

## Mineworkers Pension Scheme

EOS at Federated Hermes

### Engagement by region

Over the last quarter we engaged with 276 companies held in the Mineworkers Pension Scheme portfolios on a range of 749 environmental, social and governance issues and objectives.

#### Global

We engaged with 276 companies over the last quarter.



- Environmental 21.6%
- Social and Ethical 14.8%
- Governance 46.9%
- Strategy, Risk and Communication 16.7%

#### Developed Asia

We engaged with 34 companies over the last quarter.



- Environmental 25.0%
- Social and Ethical 16.0%
- Governance 42.0%
- Strategy, Risk and Communication 17.0%

#### Emerging & Developing Markets

We engaged with 93 companies over the last quarter.



- Environmental 25.8%
- Social and Ethical 12.3%
- Governance 45.4%
- Strategy, Risk and Communication 16.5%

#### Europe

We engaged with 38 companies over the last quarter.



- Environmental 26.1%
- Social and Ethical 6.5%
- Governance 53.3%
- Strategy, Risk and Communication 14.1%

#### North America

We engaged with 88 companies over the last quarter.



- Environmental 14.5%
- Social and Ethical 22.2%
- Governance 48.7%
- Strategy, Risk and Communication 14.5%

#### United Kingdom

We engaged with 23 companies over the last quarter.



- Environmental 19.0%
- Social and Ethical 7.9%
- Governance 44.4%
- Strategy, Risk and Communication 28.6%

## Engagement by theme

Over the last quarter we engaged with **276** companies held in the Mineworkers Pension Scheme portfolios on a range of **749** environmental, social and governance issues and objectives.

### Environmental

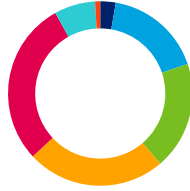
Environmental topics featured in **21.6%** of our engagements over the last quarter.



- Climate Change **79.0%**
- Forestry and Land Use **5.6%**
- Pollution and Waste Management **8.0%**
- Supply Chain Management **4.3%**
- Water **3.1%**

### Social and Ethical

Social and Ethical topics featured in **14.8%** of our engagements over the last quarter.



- Bribery and Corruption **2.7%**
- Conduct and Culture **17.1%**
- Diversity **18.9%**
- Human Capital Management **24.3%**
- Human Rights **28.8%**
- Labour Rights **7.2%**
- Tax **0.9%**

### Governance

Governance topics featured in **46.9%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **24.5%**
- Board Independence **13.7%**
- Executive Remuneration **38.2%**
- Shareholder Protection and Rights **20.2%**
- Succession Planning **3.4%**

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **16.7%** of our engagements over the last quarter.



- Audit and Accounting **4.8%**
- Business Strategy **32.8%**
- Cyber Security **7.2%**
- Integrated Reporting and Other Disclosure **14.4%**
- Risk Management **40.8%**