

Mineworkers' Pension Scheme

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **301** companies held in the Mineworkers' Pension Scheme portfolios on a range of **756** environmental, social and governance issues and objectives.

Global

We engaged with **301** companies over the last quarter.



Australia & New Zealand

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



Developed Asia

We engaged with **32** companies over the last quarter.



Emerging & Developing Markets

We engaged with **107** companies over the last quarter.



Europe

We engaged with **47** companies over the last quarter.



North America

We engaged with **96** companies over the last quarter.



United Kingdom

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

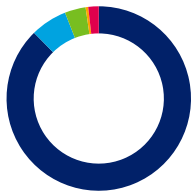


Engagement by theme

Over the last quarter we engaged with **301** companies held in the Mineworkers' Pension Scheme portfolios on a range of **756** environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in **28.8%** of our engagements over the last quarter.



- Climate Change **87.6%**
- Forestry and Land Use **6.4%**
- Pollution and Waste Management **3.7%**
- Supply Chain Management **0.5%**
- Water **1.8%**

Social and Ethical

Social and Ethical topics featured in **17.1%** of our engagements over the last quarter.



- Bribery and Corruption **1.6%**
- Conduct and Culture **11.6%**
- Diversity **25.6%**
- Human Capital Management **14.0%**
- Human Rights **41.1%**
- Labour Rights **6.2%**

Governance

Governance topics featured in **43.3%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **23.9%**
- Board Independence **14.4%**
- Executive Remuneration **41.0%**
- Shareholder Protection and Rights **18.0%**
- Succession Planning **2.8%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **10.8%** of our engagements over the last quarter.



- Audit and Accounting **8.5%**
- Business Strategy **34.1%**
- Cyber Security **3.7%**
- Integrated Reporting and Other Disclosure **22.0%**
- Risk Management **31.7%**