

## Industriens Pensionsforsikring AS

## EOS at Federated Hermes

Over the last quarter we made voting recommendations at **16** meetings (**168** resolutions). At **eight** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **one** meeting and abstaining at **one** meeting. We supported management on all resolutions at the remaining **six** meetings.

### Global

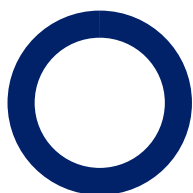
We made voting recommendations at **16** meetings (**168** resolutions) over the last quarter.



- Total meetings in favour **37.5%**
- Meetings against (or against AND abstain) **50%**
- Meetings abstained **6.2%**
- Meetings with management by exception **6.2%**

### Australia and New Zealand

We made voting recommendations at **two** meetings (**ten** resolutions) over the last quarter.



- Meetings against (or against AND abstain) **100%**

### Europe

We made voting recommendations at **six** meetings (**88** resolutions) over the last quarter.



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

### North America

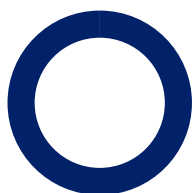
We made voting recommendations at **seven** meetings (**69** resolutions) over the last quarter.



- Total meetings in favour **14.3%**
- Meetings against (or against AND abstain) **57.1%**
- Meetings abstained **14.3%**
- Meetings with management by exception **14.3%**

### United Kingdom

We made voting recommendations at **one** meeting (**one** resolution) over the last quarter.

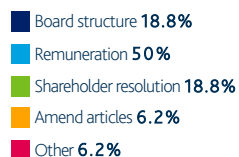
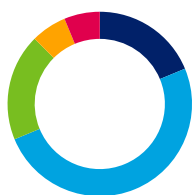


- Total meetings in favour **100%**

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

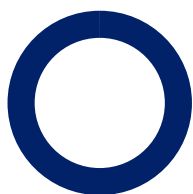
### Global

We recommended voting against or abstaining on **16** resolutions over the last quarter.



### Australia and New Zealand

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



### Europe

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



### North America

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

