

BT Pension Scheme - equity and bonds

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **150** companies held in the BT Pension Scheme - equity and bonds portfolios on a range of **456** environmental, social and governance issues and objectives.

Global

We engaged with **150** companies over the last quarter.



- Environmental 20.6%
- Social and Ethical 20.4%
- Governance 40.8%
- Strategy, Risk and Communication 18.2%

Australia & New Zealand

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



- Environmental 33.3%
- Governance 66.7%

Developed Asia

We engaged with **24** companies over the last quarter.



- Environmental 16.5%
- Social and Ethical 26.6%
- Governance 44.3%
- Strategy, Risk and Communication 12.7%

Emerging & Developing Markets

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



- Environmental 22.2%
- Social and Ethical 22.2%
- Governance 35.2%
- Strategy, Risk and Communication 20.4%

Europe

We engaged with **41** companies over the last quarter.



- Environmental 23.6%
- Social and Ethical 13.6%
- Governance 44.5%
- Strategy, Risk and Communication 18.2%

North America

We engaged with **48** companies over the last quarter.



- Environmental 17.2%
- Social and Ethical 23.8%
- Governance 42.4%
- Strategy, Risk and Communication 16.6%

United Kingdom

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



- Environmental 27.1%
- Social and Ethical 15.3%
- Governance 28.8%
- Strategy, Risk and Communication 28.8%

Engagement by theme

Over the last quarter we engaged with **150** companies held in the BT Pension Scheme - equity and bonds portfolios on a range of **456** environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in **20.6%** of our engagements over the last quarter.



- Climate Change **77.7%**
- Forestry and Land Use **6.4%**
- Pollution and Waste Management **6.4%**
- Supply Chain Management **3.2%**
- Water **6.4%**

Social and Ethical

Social and Ethical topics featured in **20.4%** of our engagements over the last quarter.



- Bribery and Corruption **3.2%**
- Conduct and Culture **18.3%**
- Diversity **15.1%**
- Human Capital Management **33.3%**
- Human Rights **24.7%**
- Labour Rights **4.3%**
- Tax **1.1%**

Governance

Governance topics featured in **40.8%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **22.6%**
- Board Independence **17.7%**
- Executive Remuneration **44.1%**
- Shareholder Protection and Rights **11.3%**
- Succession Planning **4.3%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **18.2%** of our engagements over the last quarter.



- Audit and Accounting **8.4%**
- Business Strategy **31.3%**
- Cyber Security **6.0%**
- Integrated Reporting and Other Disclosure **24.1%**
- Risk Management **30.1%**