

BT Pension Scheme - equity and bonds

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **66** companies held in the BT Pension Scheme - equity and bonds portfolios on a range of 229 environmental, social and governance issues and objectives.

Global

We engaged with **66** companies over the last quarter.



- Environmental 27.1%
- Social and Ethical 19.7%
- Governance 44.1%
- Strategy, Risk and Communication 9.2%

Europe

We engaged with **14** companies over the last quarter.



- Environmental 20.0%
- Social and Ethical 13.3%
- Governance 63.3%
- Strategy, Risk and Communication 3.3%

United Kingdom

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



- Environmental 50.0%
- Social and Ethical 14.3%
- Governance 25.0%
- Strategy, Risk and Communication 10.7%

Emerging & Developing Markets

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



- Environmental 34.8%
- Social and Ethical 17.4%
- Governance 39.1%
- Strategy, Risk and Communication 8.7%

Developed Asia

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



- Environmental 25.0%
- Governance 75.0%

Australia & New Zealand

We engaged with **one** company over the last quarter.



- Environmental 60.0%
- Governance 20.0%
- Strategy, Risk and Communication 20.0%

North America

We engaged with **33** companies over the last quarter.



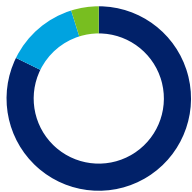
- Environmental 21.6%
- Social and Ethical 23.7%
- Governance 44.6%
- Strategy, Risk and Communication 10.1%

Engagement by theme

Over the last quarter we engaged with **66** companies held in the BT Pension Scheme - equity and bonds portfolios on a range of **229** environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in **27.1%** of our engagements over the last quarter.



- Climate Change **82.3%**
- Pollution and Waste Management **12.9%**
- Supply Chain Management **4.8%**

Social and Ethical

Social and Ethical topics featured in **19.7%** of our engagements over the last quarter.



- Conduct and Culture **22.2%**
- Diversity **15.6%**
- Human Capital Management **26.7%**
- Human Rights **26.7%**
- Labour Rights **8.9%**

Governance

Governance topics featured in **44.1%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **20.8%**
- Board Independence **10.9%**
- Executive Remuneration **54.5%**
- Shareholder Protection and Rights **11.9%**
- Succession Planning **2.0%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **9.2%** of our engagements over the last quarter.



- Audit and Accounting **4.8%**
- Business Strategy **33.3%**
- Integrated Reporting and Other Disclosure **38.1%**
- Risk management **23.8%**