

Mineworkers' Pension Scheme

Engagement Report

Q4 2024

EOS at Federated Hermes

Engagement by region

We engaged with 122 companies held in the Mineworkers' Pension Scheme portfolio on a range of 377 environmental, social and governance issues and objectives

Global

We engaged with 122 companies



Environmental 43.8%

Governance 17.0%

Social 31.0%

Strategy, Risk & Comm 8.2%

Australia & New Zealand

We engaged with three companies



Environmental 40.0%

Governance 50.0%

Social 0.0%

Strategy, Risk & Comm 10.0%

Europe

We engaged with 27 companies



Environmental 52.9%

Governance 14.7%

Social 26.5%

Strategy, Risk & Comm 5.9%

Developed Asia

We engaged with 18 companies



Environmental 43.2%

Governance 32.4%

Social 18.9%

Strategy, Risk & Comm 5.4%

North America

We engaged with 45 companies



Environmental 37.6%

Governance 14.8%

Social 38.9%

Strategy, Risk & Comm 8.7%

Emerging & Developing Markets

We engaged with 16 companies



Environmental 47.7%

Governance 18.2%

Social 29.5%

Strategy, Risk & Comm 4.5%

United Kingdom

We engaged with 13 companies



Environmental 40.0%

Governance 5.7%

Social 34.3%

Strategy, Risk & Comm 20.0%

Engagement Report Mineworkers' Pension Scheme

Engagement by Meta theme

We engaged with 122 companies held in the Mineworkers' Pension Scheme portfolio on a range of 377 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 43.8% of our engagements



- Circular Economy & Zero Pollution 14.5%
- Climate Change 63.0%
- Natural Resource Stewardship 22.4%

Social

Social topics featured in 31.0% of our engagements



- Human & Labour Rights 61.5%
- Human Capital 21.4%
- Wider Societal Impacts 17.1%

Governance

Governance topics featured in 17.0% of our engagements



- Board Effectiveness 50.0%
- Executive Remuneration 37.5%
- Investor Protection & Rights 12.5%

Strategy, Risk & Communication

Strategy, Risk & Communication topics featured in 8.2% of our engagements



- Corporate Reporting 32.3%
- Purpose, Strategy & Policies 41.9%
- Risk Management 25.8%