

## Mineworkers Pension Scheme

### EOS at Federated Hermes

### Engagement by region

Over the last quarter we engaged with 212 companies held in the Mineworkers Pension Scheme portfolios on a range of 639 environmental, social and governance issues and objectives.

#### Global

We engaged with 212 companies over the last quarter.



- Environmental 31.5%
- Social and Ethical 21.8%
- Governance 27.1%
- Strategy, Risk and Communication 19.7%

#### Australia & New Zealand

We engaged with five companies over the last quarter.



- Environmental 33.3%
- Social and Ethical 16.7%
- Governance 33.3%
- Strategy, Risk and Communication 16.7%

#### Developed Asia

We engaged with 23 companies over the last quarter.



- Environmental 44.3%
- Social and Ethical 16.4%
- Governance 19.7%
- Strategy, Risk and Communication 19.7%

#### Emerging & Developing Markets

We engaged with 39 companies over the last quarter.



- Environmental 32.0%
- Social and Ethical 15.5%
- Governance 28.9%
- Strategy, Risk and Communication 23.7%

#### Europe

We engaged with 45 companies over the last quarter.



- Environmental 34.0%
- Social and Ethical 23.6%
- Governance 21.5%
- Strategy, Risk and Communication 20.8%

#### North America

We engaged with 82 companies over the last quarter.



- Environmental 27.6%
- Social and Ethical 22.8%
- Governance 32.1%
- Strategy, Risk and Communication 17.5%

#### United Kingdom

We engaged with 18 companies over the last quarter.



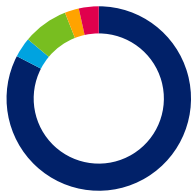
- Environmental 28.6%
- Social and Ethical 28.6%
- Governance 22.2%
- Strategy, Risk and Communication 20.6%

## Engagement by theme

Over the last quarter we engaged with 212 companies held in the Mineworkers Pension Scheme portfolios on a range of 639 environmental, social and governance issues and objectives.

### Environmental

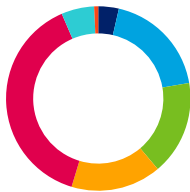
Environmental topics featured in 31.5% of our engagements over the last quarter.



- Climate Change 82.6%
- Forestry and Land Use 3.5%
- Pollution and Waste Management 8.0%
- Supply Chain Management 2.5%
- Water 3.5%

### Social and Ethical

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



- Bribery and Corruption 3.6%
- Conduct and Culture 18.7%
- Diversity 16.5%
- Human Capital Management 15.8%
- Human Rights 38.8%
- Labour Rights 5.8%
- Tax 0.7%

### Governance

Governance topics featured in 27.1% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 22.0%
- Board Independence 13.9%
- Executive Remuneration 45.7%
- Shareholder Protection and Rights 13.9%
- Succession Planning 4.6%

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 19.7% of our engagements over the last quarter.



- Audit and Accounting 3.2%
- Business Strategy 36.5%
- Cyber Security 6.3%
- Integrated Reporting and Other Disclosure 20.6%
- Risk Management 33.3%