

**Lothian Pension Fund**

**EOS at Federated Hermes**

**Engagement by region**

We engaged with 86 companies held in the Lothian Pension Fund portfolio on a range of 290 environmental, social and governance issues and objectives

**Global**

We engaged with 86 companies



- Environmental 50.7%
- Governance 13.4%
- Social 29.3%
- Strategy, Risk & Comm 6.6%

**Australia & New Zealand**

No Engagement Activity

**Developed Asia**

We engaged with 13 companies



- Environmental 48.6%
- Governance 32.4%
- Social 16.2%
- Strategy, Risk & Comm 2.7%

**Emerging & Developing Markets**

We engaged with one company



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

**Europe**

We engaged with 21 companies



- Environmental 64.2%
- Governance 11.6%
- Social 20.0%
- Strategy, Risk & Comm 4.2%

**North America**

We engaged with 39 companies



- Environmental 43.7%
- Governance 10.3%
- Social 38.9%
- Strategy, Risk & Comm 7.1%

**United Kingdom**

We engaged with 12 companies



- Environmental 41.9%
- Governance 6.5%
- Social 35.5%
- Strategy, Risk & Comm 16.1%

### Engagement by Meta theme

We engaged with 86 companies held in the Lothian Pension Fund portfolio on a range of 290 environmental, social and governance issues and objectives

#### Environmental

Environmental topics featured in 50.7% of our engagements



- Circular Economy & Zero Pollution 12.9%
- Climate Change 60.5%
- Natural Resource Stewardship 26.5%

#### Social

Social topics featured in 29.3% of our engagements



- Human & Labour Rights 45.9%
- Human Capital 32.9%
- Wider Societal Impacts 21.2%

#### Governance

Governance topics featured in 13.4% of our engagements



- Board Effectiveness 51.3%
- Executive Remuneration 38.5%
- Investor Protection & Rights 10.3%

#### Strategy, Risk & Communication

Strategy, Risk & Communication topics featured in 6.6% of our engagements



- Corporate Reporting 36.8%
- Purpose, Strategy & Policies 42.1%
- Risk Management 21.1%