

Lothian Pension Fund

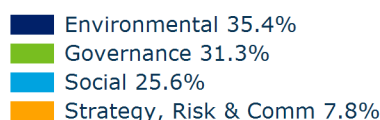
EOS at Federated Hermes

Engagement by region

We engaged with 111 companies held in the Lothian Pension Fund portfolio on a range of 387 environmental, social and governance issues and objectives

Global

We engaged with 111 companies

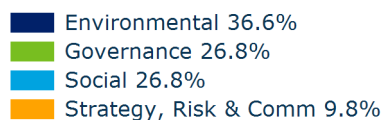


Australia & New Zealand

No Engagement Activity

Developed Asia

We engaged with nine companies



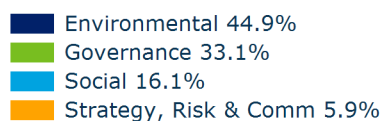
Emerging & Developing Markets

We engaged with five companies



Europe

We engaged with 28 companies



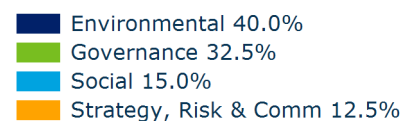
North America

We engaged with 53 companies



United Kingdom

We engaged with 16 companies



Engagement by Meta theme

We engaged with 111 companies held in the Lothian Pension Fund portfolio on a range of 387 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 35.4% of our engagements



- Circular Economy & Zero Pollution 5.1%
- Climate Change 67.2%
- Natural Resource Stewardship 27.7%

Social

Social topics featured in 25.6% of our engagements



- Human & Labour Rights 63.6%
- Human Capital 25.3%
- Wider Societal Impacts 11.1%

Governance

Governance topics featured in 31.3% of our engagements



- Board Effectiveness 43.8%
- Executive Remuneration 43.8%
- Investor Protection & Rights 12.4%

Strategy, Risk & Communication

Strategy, Risk & Communication topics featured in 7.8% of our engagements



- Corporate Reporting 36.7%
- Purpose, Strategy & Policies 40.0%
- Risk Management 23.3%