

BT Pension Scheme - equity and bonds

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **97** companies held in the BT Pension Scheme - equity and bonds portfolios on a range of 301 environmental, social and governance issues and objectives.

Global

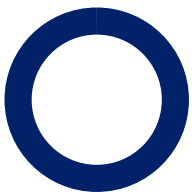
We engaged with **97** companies over the last quarter.



- Environmental 28.9%
- Social and Ethical 30.2%
- Governance 27.6%
- Strategy, Risk and Communication 13.3%

Australia & New Zealand

We engaged with **two** companies over the last quarter.



- Environmental 100.0%

Developed Asia

We engaged with **six** companies over the last quarter.



- Environmental 28.6%
- Social and Ethical 42.9%
- Governance 28.6%

Emerging & Developing Markets

We engaged with **15** companies over the last quarter.



- Environmental 25.0%
- Social and Ethical 27.5%
- Governance 25.0%
- Strategy, Risk and Communication 22.5%

Europe

We engaged with **26** companies over the last quarter.



- Environmental 30.6%
- Social and Ethical 18.1%
- Governance 40.3%
- Strategy, Risk and Communication 11.1%

North America

We engaged with **32** companies over the last quarter.



- Environmental 20.8%
- Social and Ethical 38.7%
- Governance 25.5%
- Strategy, Risk and Communication 15.1%

United Kingdom

We engaged with **16** companies over the last quarter.



- Environmental 39.7%
- Social and Ethical 29.3%
- Governance 19.0%
- Strategy, Risk and Communication 12.1%

Engagement by theme

Over the last quarter we engaged with **97** companies held in the BT Pension Scheme - equity and bonds portfolios on a range of **301** environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in **28.9%** of our engagements over the last quarter.



- Climate Change **77.0%**
- Forestry and Land Use **5.7%**
- Pollution and Waste Management **12.6%**
- Supply Chain Management **2.3%**
- Water **2.3%**

Social and Ethical

Social and Ethical topics featured in **30.2%** of our engagements over the last quarter.



- Bribery and Corruption **2.2%**
- Conduct and Culture **18.7%**
- Diversity **18.7%**
- Human Capital Management **25.3%**
- Human Rights **26.4%**
- Labour Rights **5.5%**
- Tax **3.3%**

Governance

Governance topics featured in **27.6%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **18.1%**
- Board Independence **15.7%**
- Executive Remuneration **48.2%**
- Shareholder Protection and Rights **14.5%**
- Succession Planning **3.6%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **13.3%** of our engagements over the last quarter.



- Business Strategy **32.5%**
- Integrated Reporting and Other Disclosure **37.5%**
- Risk Management **30.0%**