

BT Pension Scheme - equity and bonds

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **49** companies held in the BT Pension Scheme - equity and bonds portfolios on a range of **183** environmental, social and governance issues and objectives.

Global

We engaged with **49** companies over the last quarter.



■ Environmental **35.5%**
■ Social and Ethical **29.0%**
■ Governance **23.0%**
■ Strategy, Risk and Communication **12.6%**

Australia & New Zealand

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



■ Environmental **44.4%**
■ Governance **33.3%**
■ Strategy, Risk and Communication **22.2%**

Developed Asia

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



■ Environmental **26.9%**
■ Social and Ethical **26.9%**
■ Governance **38.5%**
■ Strategy, Risk and Communication **7.7%**

Emerging & Developing Markets

We engaged with **13** companies over the last quarter.



■ Environmental **22.0%**
■ Social and Ethical **24.4%**
■ Governance **34.1%**
■ Strategy, Risk and Communication **19.5%**

Europe

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



■ Environmental **52.0%**
■ Social and Ethical **32.0%**
■ Governance **8.0%**
■ Strategy, Risk and Communication **8.0%**

North America

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



■ Environmental **32.8%**
■ Social and Ethical **37.5%**
■ Governance **20.3%**
■ Strategy, Risk and Communication **9.4%**

United Kingdom

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



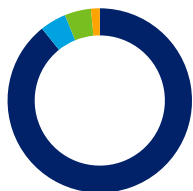
■ Environmental **61.1%**
■ Social and Ethical **22.2%**
■ Strategy, Risk and Communication **16.7%**

Engagement by theme

Over the last quarter we engaged with **49** companies held in the BT Pension Scheme - equity and bonds portfolios on a range of **183** environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in **35.5%** of our engagements over the last quarter.



- Climate Change **89.2%**
- Forestry and Land Use **4.6%**
- Pollution and Waste Management **4.6%**
- Supply Chain Management **1.5%**

Social and Ethical

Social and Ethical topics featured in **29.0%** of our engagements over the last quarter.



- Bribery and Corruption **1.9%**
- Conduct and Culture **20.8%**
- Diversity **17.0%**
- Human Capital Management **13.2%**
- Human Rights **41.5%**
- Labour Rights **5.7%**

Governance

Governance topics featured in **23.0%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **33.3%**
- Board Independence **21.4%**
- Executive Remuneration **26.2%**
- Shareholder Protection and Rights **14.3%**
- Succession Planning **4.8%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **12.6%** of our engagements over the last quarter.



- Audit and Accounting **8.7%**
- Business Strategy **17.4%**
- Cyber Security **8.7%**
- Integrated Reporting and Other Disclosure **26.1%**
- Risk Management **39.1%**