

# **Engagement Report**

Q1 2025

## **EOS at Federated Hermes**

# **Mineworkers' Pension Scheme**

## **Engagement by region**

We engaged with 155 companies held in the Mineworkers' Pension Scheme portfolio on a range of 539 environmental, social and governance issues and objectives

#### Global

We engaged with 155 companies



Environmental 41.2%

Governance 22.1%

Social 29.3%

Strategy, Risk & Comm 7.4%

#### Australia & New Zealand

We engaged with one company



Environmental 100.0%

Governance 0.0%

We engaged with 48 companies

Social 0.0%

**Europe** 

Strategy, Risk & Comm 0.0%

# **Developed Asia**

We engaged with 19 companies



Environmental 16.3%

Governance 41.3%

Social 31.3%

Strategy, Risk & Comm 11.3%

#### **North America**

We engaged with 60 companies



Environmental 35.6%

Governance 14.1%

Social 44.5%

Strategy, Risk & Comm 5.8%

#### **Emerging & Developing Markets**

We engaged with 13 companies



Environmental 36.1%

Governance 36.1%

Social 22.2%

Strategy, Risk & Comm 5.6%

#### **United Kingdom**

We engaged with 14 companies



Environmental 47.1%

Governance 17.6%

Social 23.5%

Strategy, Risk & Comm 11.8%

For professional investors only

Social 16.3%

Environmental 56.1%

Strategy, Risk & Comm 7.1%

Governance 20.4%

Engagement Report Mineworkers' Pension Scheme

## **Engagement by Meta theme**

We engaged with 155 companies held in the Mineworkers' Pension Scheme portfolio on a range of 539 environmental, social and governance issues and objectives

#### **Environmental**

Environmental topics featured in 41.2% of our engagements



- Circular Economy & Zero Pollution 13.1%
- Climate Change 68.5%
- Natural Resource Stewardship 18.5%

#### Social

Social topics featured in 29.3% of our engagements



- Human & Labour Rights 49.4%
- Human Capital 36.1%
- Wider Societal Impacts 14.6%

#### **Governance**

Governance topics featured in 22.1% of our engagements



- Board Effectiveness 51.3%
- Executive Remuneration 37.0%
- Investor Protection & Rights 11.8%

### Strategy, Risk & Communication

Strategy, Risk & Communication topics featured in 7.4% of our engagements



- Corporate Reporting 25.0%
- Purpose, Strategy & Policies 52.5%
- Risk Management 22.5%