

## Mineworkers' Pension Scheme

EOS at Federated Hermes

### Engagement by region

Over the last quarter we engaged with 201 companies held in the Mineworkers' Pension Scheme portfolios on a range of 677 environmental, social and governance issues and objectives.

#### Global

We engaged with 201 companies over the last quarter.



#### Europe

We engaged with 50 companies over the last quarter.



#### United Kingdom

We engaged with 21 companies over the last quarter.



#### Emerging & Developing Markets

We engaged with 35 companies over the last quarter.



#### Developed Asia

We engaged with 26 companies over the last quarter.



#### North America

We engaged with 69 companies over the last quarter.

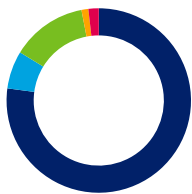


## Engagement by theme

Over the last quarter we engaged with **201** companies held in the Mineworkers' Pension Scheme portfolios on a range of **677** environmental, social and governance issues and objectives.

### Environmental

Environmental topics featured in **24.5%** of our engagements over the last quarter.



- Climate Change **77.1%**
- Forestry and Land Use **6.6%**
- Pollution and Waste Management **13.3%**
- Supply Chain Management **1.2%**
- Water **1.8%**

### Social and Ethical

Social and Ethical topics featured in **19.8%** of our engagements over the last quarter.



- Conduct and Culture **17.2%**
- Diversity **18.7%**
- Human Capital Management **17.9%**
- Human Rights **39.6%**
- Labour Rights **6.0%**
- Tax **0.7%**

### Governance

Governance topics featured in **43.9%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **22.2%**
- Board Independence **15.5%**
- Executive Remuneration **44.4%**
- Shareholder Protection and Rights **16.2%**
- Succession Planning **1.7%**

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **11.8%** of our engagements over the last quarter.



- Audit and Accounting **20.0%**
- Business Strategy **18.8%**
- Cyber Security **2.5%**
- Integrated Reporting and Other Disclosure **26.2%**
- Risk management **32.5%**