance 7.3%

Engagement by Meta theme

We engaged with 127 companies held in the British Coal Staff Superannuation Scheme portfolio on a range of 379 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 46.2% of our engagements



- Circular Economy & Zero Pollution 14.9%
- Climate Change 63.4%
- Natural Resource Stewardship 21.7%

Social

Social topics featured in 29.0% of our engagements



- Human & Labour Rights 50.9%
- Human Capital 36.4%
- Wider Societal Impacts 12.7%

Governance

Governance topics featured in 17.7% of our engagements



- Board Effectiveness 52.2%
- Executive Remuneration 35.8%
- Investor Protection & Rights 11.9%

Strategy, Risk & Communication

Strategy, Risk & Communication topics featured in 7.1% of our engagements



- Corporate Reporting 18.5%
- Purpose, Strategy & Policies 59.3%
- Risk Management 22.2%