

Engagement Report

Q3 2025

EOS at Federated Hermes

Lothian Pension Fund

Engagement by region

We engaged with 90 companies held in the Lothian Pension Fund portfolio on a range of 275 environmental, social and governance issues and objectives

Global

We engaged with 90 companies



Environmental 49.8% Governance 12.7%

Social 27.3%

Strategy, Risk & Comm 10.2%

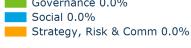
Australia & New Zealand

We engaged with one company



Environmental 100.0%

Governance 0.0%



Europe

We engaged with 22 companies



Environmental 60.3%

Governance 12.8%

Social 20.5%

Strategy, Risk & Comm 6.4%

Developed Asia

We engaged with six companies



Environmental 50.0%

Governance 25.0% Social 10.0%

Strategy, Risk & Comm 15.0%



We engaged with 43 companies



Environmental 43.8%

Governance 9.9%

Social 35.5%

Strategy, Risk & Comm 10.7%

Emerging & Developing Markets

We engaged with three companies



Environmental 50.0%

Governance 25.0% Social 25.0%

Strategy, Risk & Comm 0.0%

United Kingdom

We engaged with 15 companies



Environmental 45.7%

Governance 13.0%

Social 26.1%

Strategy, Risk & Comm 15.2%

Engagement Report Lothian Pension Fund

Engagement by Meta theme

We engaged with 90 companies held in the Lothian Pension Fund portfolio on a range of 275 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 49.8% of our engagements



- Circular Economy & Zero Pollution 6.6%
- Climate Change 65.7%
- Natural Resource Stewardship 27.7%

Social

Social topics featured in 27.3% of our engagements



- Human & Labour Rights 54.7%
- Human Capital 34.7%
- Wider Societal Impacts 10.7%

Governance

Governance topics featured in 12.7% of our engagements



- Board Effectiveness 57.1%
- Executive Remuneration 37.1%
- Investor Protection & Rights 5.7%

Strategy, Risk & Communication

Strategy, Risk & Communication topics featured in 10.2% of our engagements



- Corporate Reporting 28.6%
- Purpose, Strategy & Policies 53.6%
- Risk Management 17.9%