

Mineworkers Pension Scheme

Hermes EOS

Engagement by region

Over the last quarter we engaged with **102** companies held in the Mineworkers Pension Scheme portfolios on a range of **271** environmental, social and governance issues and objectives.

Global

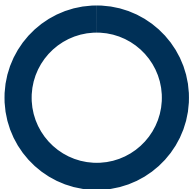
We engaged with **102** companies over the last quarter.



- Environmental 17.3%
- Social and Ethical 22.9%
- Governance 38.7%
- Strategy, Risk and Communication 21.0%

Australia & New Zealand

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



- Environmental 100.0%

Developed Asia

We engaged with **18** companies over the last quarter.



- Environmental 14.3%
- Social and Ethical 30.2%
- Governance 38.1%
- Strategy, Risk and Communication 17.5%

Emerging & Developing Markets

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



- Environmental 21.9%
- Social and Ethical 19.2%
- Governance 37.0%
- Strategy, Risk and Communication 21.9%

Europe

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



- Environmental 3.6%
- Social and Ethical 25.5%
- Governance 40.0%
- Strategy, Risk and Communication 30.9%

North America

We engaged with **29** companies over the last quarter.



- Environmental 17.5%
- Social and Ethical 26.3%
- Governance 45.6%
- Strategy, Risk and Communication 10.5%

United Kingdom

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



- Environmental 40.9%
- Governance 27.3%
- Strategy, Risk and Communication 31.8%

Engagement by theme

Over the last quarter we engaged with **102** companies held in the Mineworkers Pension Scheme portfolios on a range of **271** environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in **17.3%** of our engagements over the last quarter.



- Climate Change **72.3%**
- Environmental Policy and Strategy **10.6%**
- Forestry and Land-Use **2.1%**
- Pollution and Waste Management **6.4%**
- Water **8.5%**

Social and Ethical

Social and Ethical topics featured in **22.9%** of our engagements over the last quarter.



- Bribery and Corruption **16.1%**
- Conduct and Culture **16.1%**
- Cyber Security **3.2%**
- Diversity **4.8%**
- Human Capital Management **1.6%**
- Human Rights **32.3%**
- Labour Rights **17.7%**
- Supply Chain Management **8.1%**

Governance

Governance topics featured in **38.7%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **31.4%**
- Board Independence **17.1%**
- Executive Remuneration **21.9%**
- Shareholder Protection and Rights **21.9%**
- Succession Planning **7.6%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **21.0%** of our engagements over the last quarter.



- Audit and Accounting **1.8%**
- Business Strategy **31.6%**
- Integrated Reporting and Other Disclosure **38.6%**
- Risk Management **28.1%**