

## Mineworkers' Pension Scheme

### EOS at Federated Hermes

### Engagement by region

Over the last quarter we engaged with **218** companies held in the Mineworkers' Pension Scheme portfolios on a range of **753** environmental, social and governance issues and objectives.

#### Global

We engaged with **218** companies over the last quarter.



- Environmental 29.1%
- Social and Ethical 20.6%
- Governance 36.3%
- Strategy, Risk and Communication 14.1%

#### Europe

We engaged with **49** companies over the last quarter.



- Environmental 34.7%
- Social and Ethical 16.5%
- Governance 34.7%
- Strategy, Risk and Communication 14.1%

#### United Kingdom

We engaged with **14** companies over the last quarter.



- Environmental 31.8%
- Social and Ethical 27.3%
- Governance 22.7%
- Strategy, Risk and Communication 18.2%

#### Emerging & Developing Markets

We engaged with **40** companies over the last quarter.



- Environmental 33.8%
- Social and Ethical 19.9%
- Governance 29.4%
- Strategy, Risk and Communication 16.9%

#### Developed Asia

We engaged with **30** companies over the last quarter.



- Environmental 27.0%
- Social and Ethical 18.3%
- Governance 42.1%
- Strategy, Risk and Communication 12.7%

#### Australia & New Zealand

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



- Environmental 40.0%
- Social and Ethical 26.7%
- Governance 33.3%

#### North America

We engaged with **81** companies over the last quarter.



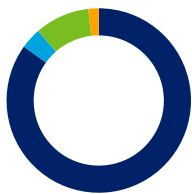
- Environmental 22.9%
- Social and Ethical 24.8%
- Governance 40.5%
- Strategy, Risk and Communication 11.8%

## Engagement by theme

Over the last quarter we engaged with **218** companies held in the Mineworkers' Pension Scheme portfolios on a range of **753** environmental, social and governance issues and objectives.

### Environmental

Environmental topics featured in **29.1%** of our engagements over the last quarter.



- Climate Change **84.9%**
- Forestry and Land Use **3.7%**
- Pollution and Waste Management **9.6%**
- Supply Chain Management **1.8%**

### Social and Ethical

Social and Ethical topics featured in **20.6%** of our engagements over the last quarter.



- Bribery and Corruption **1.3%**
- Conduct and Culture **9.7%**
- Diversity **21.9%**
- Human and labour rights **0.6%**
- Human Capital Management **21.9%**
- Human Rights **37.4%**
- Labour Rights **7.1%**

### Governance

Governance topics featured in **36.3%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **29.7%**
- Board Independence **17.2%**
- Executive Remuneration **39.2%**
- Shareholder Protection and Rights **11.7%**
- Succession Planning **2.2%**

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **14.1%** of our engagements over the last quarter.



- Audit and Accounting **15.1%**
- Business Strategy **32.1%**
- Cyber Security **2.8%**
- Integrated Reporting and Other Disclosure **19.8%**
- Risk Management **30.2%**