

Engagement Report

Q4 2023

EOS at Federated Hermes

Mineworkers' Pension Scheme

Engagement by region

We engaged with 144 companies held in the Mineworkers' Pension Scheme portfolio on a range of 498 environmental, social and governance issues and objectives

Global

We engaged with 144 companies



Environmental 35.9%

Governance 18.5%

Social 32.3%

Strategy, Risk & Comm 13.3%

Australia & New Zealand

We engaged with 10 companies



Social 0.0%

Strategy, Risk & Comm 28.6%

Environmental 35.7%

Governance 35.7%

Europe

We engaged with 31 companies



Environmental 55.6%

Governance 8.1%

Social 22.2%

Strategy, Risk & Comm 14.1%

Developed Asia

We engaged with 24 companies



Environmental 30.0%

Governance 31.3%

Social 27.5%

Strategy, Risk & Comm 11.3%

North America

We engaged with 45 companies



Environmental 28.5%

Governance 14.5%

Social 45.2%

Strategy, Risk & Comm 11.8%

Emerging & Developing Markets

We engaged with 22 companies



Environmental 25.9%

Governance 35.2%

Social 27.8%

Strategy, Risk & Comm 11.1%

United Kingdom

We engaged with 12 companies



Environmental 45.1%

Governance 5.9%

Social 35.3%

Strategy, Risk & Comm 13.7%

Engagement Report Mineworkers' Pension Scheme

Engagement by Meta theme

We engaged with 144 companies held in the Mineworkers' Pension Scheme portfolio on a range of 498 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 35.9% of our engagements



- Circular Economy & Zero Pollution 12.3%
- Climate Change 60.3%
- Natural Resource Stewardship 27.4%

Social

Social topics featured in 32.3% of our engagements



- Human & Labour Rights 49.7%
- Human Capital 37.9%
- Wider Societal Impacts 12.4%

Governance

Governance topics featured in 18.5% of our engagements



- Board Effectiveness 52.2%
- Executive Remuneration 23.9%
- Investor Protection & Rights 23.9%

Strategy, Risk & Communication

Strategy, Risk & Communication topics featured in 13.3% of our engagements



- Corporate Reporting 28.8%
- Purpose, Strategy & Policies 50.0%
- Risk Management 21.2%