

Mineworkers' Pension Scheme

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **183** companies held in the Mineworkers' Pension Scheme portfolios on a range of **607** environmental, social and governance issues and objectives.

Global

We engaged with **183** companies over the last quarter.



- Environmental 36.7%
- Social and Ethical 24.9%
- Governance 22.6%
- Strategy, Risk and Communication 15.8%

Developed Asia

We engaged with **26** companies over the last quarter.



- Environmental 31.9%
- Social and Ethical 22.2%
- Governance 29.2%
- Strategy, Risk and Communication 16.7%

Emerging & Developing Markets

We engaged with **37** companies over the last quarter.



- Environmental 31.6%
- Social and Ethical 18.4%
- Governance 30.6%
- Strategy, Risk and Communication 19.4%

Europe

We engaged with **38** companies over the last quarter.



- Environmental 46.4%
- Social and Ethical 23.5%
- Governance 19.0%
- Strategy, Risk and Communication 11.1%

North America

We engaged with **54** companies over the last quarter.



- Environmental 34.3%
- Social and Ethical 28.3%
- Governance 20.2%
- Strategy, Risk and Communication 17.2%

United Kingdom

We engaged with **26** companies over the last quarter.



- Environmental 35.7%
- Social and Ethical 29.8%
- Governance 17.9%
- Strategy, Risk and Communication 16.7%

Australia & New Zealand

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



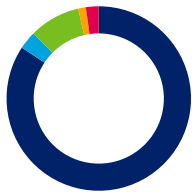
- Governance 100.0%

Engagement by theme

Over the last quarter we engaged with **183** companies held in the Mineworkers' Pension Scheme portfolios on a range of **607** environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in **36.7%** of our engagements over the last quarter.



- Climate Change **84.3%**
- Forestry and Land Use **3.1%**
- Pollution and Waste Management **9.0%**
- Supply Chain Management **1.3%**
- Water **2.2%**

Social and Ethical

Social and Ethical topics featured in **24.9%** of our engagements over the last quarter.



- Bribery and Corruption **3.3%**
- Conduct and Culture **17.2%**
- Diversity **19.9%**
- Human Capital Management **16.6%**
- Human Rights **39.1%**
- Labour Rights **4.0%**

Governance

Governance topics featured in **22.6%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **32.1%**
- Board Independence **16.8%**
- Executive Remuneration **35.8%**
- Shareholder Protection and Rights **12.4%**
- Succession Planning **2.9%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **15.8%** of our engagements over the last quarter.



- Business Strategy **37.5%**
- Cyber Security **3.1%**
- Integrated Reporting and Other Disclosure **30.2%**
- Risk Management **29.2%**