

Lothian Pension Fund

Hermes EOS

Engagement by region

Over the last quarter we engaged with **93** companies held in the Lothian Pension Fund portfolios on a range of **310** environmental, social and governance issues and objectives.

Global

We engaged with **93** companies over the last quarter.



- Environmental **27.4%**
- Social and Ethical **24.2%**
- Governance **31.3%**
- Strategy, Risk and Communication **17.1%**

Developed Asia

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



- Environmental **20.0%**
- Social and Ethical **33.3%**
- Governance **33.3%**
- Strategy, Risk and Communication **13.3%**

Emerging & Developing Markets

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



- Environmental **20.0%**
- Social and Ethical **60.0%**
- Governance **20.0%**

Europe

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



- Environmental **25.0%**
- Social and Ethical **20.2%**
- Governance **33.3%**
- Strategy, Risk and Communication **21.4%**

North America

We engaged with **38** companies over the last quarter.



- Environmental **29.2%**
- Social and Ethical **25.4%**
- Governance **27.7%**
- Strategy, Risk and Communication **17.7%**

United Kingdom

We engaged with **24** companies over the last quarter.



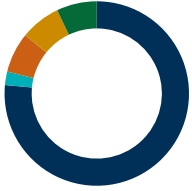
- Environmental **31.1%**
- Social and Ethical **19.7%**
- Governance **36.1%**
- Strategy, Risk and Communication **13.1%**

Engagement by theme

Over the last quarter we engaged with **93** companies held in the Lothian Pension Fund portfolios on a range of **310** environmental, social and governance issues and objectives.

Environmental

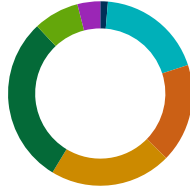
Environmental topics featured in **27.4%** of our engagements over the last quarter.



- Climate Change **76.5%**
- Forestry and Land Use **2.4%**
- Pollution and Waste Management **7.1%**
- Supply Chain Management **7.1%**
- Water **7.1%**

Social and Ethical

Social and Ethical topics featured in **24.2%** of our engagements over the last quarter.



- Bribery and Corruption **1.3%**
- Conduct and Culture **18.7%**
- Diversity **17.3%**
- Human Capital Management **21.3%**
- Human Rights **29.3%**
- Labour Rights **8.0%**
- Tax **4.0%**

Governance

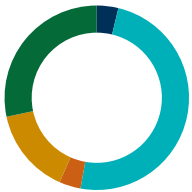
Governance topics featured in **31.3%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **24.7%**
- Board Independence **9.3%**
- Executive Remuneration **55.7%**
- Shareholder Protection and Rights **6.2%**
- Succession Planning **4.1%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **17.1%** of our engagements over the last quarter.



- Audit and Accounting **3.8%**
- Business Strategy **49.1%**
- Cyber Security **3.8%**
- Integrated Reporting and Other Disclosure **15.1%**
- Risk Management **28.3%**