

Engagement Report

Q3 2024

EOS at Federated Hermes

Lothian Pension Fund

Engagement by region

We engaged with 71 companies held in the Lothian Pension Fund portfolio on a range of 234 environmental, social and governance issues and objectives

Global

We engaged with 71 companies



Environmental 55.1%

Governance 13.7%

Social 25.2%

Strategy, Risk & Comm 6.0%

Australia & New Zealand

We engaged with one company



Environmental 100.0%

Governance 0.0%

Social 0.0%

Strategy, Risk & Comm 0.0%

Europe

We engaged with 13 companies



Environmental 69.0%

Governance 6.9%

Social 13.8%

Strategy, Risk & Comm 10.3%

Developed Asia

We engaged with 10 companies



Environmental 56.5%

Governance 17.4%

Social 17.4%

Strategy, Risk & Comm 8.7%

North America

We engaged with 33 companies



Environmental 48.6%

Governance 15.9%

Social 31.8%

Strategy, Risk & Comm 3.7%

Emerging & Developing Markets

We engaged with two companies



Environmental 36.4%

Governance 36.4%

Social 27.3%

Strategy, Risk & Comm 0.0%

United Kingdom

We engaged with 12 companies



Environmental 55.9%

Governance 8.8%

Social 29.4%

Strategy, Risk & Comm 5.9%

Engagement by Meta theme

We engaged with 71 companies held in the Lothian Pension Fund portfolio on a range of 234 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 55.1% of our engagements



- Circular Economy & Zero Pollution 13.2%
- Climate Change 63.6%
- Natural Resource Stewardship 23.3%

Social

Social topics featured in 25.2% of our engagements



- Human & Labour Rights 50.8%
- Human Capital 30.5%
- Wider Societal Impacts 18.6%

Governance

Governance topics featured in 13.7% of our engagements



- Board Effectiveness 46.9%
- Executive Remuneration 43.8%
- Investor Protection & Rights 9.4%

Strategy, Risk & Communication

Strategy, Risk & Communication topics featured in 6.0% of our engagements



- Corporate Reporting 42.9%
- Purpose, Strategy & Policies 42.9%
- Risk Management 14.3%