

Mineworkers Pension Scheme

Hermes EOS

Engagement by region

Over the last quarter we engaged with **197** companies held in the Mineworkers Pension Scheme portfolios on a range of **564** environmental, social and governance issues and objectives.

Global

We engaged with **197** companies over the last quarter.



- Environmental **29.8%**
- Social and Ethical **18.8%**
- Governance **32.1%**
- Strategy, Risk and Communication **19.3%**

Developed Asia

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



- Environmental **31.5%**
- Social and Ethical **25.8%**
- Governance **25.8%**
- Strategy, Risk and Communication **16.9%**

Emerging & Developing Markets

We engaged with **75** companies over the last quarter.



- Environmental **40.6%**
- Social and Ethical **12.3%**
- Governance **29.7%**
- Strategy, Risk and Communication **17.4%**

Europe

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



- Environmental **20.6%**
- Social and Ethical **11.8%**
- Governance **48.0%**
- Strategy, Risk and Communication **19.6%**

North America

We engaged with **44** companies over the last quarter.



- Environmental **24.7%**
- Social and Ethical **25.3%**
- Governance **25.9%**
- Strategy, Risk and Communication **24.1%**

United Kingdom

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



- Environmental **29.2%**
- Social and Ethical **18.8%**
- Governance **39.6%**
- Strategy, Risk and Communication **12.5%**

Engagement by theme

Over the last quarter we engaged with **197** companies held in the Mineworkers Pension Scheme portfolios on a range of **564** environmental, social and governance issues and objectives.

Environmental

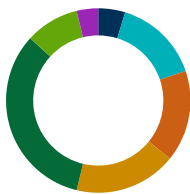
Environmental topics featured in **29.8%** of our engagements over the last quarter.



- Climate Change **80.4%**
- Forestry and Land Use **4.2%**
- Pollution and Waste Management **10.7%**
- Supply Chain Management **3.0%**
- Water **1.8%**

Social and Ethical

Social and Ethical topics featured in **18.8%** of our engagements over the last quarter.



- Bribery and Corruption **4.7%**
- Conduct and Culture **15.1%**
- Diversity **16.0%**
- Human Capital Management **17.9%**
- Human Rights **33.0%**
- Labour Rights **9.4%**
- Tax **3.8%**

Governance

Governance topics featured in **32.1%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **27.1%**
- Board Independence **13.3%**
- Executive Remuneration **39.2%**
- Shareholder Protection and Rights **14.9%**
- Succession Planning **5.5%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **19.3%** of our engagements over the last quarter.



- Audit and Accounting **3.7%**
- Business Strategy **34.9%**
- Cyber Security **9.2%**
- Integrated Reporting and Other Disclosure **24.8%**
- Risk Management **27.5%**