

BT Pension Scheme - equity and bonds

Hermes EOS

Engagement by region

Over the last quarter we engaged with **113** companies held in the BT Pension Scheme - equity and bonds portfolios on a range of 300 environmental, social and governance issues and objectives.

Global

We engaged with **113** companies over the last quarter.



- Environmental **26.3%**
- Social and Ethical **26.0%**
- Governance **30.0%**
- Strategy, Risk and Communication **17.7%**

Europe

We engaged with **29** companies over the last quarter.



- Environmental **29.6%**
- Social and Ethical **22.5%**
- Governance **36.6%**
- Strategy, Risk and Communication **11.3%**

United Kingdom

We engaged with **11** companies over the last quarter.



- Environmental **26.7%**
- Social and Ethical **26.7%**
- Governance **36.7%**
- Strategy, Risk and Communication **10.0%**

Emerging & Developing Markets

We engaged with **19** companies over the last quarter.



- Environmental **27.8%**
- Social and Ethical **18.5%**
- Governance **24.1%**
- Strategy, Risk and Communication **29.6%**

Developed Asia

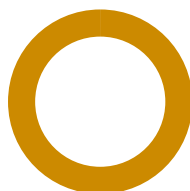
We engaged with **15** companies over the last quarter.



- Environmental **20.7%**
- Social and Ethical **22.4%**
- Governance **39.7%**
- Strategy, Risk and Communication **17.2%**

Australia & New Zealand

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



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

North America

We engaged with **38** companies over the last quarter.



- Environmental **27.1%**
- Social and Ethical **36.5%**
- Governance **20.0%**
- Strategy, Risk and Communication **16.5%**

Engagement by theme

Over the last quarter we engaged with 113 companies held in the BT Pension Scheme - equity and bonds portfolios on a range of 300 environmental, social and governance issues and objectives.

Environmental

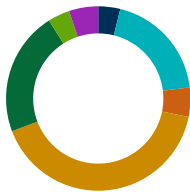
Environmental topics featured in 26.3% of our engagements over the last quarter.



- Climate Change 70.9%
- Forestry and Land Use 3.8%
- Pollution and Waste Management 13.9%
- Supply Chain Management 6.3%
- Water 5.1%

Social and Ethical

Social and Ethical topics featured in 26% of our engagements over the last quarter.



- Bribery and Corruption 3.8%
- Conduct and Culture 19.2%
- Diversity 5.1%
- Human Capital Management 41.0%
- Human Rights 21.8%
- Labour Rights 3.8%
- Tax 5.1%

Governance

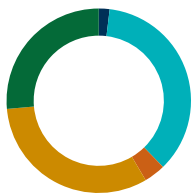
Governance topics featured in 30% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 36.7%
- Board Independence 21.1%
- Executive Remuneration 27.8%
- Shareholder Protection and Rights 12.2%
- Succession Planning 2.2%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 17.7% of our engagements over the last quarter.



- Audit and Accounting 1.9%
- Business Strategy 35.8%
- Cyber Security 3.8%
- Integrated Reporting and Other Disclosure 32.1%
- Risk Management 26.4%