

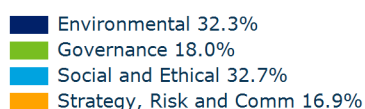
Mineworkers' Pension Scheme

Engagement by region

We engaged with 73 companies held in the Mineworkers' Pension Scheme portfolio on a range of 266 environmental, social and governance issues and objectives

Global

We engaged with 73 companies

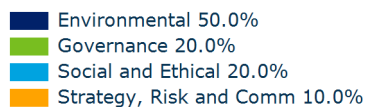


Australia & New Zealand

No Engagement Activity

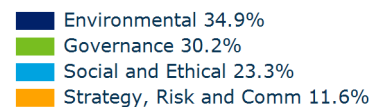
Developed Asia

We engaged with four companies



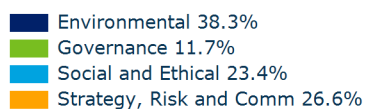
Emerging & Developing Markets

We engaged with 18 companies



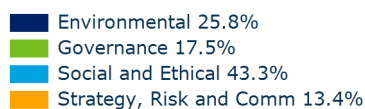
Europe

We engaged with 21 companies



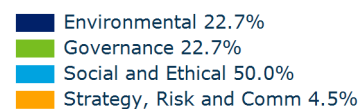
North America

We engaged with 24 companies



United Kingdom

We engaged with six companies



Engagement by theme

We engaged with 73 companies held in the Mineworkers' Pension Scheme portfolio on a range of 266 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 32.3% of our engagements



- Climate Change 77.9%
- Forestry and Land Use 4.7%
- Pollution and Waste Management 11.6%
- Supply Chain Management 0.0%
- Water 5.8%

Social and Ethical

Social and Ethical topics featured in 32.7% of our engagements



- Bribery and Corruption 1.1%
- Conduct and Culture 10.3%
- Diversity 18.4%
- Human Capital Management 13.8%
- Human Rights 50.6%
- Labour Rights 5.7%
- Tax 0.0%

Governance

Governance topics featured in 18.0% of our engagements



- Board Diversity, Skills and Experience 37.5%
- Board Independence 18.8%
- Executive Remuneration 31.3%
- Shareholder Protection and Rights 8.3%
- Succession Planning 4.2%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 16.9% of our engagements



- Audit and Accounting 11.1%
- Business Strategy 22.2%
- Cyber Security 6.7%
- Integrated Reporting and Other Disclosure 28.9%
- Risk Management 31.1%