

BT Pension Scheme - equity and bonds

Hermes EOS

Engagement by region

Over the last quarter we engaged with **251** companies held in the BT Pension Scheme - equity and bonds portfolios on a range of **594** environmental, social and governance issues and objectives.

Global

We engaged with **251** companies over the last quarter.



- Environmental **17.8%**
- Social and Ethical **19.2%**
- Governance **46.1%**
- Strategy, Risk and Communication **16.8%**

Developed Asia

We engaged with **42** companies over the last quarter.



- Environmental **14.6%**
- Social and Ethical **15.7%**
- Governance **47.2%**
- Strategy, Risk and Communication **22.5%**

Emerging & Developing Markets

We engaged with **18** companies over the last quarter.



- Environmental **16.2%**
- Social and Ethical **27.0%**
- Governance **18.9%**
- Strategy, Risk and Communication **37.8%**

Europe

We engaged with **59** companies over the last quarter.



- Environmental **18.5%**
- Social and Ethical **13.1%**
- Governance **52.3%**
- Strategy, Risk and Communication **16.2%**

North America

We engaged with **94** companies over the last quarter.



- Environmental **14.8%**
- Social and Ethical **21.8%**
- Governance **53.7%**
- Strategy, Risk and Communication **9.7%**

United Kingdom

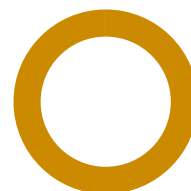
We engaged with **37** companies over the last quarter.



- Environmental **25.8%**
- Social and Ethical **21.7%**
- Governance **34.2%**
- Strategy, Risk and Communication **18.3%**

Australia & New Zealand

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



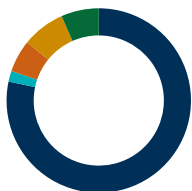
- Strategy, Risk and Communication **100.0%**

Engagement by theme

Over the last quarter we engaged with 251 companies held in the BT Pension Scheme - equity and bonds portfolios on a range of 594 environmental, social and governance issues and objectives.

Environmental

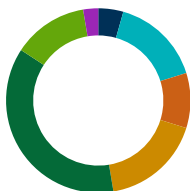
Environmental topics featured in 17.8% of our engagements over the last quarter.



- Climate Change 78.3%
- Forestry and Land Use 1.9%
- Pollution and Waste Management 5.7%
- Supply Chain Management 7.5%
- Water 6.6%

Social and Ethical

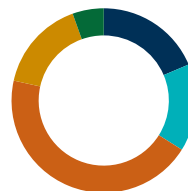
Social and Ethical topics featured in 19.2% of our engagements over the last quarter.



- Bribery and Corruption 4.4%
- Conduct and Culture 15.8%
- Diversity 9.6%
- Human Capital Management 17.5%
- Human Rights 36.8%
- Labour Rights 13.2%
- Tax 2.6%

Governance

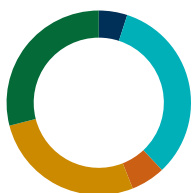
Governance topics featured in 46.1% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 18.6%
- Board Independence 15.3%
- Executive Remuneration 44.5%
- Shareholder Protection and Rights 16.1%
- Succession Planning 5.5%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 16.8% of our engagements over the last quarter.



- Audit and Accounting 5.0%
- Business Strategy 33.0%
- Cyber Security 6.0%
- Integrated Reporting and Other Disclosure 27.0%
- Risk Management 29.0%