

Mineworkers Pension Scheme

Hermes EOS

Engagement by region

Over the last quarter we engaged with **115** companies held in the Mineworkers Pension Scheme portfolios on a range of **263** environmental, social and governance issues and objectives.

Global

We engaged with **115** companies over the last quarter.



- Environmental **14.8%**
- Social and Ethical **28.1%**
- Governance **35.4%**
- Strategy, Risk and Communication **21.7%**

Europe

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



- Environmental **15.2%**
- Social and Ethical **34.8%**
- Governance **26.1%**
- Strategy, Risk and Communication **23.9%**

United Kingdom

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



- Environmental **20.9%**
- Social and Ethical **23.3%**
- Governance **41.9%**
- Strategy, Risk and Communication **14.0%**

Emerging & Developing Markets

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



- Environmental **9.5%**
- Social and Ethical **23.8%**
- Governance **26.2%**
- Strategy, Risk and Communication **40.5%**

Developed Asia

We engaged with **14** companies over the last quarter.



- Environmental **11.5%**
- Social and Ethical **21.2%**
- Governance **38.5%**
- Strategy, Risk and Communication **28.8%**

Australia & New Zealand

We engaged with **one** company over the last quarter.



- Environmental **100.0%**

North America

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



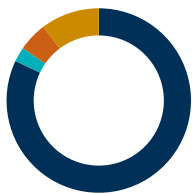
- Environmental **15.2%**
- Social and Ethical **34.2%**
- Governance **40.5%**
- Strategy, Risk and Communication **10.1%**

Engagement by theme

Over the last quarter we engaged with 115 companies held in the Mineworkers Pension Scheme portfolios on a range of 263 environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in 14.8% of our engagements over the last quarter.



- Climate Change 82.1%
- Forestry and Land-Use 2.6%
- Pollution and Waste Management 5.1%
- Water 10.3%

Social and Ethical

Social and Ethical topics featured in 28.1% of our engagements over the last quarter.



- Bribery and Corruption 4.1%
- Conduct and Culture 24.3%
- Cyber Security 5.4%
- Diversity 5.4%
- Human Capital Management 6.8%
- Human Rights 23.0%
- Labour Rights 9.5%
- Supply Chain Management 8.1%
- Tax 13.5%

Governance

Governance topics featured in 35.4% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 30.1%
- Board Independence 19.4%
- Executive Remuneration 30.1%
- Shareholder Protection and Rights 10.8%
- Succession Planning 9.7%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 21.7% of our engagements over the last quarter.



- Audit and Accounting 15.8%
- Business Strategy 35.1%
- Integrated Reporting and Other Disclosure 21.1%
- Risk Management 28.1%