

BT Pension Scheme

Hermes EOS

Engagement by region

Over the last quarter we engaged with **203** companies held in the BT Pension Scheme portfolios on a range of **527** environmental, social and governance issues and objectives.

Global

We engaged with **203** companies over the last quarter.



- Environmental **26.6%**
- Social and Ethical **21.8%**
- Governance **27.7%**
- Strategy, Risk and Communication **23.9%**

Developed Asia

We engaged with **34** companies over the last quarter.



- Environmental **18.9%**
- Social and Ethical **24.4%**
- Governance **28.9%**
- Strategy, Risk and Communication **27.8%**

Emerging & Developing Markets

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



- Environmental **14.3%**
- Social and Ethical **23.8%**
- Governance **33.3%**
- Strategy, Risk and Communication **28.6%**

Europe

We engaged with **53** companies over the last quarter.



- Environmental **23.7%**
- Social and Ethical **19.3%**
- Governance **28.9%**
- Strategy, Risk and Communication **28.1%**

North America

We engaged with **77** companies over the last quarter.



- Environmental **31.4%**
- Social and Ethical **18.3%**
- Governance **31.9%**
- Strategy, Risk and Communication **18.3%**

United Kingdom

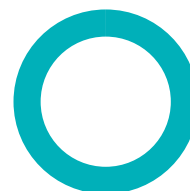
We engaged with **30** companies over the last quarter.



- Environmental **31.5%**
- Social and Ethical **29.2%**
- Governance **14.6%**
- Strategy, Risk and Communication **24.7%**

Australia & New Zealand

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



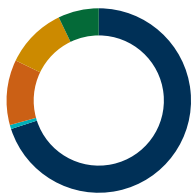
- Social and Ethical **100.0%**

Engagement by theme

Over the last quarter we engaged with **203** companies held in the BT Pension Scheme portfolios on a range of **527** environmental, social and governance issues and objectives.

Environmental

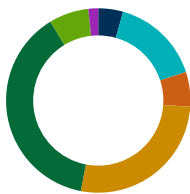
Environmental topics featured in **26.6%** of our engagements over the last quarter.



- Climate Change **70.0%**
- Forestry and Land Use **0.7%**
- Pollution and Waste Management **11.4%**
- Supply Chain Management **10.7%**
- Water **7.1%**

Social and Ethical

Social and Ethical topics featured in **21.8%** of our engagements over the last quarter.



- Bribery and Corruption **4.3%**
- Conduct and Culture **15.7%**
- Diversity **6.1%**
- Human Capital Management **27.0%**
- Human Rights **38.3%**
- Labour Rights **7.0%**
- Tax **1.7%**

Governance

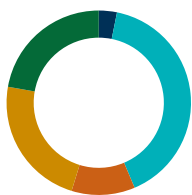
Governance topics featured in **27.7%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **26.7%**
- Board Independence **18.5%**
- Executive Remuneration **28.1%**
- Shareholder Protection and Rights **17.1%**
- Succession Planning **9.6%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **23.9%** of our engagements over the last quarter.



- Audit and Accounting **3.2%**
- Business Strategy **40.5%**
- Cyber Security **11.1%**
- Integrated Reporting and Other Disclosure **23.0%**
- Risk Management **22.2%**