

## Mineworkers Pension Scheme

Hermes EOS

### Engagement by region

Over the last quarter we engaged with **164** companies held in the Mineworkers Pension Scheme portfolios on a range of **390** environmental, social and governance issues and objectives.

#### Global

We engaged with **164** companies over the last quarter.



- Environmental **20.0%**
- Social and Ethical **20.3%**
- Governance **44.4%**
- Strategy, Risk and Communication **15.4%**

#### Developed Asia

We engaged with **23** companies over the last quarter.



- Environmental **18.0%**
- Social and Ethical **16.0%**
- Governance **50.0%**
- Strategy, Risk and Communication **16.0%**

#### Emerging & Developing Markets

We engaged with **38** companies over the last quarter.



- Environmental **27.4%**
- Social and Ethical **24.2%**
- Governance **23.2%**
- Strategy, Risk and Communication **25.3%**

#### Europe

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



- Environmental **21.4%**
- Social and Ethical **7.1%**
- Governance **54.8%**
- Strategy, Risk and Communication **16.7%**

#### North America

We engaged with **59** companies over the last quarter.



- Environmental **13.4%**
- Social and Ethical **23.9%**
- Governance **52.8%**
- Strategy, Risk and Communication **9.9%**

#### United Kingdom

We engaged with **23** companies over the last quarter.



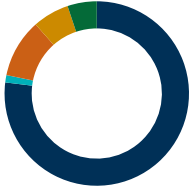
- Environmental **24.6%**
- Social and Ethical **18.0%**
- Governance **45.9%**
- Strategy, Risk and Communication **11.5%**

## Engagement by theme

Over the last quarter we engaged with **164** companies held in the Mineworkers Pension Scheme portfolios on a range of **390** environmental, social and governance issues and objectives.

### Environmental

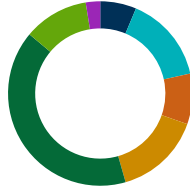
Environmental topics featured in **20%** of our engagements over the last quarter.



- Climate Change **76.9%**
- Forestry and Land Use **1.3%**
- Pollution and Waste Management **10.3%**
- Supply Chain Management **6.4%**
- Water **5.1%**

### Social and Ethical

Social and Ethical topics featured in **20.3%** of our engagements over the last quarter.



- Bribery and Corruption **6.3%**
- Conduct and Culture **15.2%**
- Diversity **8.9%**
- Human Capital Management **15.2%**
- Human Rights **40.5%**
- Labour Rights **11.4%**
- Tax **2.5%**

### Governance

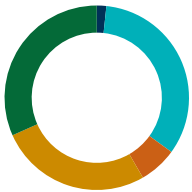
Governance topics featured in **44.4%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **19.1%**
- Board Independence **13.9%**
- Executive Remuneration **39.9%**
- Shareholder Protection and Rights **22.5%**
- Succession Planning **4.6%**

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **15.4%** of our engagements over the last quarter.



- Audit and Accounting **1.7%**
- Business Strategy **33.3%**
- Cyber Security **6.7%**
- Integrated Reporting and Other Disclosure **26.7%**
- Risk Management **31.7%**