

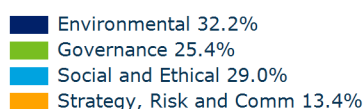
Mineworkers' Pension Scheme

Engagement by region

We engaged with 159 companies held in the Mineworkers' Pension Scheme portfolio on a range of 606 environmental, social and governance issues and objectives

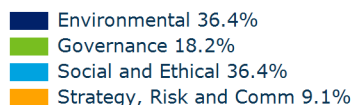
Global

We engaged with 159 companies



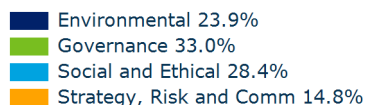
Australia & New Zealand

We engaged with three companies



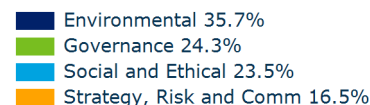
Developed Asia

We engaged with 17 companies



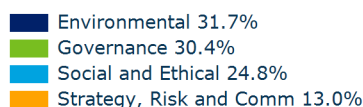
Emerging & Developing Markets

We engaged with 28 companies



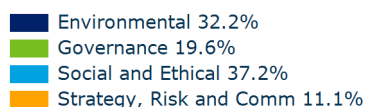
Europe

We engaged with 47 companies



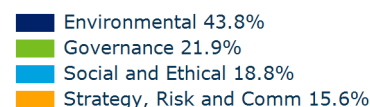
North America

We engaged with 55 companies



United Kingdom

We engaged with nine companies



Engagement by theme

We engaged with 159 companies held in the Mineworkers' Pension Scheme portfolio on a range of 606 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 32.2% of our engagements



- Climate Change 75.4%
- Forestry and Land Use 7.7%
- Pollution and Waste Management 9.7%
- Supply Chain Management 3.6%
- Water 3.6%

Social and Ethical

Social and Ethical topics featured in 29.0% of our engagements



- Bribery and Corruption 1.7%
- Conduct and Culture 4.5%
- Diversity 21.0%
- Human Capital Management 26.7%
- Human Rights 35.2%
- Labour Rights 8.5%
- Tax 2.3%

Governance

Governance topics featured in 25.4% of our engagements



- Board Diversity, Skills and Experience 28.6%
- Board Independence 14.9%
- Executive Remuneration 36.4%
- Shareholder Protection and Rights 16.9%
- Succession Planning 3.2%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 13.4% of our engagements



- Audit and Accounting 17.3%
- Business Strategy 33.3%
- Cyber Security 2.5%
- Integrated Reporting and Other Disclosure 22.2%
- Risk Management 24.7%