

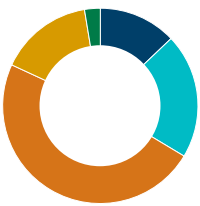
Mineworkers Pension Scheme

Engagement by region

Over the last quarter we engaged with **49** companies held in the Mineworkers Pension Scheme portfolios on a range of **116** social, environmental and governance issues.

Global

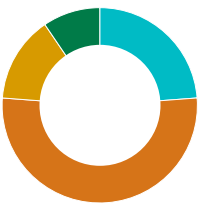
We engaged with **49** companies over the last quarter.



- Environmental 12.9%
- Social and ethical 20.7%
- Governance 48.3%
- Strategy and risk 15.5%
- Stewardship 2.6%

Developed Asia

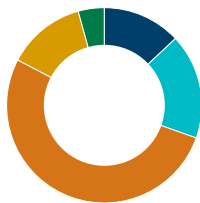
We engaged with **10** companies over the last quarter.



- Social and ethical 23.8%
- Governance 52.4%
- Strategy and risk 14.3%
- Stewardship 9.5%

Emerging and Frontier Markets

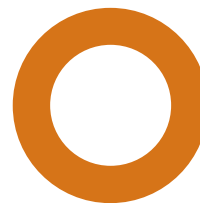
We engaged with **10** companies over the last quarter.



- Environmental 13.0%
- Social and ethical 17.4%
- Governance 52.2%
- Strategy and risk 13.0%
- Stewardship 4.3%

Europe

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



- Governance 100.0%

North America

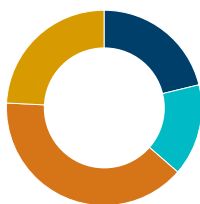
We engaged with **12** companies over the last quarter.



- Environmental 16.7%
- Social and ethical 33.3%
- Governance 36.7%
- Strategy and risk 13.3%

United Kingdom

We engaged with **11** companies over the last quarter.



- Environmental 21.2%
- Social and ethical 15.2%
- Governance 39.4%
- Strategy and risk 24.2%

Engagement by issue

Over the last quarter we engaged with **49** companies held in the Mineworkers Pension Scheme portfolios on a range of **116** social, environmental and governance issues.

Environmental

Environmental issues featured in **12.9%** of our engagements over the last quarter.



- Climate change/carbon intensity **53.3%**
- Environmental management **33.3%**
- Water stress **13.3%**

Social and ethical

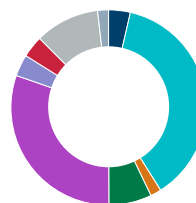
Social issues featured in **20.7%** of our engagements over the last quarter.



- Bribery and corruption **8.3%**
- Community relations **12.5%**
- Corporate culture **16.7%**
- Customer relations **8.3%**
- Employee relations **4.2%**
- Health and safety **20.8%**
- Licence to operate **12.5%**
- Political risk management **4.2%**
- Supply chain management **12.5%**

Governance

Governance issues featured in **48.3%** of our engagements over the last quarter.



- Accounting or auditing issues **3.6%**
- Board structure **37.5%**
- Committee structure **1.8%**
- Other governance **7.1%**
- Remuneration **30.4%**
- Separation of chair/CEO **3.6%**
- Shareholder communications **3.6%**
- Succession planning **10.7%**
- Voting rights – not 1 share 1 vote **1.8%**

Strategy and risk

Strategy and risk issues featured in **15.5%** of our engagements over the last quarter.



- Business strategy **44.4%**
- Reputational risk **16.7%**
- Returns to shareholders **5.6%**
- Risk management **33.3%**

Stewardship

Stewardship issues featured in **2.6%** of our engagements over the last quarter.



- Reporting/disclosure **66.7%**
- Stewardship code **33.3%**