

Lothian Pension Fund

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **90** companies held in the Lothian Pension Fund portfolios on a range of **343** environmental, social and governance issues and objectives.

Global

We engaged with **90** companies over the last quarter.



- Environmental 28.9%
- Social and Ethical 23.3%
- Governance 31.8%
- Strategy, Risk and Communication 16.0%

Europe

We engaged with **18** companies over the last quarter.



- Environmental 35.6%
- Social and Ethical 13.6%
- Governance 30.5%
- Strategy, Risk and Communication 20.3%

United Kingdom

We engaged with **16** companies over the last quarter.



- Environmental 33.3%
- Social and Ethical 20.8%
- Governance 27.1%
- Strategy, Risk and Communication 18.8%

Emerging & Developing Markets

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



- Environmental 25.0%
- Social and Ethical 25.0%
- Governance 20.8%
- Strategy, Risk and Communication 29.2%

Developed Asia

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



- Environmental 22.2%
- Social and Ethical 19.4%
- Governance 47.2%
- Strategy, Risk and Communication 11.1%

North America

We engaged with **43** companies over the last quarter.



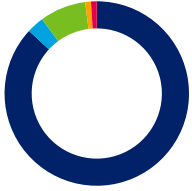
- Environmental 27.3%
- Social and Ethical 27.8%
- Governance 31.8%
- Strategy, Risk and Communication 13.1%

Engagement by theme

Over the last quarter we engaged with **90** companies held in the Lothian Pension Fund portfolios on a range of **343** environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in **28.9%** of our engagements over the last quarter.



- Climate Change **86.9%**
- Forestry and Land Use **3.0%**
- Pollution and Waste Management **8.1%**
- Supply Chain Management **1.0%**
- Water **1.0%**

Social and Ethical

Social and Ethical topics featured in **23.3%** of our engagements over the last quarter.



- Conduct and Culture **13.8%**
- Diversity **22.5%**
- Human Capital Management **23.8%**
- Human Rights **32.5%**
- Labour Rights **7.5%**

Governance

Governance topics featured in **31.8%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **26.6%**
- Board Independence **13.8%**
- Executive Remuneration **45.9%**
- Shareholder Protection and Rights **11.0%**
- Succession Planning **2.8%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **16.0%** of our engagements over the last quarter.



- Audit and Accounting **14.5%**
- Business Strategy **34.5%**
- Cyber Security **1.8%**
- Integrated Reporting and Other Disclosure **18.2%**
- Risk Management **30.9%**