

BT Pension Scheme

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **79** companies held in the BT Pension Scheme portfolios on a range of **189** environmental, social and governance issues and objectives.

Global

We engaged with **79** companies over the last quarter.



- Environmental 29.6%
- Social and Ethical 26.5%
- Governance 24.3%
- Strategy, Risk and Communication 19.6%

Australia & New Zealand

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



- Environmental 10.0%
- Social and Ethical 10.0%
- Governance 50.0%
- Strategy, Risk and Communication 30.0%

Developed Asia

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



- Environmental 20.0%
- Social and Ethical 60.4%
- Governance 13.3%
- Strategy, Risk and Communication 6.7%

Emerging & Developing Markets

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



- Environmental 31.2%
- Social and Ethical 21.9%
- Governance 28.1%
- Strategy, Risk and Communication 18.8%

Europe

We engaged with **20** companies over the last quarter.



- Environmental 47.1%
- Social and Ethical 21.6%
- Governance 9.8%
- Strategy, Risk and Communication 21.6%

North America

We engaged with **20** companies over the last quarter.



- Environmental 15.3%
- Social and Ethical 25.4%
- Governance 33.9%
- Strategy, Risk and Communication 25.4%

United Kingdom

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



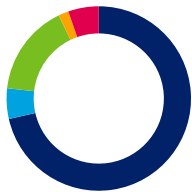
- Environmental 40.9%
- Social and Ethical 31.8%
- Governance 22.7%
- Strategy, Risk and Communication 4.5%

Engagement by theme

Over the last quarter we engaged with 79 companies held in the BT Pension Scheme portfolios on a range of 189 environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in 29.6% of our engagements over the last quarter.



- Climate Change 71.4%
- Forestry and Land Use 5.4%
- Pollution and Waste Management 16.1%
- Supply Chain Management 1.8%
- Water 5.4%

Social and Ethical

Social and Ethical topics featured in 26.5% of our engagements over the last quarter.



- Bribery and Corruption 2.0%
- Conduct and Culture 14.0%
- Diversity 14.0%
- Human Capital Management 20.0%
- Human Rights 42.0%
- Labour Rights 6.0%
- Tax 2.0%

Governance

Governance topics featured in 24.3% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 19.6%
- Board Independence 15.2%
- Executive Remuneration 45.7%
- Shareholder Protection and Rights 17.4%
- Succession Planning 2.2%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 19.6% of our engagements over the last quarter.



- Audit and Accounting 10.8%
- Business Strategy 45.9%
- Cyber Security 5.4%
- Integrated Reporting and Other Disclosure 13.5%
- Risk Management 24.3%