

**Lothian Pension Fund**

**EOS at Federated Hermes**

**Engagement by region**

We engaged with 106 companies held in the Lothian Pension Fund portfolio on a range of 424 environmental, social and governance issues and objectives

**Global**

We engaged with 106 companies



- Environmental 47.6%
- Governance 16.3%
- Social 30.0%
- Strategy, Risk & Comm 6.1%

**Australia & New Zealand**

No Engagement Activity

**Developed Asia**

We engaged with 12 companies



- Environmental 46.0%
- Governance 24.0%
- Social 24.0%
- Strategy, Risk & Comm 6.0%

**Emerging & Developing Markets**

We engaged with two companies



- Environmental 6.7%
- Governance 26.7%
- Social 66.7%
- Strategy, Risk & Comm 0.0%

**Europe**

We engaged with 27 companies



- Environmental 53.2%
- Governance 22.5%
- Social 19.8%
- Strategy, Risk & Comm 4.5%

**North America**

We engaged with 52 companies



- Environmental 48.0%
- Governance 10.0%
- Social 36.0%
- Strategy, Risk & Comm 6.0%

**United Kingdom**

We engaged with 13 companies



- Environmental 47.9%
- Governance 16.7%
- Social 22.9%
- Strategy, Risk & Comm 12.5%

### Engagement by Meta theme

We engaged with 106 companies held in the Lothian Pension Fund portfolio on a range of 424 environmental, social and governance issues and objectives

#### Environmental

Environmental topics featured in 47.6% of our engagements



- Circular Economy & Zero Pollution 6.9%
- Climate Change 62.4%
- Natural Resource Stewardship 30.7%

#### Social

Social topics featured in 30.0% of our engagements



- Human & Labour Rights 50.4%
- Human Capital 39.4%
- Wider Societal Impacts 10.2%

#### Governance

Governance topics featured in 16.3% of our engagements



- Board Effectiveness 44.9%
- Executive Remuneration 43.5%
- Investor Protection & Rights 11.6%

#### Strategy, Risk & Communication

Strategy, Risk & Communication topics featured in 6.1% of our engagements



- Corporate Reporting 61.5%
- Purpose, Strategy & Policies 23.1%
- Risk Management 15.4%