

# Mineworkers Pension Scheme

Hermes EOS

## Engagement by region

Over the last quarter we engaged with **132** companies held in the Mineworkers Pension Scheme portfolios on a range of **342** environmental, social and governance issues and objectives.

### Global

We engaged with **132** companies over the last quarter.



- Environmental **12.9%**
- Social and Ethical **19.9%**
- Governance **48.8%**
- Strategy, Risk and Communication **18.4%**

### Developed Asia

We engaged with **22** companies over the last quarter.



- Environmental **8.0%**
- Social and Ethical **24.0%**
- Governance **37.3%**
- Strategy, Risk and Communication **30.7%**

### Emerging & Developing Markets

We engaged with **21** companies over the last quarter.



- Environmental **22.1%**
- Social and Ethical **20.6%**
- Governance **35.3%**
- Strategy, Risk and Communication **22.1%**

### North America

We engaged with **51** companies over the last quarter.



- Environmental **10.3%**
- Social and Ethical **19.7%**
- Governance **64.1%**
- Strategy, Risk and Communication **6.0%**

### United Kingdom

We engaged with **25** companies over the last quarter.



- Environmental **18.6%**
- Social and Ethical **13.6%**
- Governance **44.1%**
- Strategy, Risk and Communication **23.7%**

### Europe

We engaged with **13** companies over the last quarter.



- Social and Ethical **21.7%**
- Governance **60.9%**
- Strategy, Risk and Communication **17.4%**

## Engagement by theme

Over the last quarter we engaged with **132** companies held in the Mineworkers Pension Scheme portfolios on a range of **342** environmental, social and governance issues and objectives.

### Environmental

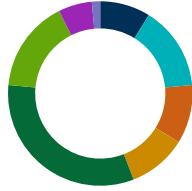
Environmental topics featured in **12.9%** of our engagements over the last quarter.



- Climate Change **68.2%**
- Environmental Policy and Strategy **13.6%**
- Pollution and Waste Management **15.9%**
- Water **2.3%**

### Social and Ethical

Social and Ethical topics featured in **19.9%** of our engagements over the last quarter.



- Bribery and Corruption **8.8%**
- Conduct and Culture **14.7%**
- Cyber Security **10.3%**
- Diversity **10.3%**
- Human Rights **32.4%**
- Labour Rights **16.2%**
- Supply Chain Management **5.9%**
- Tax **1.5%**

### Governance

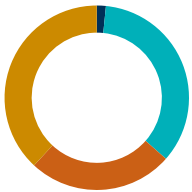
Governance topics featured in **48.8%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **20.4%**
- Board Independence **21.0%**
- Executive Remuneration **33.5%**
- Shareholder Protection and Rights **20.4%**
- Succession Planning **4.8%**

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **18.4%** of our engagements over the last quarter.



- Audit and Accounting **1.6%**
- Business Strategy **34.9%**
- Integrated Reporting and Other Disclosure **25.4%**
- Risk Management **38.1%**