

Lothian Pension Fund

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with 138 companies held in the Lothian Pension Fund portfolios on a range of 543 environmental, social and governance issues and objectives.

Global

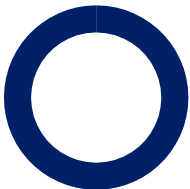
We engaged with 138 companies over the last quarter.



- Environmental 29.5%
- Social and Ethical 20.3%
- Governance 35.7%
- Strategy, Risk and Communication 14.5%

Australia & New Zealand

We engaged with one company over the last quarter.



- Environmental 100.0%

Developed Asia

We engaged with 11 companies over the last quarter.



- Environmental 33.3%
- Social and Ethical 25.0%
- Governance 38.9%
- Strategy, Risk and Communication 2.8%

Emerging & Developing Markets

We engaged with six companies over the last quarter.



- Environmental 17.2%
- Social and Ethical 20.7%
- Governance 31.0%
- Strategy, Risk and Communication 31.0%

Europe

We engaged with 35 companies over the last quarter.



- Environmental 30.3%
- Social and Ethical 18.2%
- Governance 38.6%
- Strategy, Risk and Communication 12.9%

North America

We engaged with 62 companies over the last quarter.



- Environmental 27.8%
- Social and Ethical 20.2%
- Governance 35.4%
- Strategy, Risk and Communication 16.7%

United Kingdom

We engaged with 23 companies over the last quarter.



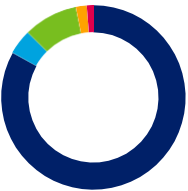
- Environmental 35.4%
- Social and Ethical 22.0%
- Governance 32.9%
- Strategy, Risk and Communication 9.8%

Engagement by theme

Over the last quarter we engaged with 138 companies held in the Lothian Pension Fund portfolios on a range of 543 environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in 29.5% of our engagements over the last quarter.



- Climate Change 83.1%
- Forestry and Land Use 4.4%
- Pollution and Waste Management 9.4%
- Supply Chain Management 1.9%
- Water 1.2%

Social and Ethical

Social and Ethical topics featured in 20.3% of our engagements over the last quarter.



- Bribery and Corruption 1.8%
- Conduct and Culture 14.5%
- Diversity 24.5%
- Human Capital Management 22.7%
- Human Rights 30.9%
- Labour Rights 2.7%
- Tax 2.7%

Governance

Governance topics featured in 35.7% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 20.1%
- Board Independence 17.5%
- Executive Remuneration 45.4%
- Shareholder Protection and Rights 11.9%
- Succession Planning 5.2%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 14.5% of our engagements over the last quarter.



- Audit and Accounting 6.3%
- Business Strategy 36.7%
- Integrated Reporting and Other Disclosure 25.3%
- Risk Management 31.6%