

## Mineworkers' Pension Scheme

EOS at Federated Hermes

### Engagement by region

Over the last quarter we engaged with **290** companies held in the Mineworkers' Pension Scheme portfolios on a range of **938** environmental, social and governance issues and objectives.

#### Global

We engaged with **290** companies over the last quarter.



- Environmental **28.9%**
- Social and Ethical **20.8%**
- Governance **34.3%**
- Strategy, Risk and Communication **16.0%**

#### Developed Asia

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



- Environmental **38.9%**
- Social and Ethical **20.4%**
- Governance **25.9%**
- Strategy, Risk and Communication **14.8%**

#### Emerging & Developing Markets

We engaged with **91** companies over the last quarter.



- Environmental **40.9%**
- Social and Ethical **13.5%**
- Governance **27.9%**
- Strategy, Risk and Communication **17.8%**

#### Europe

We engaged with **57** companies over the last quarter.



- Environmental **29.4%**
- Social and Ethical **19.9%**
- Governance **37.8%**
- Strategy, Risk and Communication **12.9%**

#### North America

We engaged with **104** companies over the last quarter.



- Environmental **20.3%**
- Social and Ethical **25.1%**
- Governance **37.7%**
- Strategy, Risk and Communication **16.9%**

#### United Kingdom

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



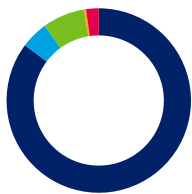
- Environmental **37.5%**
- Social and Ethical **19.6%**
- Governance **28.6%**
- Strategy, Risk and Communication **14.3%**

## Engagement by theme

Over the last quarter we engaged with 290 companies held in the Mineworkers' Pension Scheme portfolios on a range of 938 environmental, social and governance issues and objectives.

### Environmental

Environmental topics featured in 28.9% of our engagements over the last quarter.



- Climate Change 85.2%
- Forestry and Land Use 4.8%
- Pollution and Waste Management 7.4%
- Supply Chain Management 0.4%
- Water 2.2%

### Social and Ethical

Social and Ethical topics featured in 20.8% of our engagements over the last quarter.



- Bribery and Corruption 1.0%
- Conduct and Culture 14.4%
- Diversity 20.5%
- Human Capital Management 20.5%
- Human Rights 32.8%
- Labour Rights 7.7%
- Tax 3.1%

### Governance

Governance topics featured in 34.3% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 20.8%
- Board Independence 17.4%
- Executive Remuneration 40.4%
- Shareholder Protection and Rights 16.8%
- Succession Planning 4.7%

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 16.0% of our engagements over the last quarter.



- Audit and Accounting 8.0%
- Business Strategy 37.3%
- Cyber Security 1.3%
- Integrated Reporting and Other Disclosure 28.0%
- Risk Management 25.3%