

Lothian Pension Fund

Hermes EOS

Engagement by region

Over the last quarter we engaged with **130** companies held in the Lothian Pension Fund portfolios on a range of **404** environmental, social and governance issues and objectives.

Global

We engaged with **130** companies over the last quarter.



- Environmental **28.7%**
- Social and Ethical **19.3%**
- Governance **33.2%**
- Strategy, Risk and Communication **18.8%**

Developed Asia

We engaged with **12** companies over the last quarter.



- Environmental **32.6%**
- Social and Ethical **23.9%**
- Governance **23.9%**
- Strategy, Risk and Communication **19.6%**

Emerging & Developing Markets

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



- Environmental **25.0%**
- Social and Ethical **16.7%**
- Governance **25.0%**
- Strategy, Risk and Communication **33.3%**

Europe

We engaged with **39** companies over the last quarter.



- Environmental **22.1%**
- Social and Ethical **17.2%**
- Governance **43.4%**
- Strategy, Risk and Communication **17.2%**

North America

We engaged with **42** companies over the last quarter.



- Environmental **34.5%**
- Social and Ethical **22.3%**
- Governance **20.1%**
- Strategy, Risk and Communication **23.0%**

United Kingdom

We engaged with **31** companies over the last quarter.



- Environmental **27.1%**
- Social and Ethical **15.3%**
- Governance **45.9%**
- Strategy, Risk and Communication **11.8%**

Engagement by theme

Over the last quarter we engaged with **130** companies held in the Lothian Pension Fund portfolios on a range of **404** environmental, social and governance issues and objectives.

Environmental

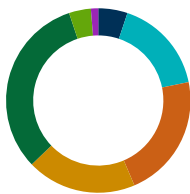
Environmental topics featured in **28.7%** of our engagements over the last quarter.



- Climate Change **79.3%**
- Forestry and Land Use **1.7%**
- Pollution and Waste Management **10.3%**
- Supply Chain Management **6.0%**
- Water **2.6%**

Social and Ethical

Social and Ethical topics featured in **19.3%** of our engagements over the last quarter.



- Bribery and Corruption **5.1%**
- Conduct and Culture **16.7%**
- Diversity **21.8%**
- Human Capital Management **19.2%**
- Human Rights **32.1%**
- Labour Rights **3.8%**
- Tax **1.3%**

Governance

Governance topics featured in **33.2%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **20.9%**
- Board Independence **9.7%**
- Executive Remuneration **52.2%**
- Shareholder Protection and Rights **11.2%**
- Succession Planning **6.0%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **18.8%** of our engagements over the last quarter.



- Audit and Accounting **6.6%**
- Business Strategy **39.5%**
- Cyber Security **5.3%**
- Integrated Reporting and Other Disclosure **27.6%**
- Risk Management **21.1%**