

Industriens Pensionsforsikring AS

EOS at Federated Hermes

Over the last quarter we made voting recommendations at **51** meetings (**781** resolutions). At **19** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **two** meetings and abstaining at **three** meetings. We supported management on all resolutions at the remaining **27** meetings.

Global

We made voting recommendations at **51** meetings (**781** resolutions) over the last quarter.



- Total meetings in favour **52.9%**
- Meetings against (or against AND abstain) **37.3%**
- Meetings abstained **5.9%**
- Meetings with management by exception **3.9%**

Developed Asia

We made voting recommendations at **four** meetings (**38** resolutions) over the last quarter.



- Total meetings in favour **75%**
- Meetings against (or against AND abstain) **25%**

Emerging and Frontier Markets

We made voting recommendations at **three** meetings (**11** resolutions) over the last quarter.



- Total meetings in favour **33.3%**
- Meetings against (or against AND abstain) **66.7%**

Europe

We made voting recommendations at **39** meetings (**672** resolutions) over the last quarter.



- Total meetings in favour **56.4%**
- Meetings against (or against AND abstain) **30.8%**
- Meetings abstained **7.7%**
- Meetings with management by exception **5.1%**

North America

We made voting recommendations at **five** meetings (**60** resolutions) over the last quarter.



- Total meetings in favour **20%**
- Meetings against (or against AND abstain) **80%**

The issues on which we recommended voting against management or abstaining on resolutions are shown below.

Global

We recommended voting against or abstaining on **49** resolutions over the last quarter.



- Board structure **40.8%**
- Remuneration **36.7%**
- Shareholder resolution **6.1%**
- Capital structure and dividends **6.1%**
- Amend articles **2.0%**
- Audit and accounts **4.1%**
- Other **4.1%**

Developed Asia

We recommended voting against or abstaining on **five** resolutions over the last quarter.



- Board structure **60%**
- Audit and accounts **40%**

Emerging and Frontier Markets

We recommended voting against or abstaining on **three** resolutions over the last quarter.



- Board structure **33.3%**
- Capital structure and dividends **33.3%**
- Amend articles **33.3%**

Europe

We recommended voting against or abstaining on **29** resolutions over the last quarter.



- Board structure **34.5%**
- Remuneration **51.7%**
- Capital structure and dividends **6.9%**
- Other **6.9%**

North America

We recommended voting against or abstaining on **12** resolutions over the last quarter.



- Board structure **50%**
- Remuneration **25%**
- Shareholder resolution **25%**