

## Mineworkers Pension Scheme

### Engagement by region

Over the last quarter we engaged with **101** companies held in the Mineworkers Pension Scheme portfolios on a range of **241** social, environmental and governance issues.

#### Global

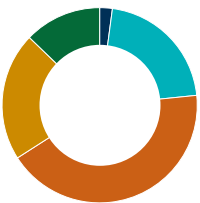
We engaged with **101** companies over the last quarter.



- Environmental 13.3%
- Social and ethical 20.7%
- Governance 39.0%
- Strategy and risk 19.5%
- Stewardship 7.5%

#### Developed Asia

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



- Environmental 2.1%
- Social and ethical 21.3%
- Governance 42.6%
- Strategy and risk 21.3%
- Stewardship 12.8%

#### Emerging and Frontier Markets

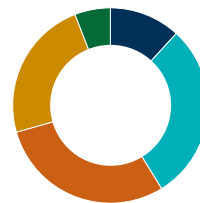
We engaged with **24** companies over the last quarter.



- Environmental 16.1%
- Social and ethical 17.7%
- Governance 32.3%
- Strategy and risk 24.2%
- Stewardship 9.7%

#### Europe

We engaged with **16** companies over the last quarter.



- Environmental 11.8%
- Social and ethical 29.4%
- Governance 29.4%
- Strategy and risk 23.5%
- Stewardship 5.9%

#### North America

We engaged with **37** companies over the last quarter.



- Environmental 13.9%
- Social and ethical 20.8%
- Governance 50.0%
- Strategy and risk 11.1%
- Stewardship 4.2%

#### United Kingdom

We engaged with **11** companies over the last quarter.



- Environmental 26.9%
- Social and ethical 15.4%
- Governance 30.8%
- Strategy and risk 23.1%
- Stewardship 3.8%

## Engagement by issue

Over the last quarter we engaged with **101** companies held in the Mineworkers Pension Scheme portfolios on a range of **241** social, environmental and governance issues.

### Environmental

Environmental issues featured in **13.3%** of our engagements over the last quarter.



- Biodiversity **6.3%**
- Climate change/carbon intensity **46.9%**
- Environmental management **37.5%**
- Forestry **3.1%**
- Waste **6.3%**

### Social and ethical

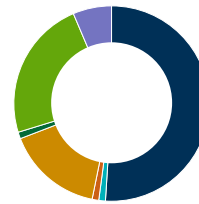
Social issues featured in **20.7%** of our engagements over the last quarter.



- Access to medicine **6.0%**
- Bribery and corruption **6.0%**
- Community relations **20.0%**
- Corporate culture **4.0%**
- Customer relations **6.0%**
- Diversity **6.0%**
- Health and safety **12.0%**
- Labour rights/employee relations **8.0%**
- Licence to operate **14.0%**
- Munitions manufacture **4.0%**
- Operations in troubled regions **2.0%**
- Political risk management **2.0%**
- Supply chain management **10.0%**

### Governance

Governance issues featured in **39.0%** of our engagements over the last quarter.



- Board structure **51.1%**
- Committee structure **1.1%**
- Conflicts of interest **1.1%**
- Other governance **16.0%**
- Related-party transactions **1.1%**
- Remuneration **23.4%**
- Succession planning **6.4%**

### Strategy and risk

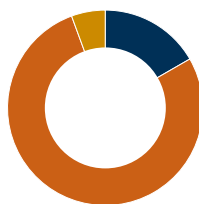
Strategy and risk issues featured in **19.5%** of our engagements over the last quarter.



- Business strategy **42.6%**
- Capital structure **2.1%**
- Reporting/disclosure **6.4%**
- Returns to shareholders **2.1%**
- Risk management **46.8%**

### Stewardship

Stewardship issues featured in **7.5%** of our engagements over the last quarter.



- Accounting or auditing issues **16.7%**
- Shareholder communications **77.8%**
- Shareholder rights **5.6%**