

## Mineworkers Pension Scheme

EOS at Federated Hermes

### Engagement by region

Over the last quarter we engaged with **138** companies held in the Mineworkers Pension Scheme portfolios on a range of **393** environmental, social and governance issues and objectives.

#### Global

We engaged with **138** companies over the last quarter.



- Environmental **35.1%**
- Social and Ethical **21.6%**
- Governance **24.4%**
- Strategy, Risk and Communication **18.8%**

#### Developed Asia

We engaged with **17** companies over the last quarter.



- Environmental **42.0%**
- Social and Ethical **32.0%**
- Governance **14.0%**
- Strategy, Risk and Communication **12.0%**

#### Emerging & Developing Markets

We engaged with **50** companies over the last quarter.



- Environmental **39.1%**
- Social and Ethical **12.2%**
- Governance **30.4%**
- Strategy, Risk and Communication **18.3%**

#### Europe

We engaged with **17** companies over the last quarter.



- Environmental **35.2%**
- Social and Ethical **16.7%**
- Governance **27.8%**
- Strategy, Risk and Communication **20.4%**

#### North America

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



- Environmental **28.6%**
- Social and Ethical **25.2%**
- Governance **24.4%**
- Strategy, Risk and Communication **21.8%**

#### United Kingdom

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



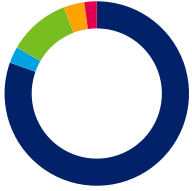
- Environmental **34.5%**
- Social and Ethical **29.1%**
- Governance **18.2%**
- Strategy, Risk and Communication **18.2%**

## Engagement by theme

Over the last quarter we engaged with **138** companies held in the Mineworkers Pension Scheme portfolios on a range of **393** environmental, social and governance issues and objectives.

### Environmental

Environmental topics featured in **35.1%** of our engagements over the last quarter.



- Climate Change **80.4%**
- Forestry and Land Use **2.9%**
- Pollution and Waste Management **10.9%**
- Supply Chain Management **3.6%**
- Water **2.2%**

### Social and Ethical

Social and Ethical topics featured in **21.6%** of our engagements over the last quarter.



- Bribery and Corruption **2.4%**
- Conduct and Culture **16.5%**
- Diversity **16.5%**
- Human Capital Management **21.2%**
- Human Rights **36.5%**
- Labour Rights **7.1%**

### Governance

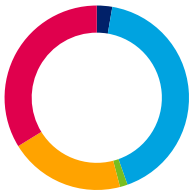
Governance topics featured in **24.4%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **29.2%**
- Board Independence **24.0%**
- Executive Remuneration **33.3%**
- Shareholder Protection and Rights **11.5%**
- Succession Planning **2.1%**

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **18.8%** of our engagements over the last quarter.



- Audit and Accounting **2.7%**
- Business Strategy **41.9%**
- Cyber Security **1.4%**
- Integrated Reporting and Other Disclosure **20.3%**
- Risk Management **33.8%**