

## Mineworkers Pension Scheme

Hermes EOS

### Engagement by region

Over the last quarter we engaged with **102** companies held in the Mineworkers Pension Scheme portfolios on a range of **273** environmental, social and governance issues and objectives.

#### Global

We engaged with **102** companies over the last quarter.



- Environmental 22.3%
- Social and Ethical 25.6%
- Governance 31.1%
- Strategy, Risk and Communication 20.9%

#### Europe

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



- Environmental 15.2%
- Social and Ethical 27.3%
- Governance 42.4%
- Strategy, Risk and Communication 15.2%

#### United Kingdom

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



- Environmental 42.3%
- Social and Ethical 30.8%
- Governance 19.2%
- Strategy, Risk and Communication 7.7%

#### Emerging & Developing Markets

We engaged with **32** companies over the last quarter.



- Environmental 24.7%
- Social and Ethical 21.6%
- Governance 32.0%
- Strategy, Risk and Communication 21.6%

#### Developed Asia

We engaged with **18** companies over the last quarter.



- Environmental 12.0%
- Social and Ethical 26.0%
- Governance 30.0%
- Strategy, Risk and Communication 32.0%

#### North America

We engaged with **26** companies over the last quarter.



- Environmental 22.4%
- Social and Ethical 28.4%
- Governance 29.9%
- Strategy, Risk and Communication 19.4%

## Engagement by theme

Over the last quarter we engaged with **102** companies held in the Mineworkers Pension Scheme portfolios on a range of **273** environmental, social and governance issues and objectives.

### Environmental

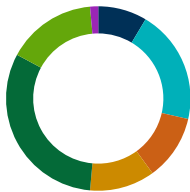
Environmental topics featured in **22.3%** of our engagements over the last quarter.



- Climate Change **62.3%**
- Forestry and Land Use **1.6%**
- Pollution and Waste Management **14.8%**
- Supply Chain Management **14.8%**
- Water **6.6%**

### Social and Ethical

Social and Ethical topics featured in **25.6%** of our engagements over the last quarter.



- Bribery and Corruption **8.6%**
- Conduct and Culture **20.0%**
- Diversity **11.4%**
- Human Capital Management **11.4%**
- Human Rights **31.4%**
- Labour Rights **15.7%**
- Tax **1.4%**

### Governance

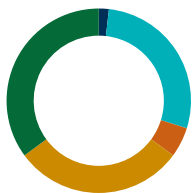
Governance topics featured in **31.1%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **24.7%**
- Board Independence **18.8%**
- Executive Remuneration **34.1%**
- Shareholder Protection and Rights **18.8%**
- Succession Planning **3.5%**

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **20.9%** of our engagements over the last quarter.



- Audit and Accounting **1.8%**
- Business Strategy **28.1%**
- Cyber Security **5.3%**
- Integrated Reporting and Other Disclosure **29.8%**
- Risk Management **35.1%**