

# **Engagement Report**

Q2 2025

# **EOS at Federated Hermes**

# **Lothian Pension Fund**

# **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



Environmental 35.4%

Governance 31.3%
Social 25.6%

Strategy, Risk & Comm 7.8%

#### Australia & New Zealand

No Engagement Activity

#### **Developed Asia**

We engaged with nine companies



Environmental 36.6%

Governance 26.8%
Social 26.8%

Strategy, Risk & Comm 9.8%

We engaged with five companies

Environmental 33.3%

Governance 42.9%
Social 23.8%

Strategy, Risk & Comm 0.0%

**Emerging & Developing Markets** 

#### **Europe**

We engaged with 28 companies



■ Environmental 44.9%

Governance 33.1%

Social 16.1%

Strategy, Risk & Comm 5.9%

# North America

We engaged with 53 companies



Environmental 27.5%

Governance 29.3%

Social 34.7%

Strategy, Risk & Comm 8.4%

# United Kingdom

We engaged with 16 companies



Environmental 40.0%

Governance 32.5%

Social 15.0%

Strategy, Risk & Comm 12.5%

Engagement Report Lothian Pension Fund

# **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%