

Mineworkers Pension Scheme

Hermes EOS

Engagement by region

Over the last quarter we engaged with **73** companies held in the Mineworkers Pension Scheme portfolios on a range of **188** environmental, social and governance issues and objectives.

Global

We engaged with **73** companies over the last quarter.



- Environmental **15.4%**
- Social and Ethical **32.4%**
- Governance **29.3%**
- Strategy, Risk and Communication **22.9%**

Developed Asia

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



- Environmental **12.7%**
- Social and Ethical **27.3%**
- Governance **36.4%**
- Strategy, Risk and Communication **23.6%**

Emerging & Developing Markets

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



- Environmental **11.1%**
- Social and Ethical **22.2%**
- Governance **33.3%**
- Strategy, Risk and Communication **33.3%**

Europe

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



- Environmental **11.1%**
- Social and Ethical **33.3%**
- Governance **33.3%**
- Strategy, Risk and Communication **22.2%**

North America

We engaged with **24** companies over the last quarter.



- Environmental **22.6%**
- Social and Ethical **41.5%**
- Governance **18.9%**
- Strategy, Risk and Communication **17.0%**

United Kingdom

We engaged with **15** companies over the last quarter.



- Environmental **14.3%**
- Social and Ethical **34.3%**
- Governance **28.6%**
- Strategy, Risk and Communication **22.9%**

Engagement by theme

Over the last quarter we engaged with **73** companies held in the Mineworkers Pension Scheme portfolios on a range of **188** environmental, social and governance issues and objectives.

Environmental

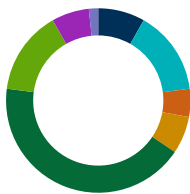
Environmental topics featured in **15.4%** of our engagements over the last quarter.



- Climate Change **65.5%**
- Environmental Policy and Strategy **17.2%**
- Pollution and Waste Management **6.9%**
- Water **10.3%**

Social and Ethical

Social and Ethical topics featured in **32.4%** of our engagements over the last quarter.



- Bribery and Corruption **8.2%**
- Conduct and Culture **14.8%**
- Cyber Security **4.9%**
- Human Capital Management **6.6%**
- Human Rights **42.6%**
- Labour Rights **14.8%**
- Supply Chain Management **6.6%**
- Tax **1.6%**

Governance

Governance topics featured in **29.3%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **25.5%**
- Board Independence **14.5%**
- Executive Remuneration **32.7%**
- Shareholder Protection and Rights **12.7%**
- Succession Planning **14.5%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **22.9%** of our engagements over the last quarter.



- Audit and Accounting **4.7%**
- Business Strategy **32.6%**
- Integrated Reporting and Other Disclosure **25.6%**
- Risk Management **37.2%**