

**Lothian Pension Fund**

**EOS at Federated Hermes**

**Engagement by region**

We engaged with 92 companies held in the Lothian Pension Fund portfolio on a range of 350 environmental, social and governance issues and objectives

**Global**

We engaged with 92 companies



- Environmental 44.0%
- Governance 11.4%
- Social 35.7%
- Strategy, Risk & Comm 8.9%

**Australia & New Zealand**

We engaged with four companies



- Environmental 66.7%
- Governance 22.2%
- Social 0.0%
- Strategy, Risk & Comm 11.1%

**Developed Asia**

We engaged with nine companies



- Environmental 56.0%
- Governance 28.0%
- Social 12.0%
- Strategy, Risk & Comm 4.0%

**Emerging & Developing Markets**

We engaged with one company



- Environmental 0.0%
- Governance 0.0%
- Social 100.0%
- Strategy, Risk & Comm 0.0%

**Europe**

We engaged with 22 companies



- Environmental 51.8%
- Governance 16.7%
- Social 23.7%
- Strategy, Risk & Comm 7.9%

**North America**

We engaged with 48 companies



- Environmental 37.2%
- Governance 5.2%
- Social 48.3%
- Strategy, Risk & Comm 9.3%

**United Kingdom**

We engaged with eight companies



- Environmental 39.3%
- Governance 10.7%
- Social 35.7%
- Strategy, Risk & Comm 14.3%

### Engagement by Meta theme

We engaged with 92 companies held in the Lothian Pension Fund portfolio on a range of 350 environmental, social and governance issues and objectives

#### Environmental

Environmental topics featured in 44.0% of our engagements



- Circular Economy & Zero Pollution 11.7%
- Climate Change 63.6%
- Natural Resource Stewardship 24.7%

#### Social

Social topics featured in 35.7% of our engagements



- Human & Labour Rights 54.4%
- Human Capital 36.8%
- Wider Societal Impacts 8.8%

#### Governance

Governance topics featured in 11.4% of our engagements



- Board Effectiveness 40.0%
- Executive Remuneration 50.0%
- Investor Protection & Rights 10.0%

#### Strategy, Risk & Communication

Strategy, Risk & Communication topics featured in 8.9% of our engagements



- Corporate Reporting 25.8%
- Purpose, Strategy & Policies 45.2%
- Risk Management 29.0%