

Industriens Pensionsforsikring AS

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **233** companies held in the Industriens Pensionsforsikring AS portfolios on a range of **668** environmental, social and governance issues and objectives.

Global

We engaged with **233** companies over the last quarter.



■ Environmental **29.3%**
■ Social and Ethical **22.0%**
■ Governance **28.6%**
■ Strategy, Risk and Communication **20.1%**

Australia & New Zealand

We engaged with **19** companies over the last quarter.



■ Environmental **14.3%**
■ Social and Ethical **14.3%**
■ Governance **64.3%**
■ Strategy, Risk and Communication **7.1%**

Developed Asia

We engaged with **40** companies over the last quarter.



■ Environmental **32.0%**
■ Social and Ethical **23.3%**
■ Governance **28.2%**
■ Strategy, Risk and Communication **16.5%**

Emerging & Developing Markets

We engaged with **19** companies over the last quarter.



■ Environmental **34.8%**
■ Social and Ethical **15.2%**
■ Governance **26.1%**
■ Strategy, Risk and Communication **23.9%**

Europe

We engaged with **61** companies over the last quarter.



■ Environmental **35.9%**
■ Social and Ethical **19.5%**
■ Governance **23.6%**
■ Strategy, Risk and Communication **21.0%**

North America

We engaged with **78** companies over the last quarter.



■ Environmental **24.8%**
■ Social and Ethical **22.0%**
■ Governance **29.7%**
■ Strategy, Risk and Communication **23.6%**

United Kingdom

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



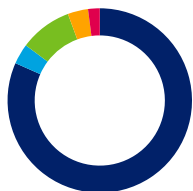
■ Environmental **24.0%**
■ Social and Ethical **40.0%**
■ Governance **26.0%**
■ Strategy, Risk and Communication **10.0%**

Engagement by theme

Over the last quarter we engaged with **233** companies held in the Industriens Pensjonsforsikring AS portfolios on a range of **668** environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in **29.3 %** of our engagements over the last quarter.



- Climate Change **81.6%**
- Forestry and Land Use **3.6%**
- Pollution and Waste Management **9.2%**
- Supply Chain Management **3.6%**
- Water **2.0%**

Social and Ethical

Social and Ethical topics featured in **22.0 %** of our engagements over the last quarter.



- Bribery and Corruption **4.1%**
- Conduct and Culture **17.7%**
- Diversity **22.4%**
- Human Capital Management **15.0%**
- Human Rights **34.7%**
- Labour Rights **4.8%**
- Tax **1.4%**

Governance

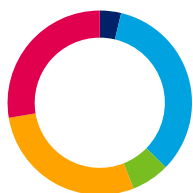
Governance topics featured in **28.6 %** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **26.2%**
- Board Independence **14.1%**
- Executive Remuneration **42.9%**
- Shareholder Protection and Rights **12.6%**
- Succession Planning **4.2%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **20.1 %** of our engagements over the last quarter.



- Audit and Accounting **3.7%**
- Business Strategy **33.6%**
- Cyber Security **6.7%**
- Integrated Reporting and Other Disclosure **28.4%**
- Risk Management **27.6%**