

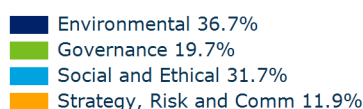
Mineworkers' Pension Scheme

Engagement by region

We engaged with 84 companies held in the Mineworkers' Pension Scheme portfolio on a range of 319 environmental, social and governance issues and objectives

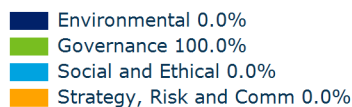
Global

We engaged with 84 companies



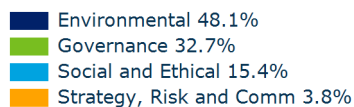
Australia & New Zealand

We engaged with three companies



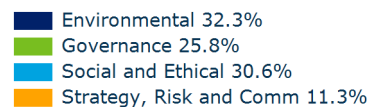
Developed Asia

We engaged with 12 companies



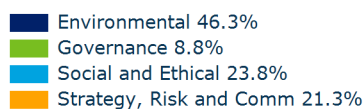
Emerging & Developing Markets

We engaged with 19 companies



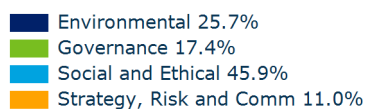
Europe

We engaged with 19 companies



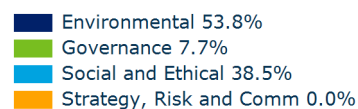
North America

We engaged with 27 companies



United Kingdom

We engaged with four companies



Engagement by theme

We engaged with 84 companies held in the Mineworkers' Pension Scheme portfolio on a range of 319 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 36.7% of our engagements



- Climate Change 76.1%
- Forestry and Land Use 8.5%
- Pollution and Waste Management 11.1%
- Supply Chain Management 0.9%
- Water 3.4%

Social and Ethical

Social and Ethical topics featured in 31.7% of our engagements



- Bribery and Corruption 0.0%
- Conduct and Culture 8.9%
- Diversity 11.9%
- Human Capital Management 18.8%
- Human Rights 56.4%
- Labour Rights 4.0%
- Tax 0.0%

Governance

Governance topics featured in 19.7% of our engagements



- Board Diversity, Skills and Experience 23.8%
- Board Independence 25.4%
- Executive Remuneration 28.6%
- Shareholder Protection and Rights 17.5%
- Succession Planning 4.8%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 11.9% of our engagements



- Audit and Accounting 15.8%
- Business Strategy 39.5%
- Cyber Security 2.6%
- Integrated Reporting and Other Disclosure 21.1%
- Risk Management 21.1%