

## Mineworkers' Pension Scheme

### EOS at Federated Hermes

### Engagement by region

Over the last quarter we engaged with **123** companies held in the Mineworkers' Pension Scheme portfolios on a range of **388** environmental, social and governance issues and objectives.

#### Global

We engaged with **123** companies over the last quarter.



- Environmental **28.1%**
- Social and Ethical **25.8%**
- Governance **29.1%**
- Strategy, Risk and Communication **17.0%**

#### Australia & New Zealand

We engaged with **one** company over the last quarter.



- Environmental **33.3%**
- Governance **33.3%**
- Strategy, Risk and Communication **33.3%**

#### Developed Asia

We engaged with **13** companies over the last quarter.



- Environmental **40.5%**
- Social and Ethical **18.9%**
- Governance **35.1%**
- Strategy, Risk and Communication **5.4%**

#### Emerging & Developing Markets

We engaged with **42** companies over the last quarter.



- Environmental **29.5%**
- Social and Ethical **14.3%**
- Governance **38.1%**
- Strategy, Risk and Communication **18.1%**

#### Europe

We engaged with **21** companies over the last quarter.



- Environmental **31.1%**
- Social and Ethical **24.3%**
- Governance **21.6%**
- Strategy, Risk and Communication **23.0%**

#### North America

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



- Environmental **21.5%**
- Social and Ethical **34.0%**
- Governance **26.4%**
- Strategy, Risk and Communication **18.1%**

#### United Kingdom

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



- Environmental **32.0%**
- Social and Ethical **44.0%**
- Governance **20.0%**
- Strategy, Risk and Communication **4.0%**

## Engagement by theme

Over the last quarter we engaged with **123** companies held in the Mineworkers' Pension Scheme portfolios on a range of **388** environmental, social and governance issues and objectives.

### Environmental

Environmental topics featured in **28.1%** of our engagements over the last quarter.



- Climate Change **78.9%**
- Forestry and Land Use **3.7%**
- Pollution and Waste Management **10.1%**
- Supply Chain Management **3.7%**
- Water **3.7%**

### Social and Ethical

Social and Ethical topics featured in **25.8%** of our engagements over the last quarter.



- Bribery and Corruption **1.0%**
- Conduct and Culture **9.0%**
- Diversity **21.0%**
- Human Capital Management **15.0%**
- Human Rights **48.0%**
- Labour Rights **6.0%**

### Governance

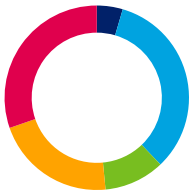
Governance topics featured in **29.1%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **27.4%**
- Board Independence **22.1%**
- Executive Remuneration **33.6%**
- Shareholder Protection and Rights **12.4%**
- Succession Planning **4.4%**

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **17.0%** of our engagements over the last quarter.



- Audit and Accounting **4.5%**
- Business Strategy **33.3%**
- Cyber Security **10.6%**
- Integrated Reporting and Other Disclosure **21.2%**
- Risk Management **30.3%**