

Industriens Pensionsforsikring A/S

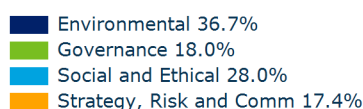
EOS at Federated Hermes

Engagement by region

We engaged with 141 companies held in the Industriens Pensionsforsikring A/S portfolio on a range of 518 environmental, social and governance issues and objectives

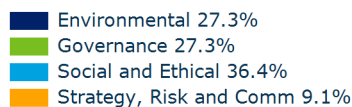
Global

We engaged with 141 companies



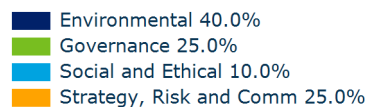
Australia & New Zealand

We engaged with two companies



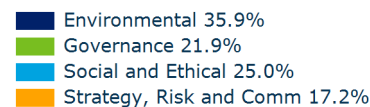
Developed Asia

We engaged with 13 companies



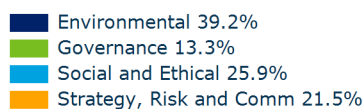
Emerging & Developing Markets

We engaged with 25 companies



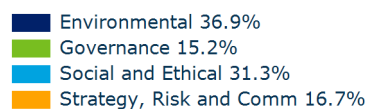
Europe

We engaged with 37 companies



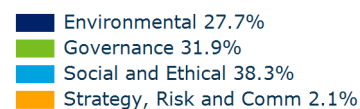
North America

We engaged with 51 companies



United Kingdom

We engaged with 13 companies



Engagement by theme

We engaged with 141 companies held in the Industriens Pensionsforsikring A/S portfolio on a range of 518 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 36.7% of our engagements



- Climate Change 78.9%
- Forestry and Land Use 5.3%
- Pollution and Waste Management 9.5%
- Supply Chain Management 2.1%
- Water 4.2%

Social and Ethical

Social and Ethical topics featured in 28.0% of our engagements



- Bribery and Corruption 2.1%
- Conduct and Culture 10.3%
- Diversity 20.7%
- Human Capital Management 17.2%
- Human Rights 43.4%
- Labour Rights 4.8%
- Tax 1.4%

Governance

Governance topics featured in 18.0% of our engagements



- Board Diversity, Skills and Experience 36.6%
- Board Independence 19.4%
- Executive Remuneration 35.5%
- Shareholder Protection and Rights 5.4%
- Succession Planning 3.2%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 17.4% of our engagements



- Audit and Accounting 6.7%
- Business Strategy 31.1%
- Cyber Security 2.2%
- Integrated Reporting and Other Disclosure 26.7%
- Risk Management 33.3%