

## Industriens Pensionsforsikring AS

## EOS at Federated Hermes

Over the last quarter we made voting recommendations at **14** meetings (**105** resolutions). At **seven** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **one** meeting and abstaining at **two** meetings. We supported management on all resolutions at the remaining **four** meetings.

### Global

We made voting recommendations at **14** meetings (**105** resolutions) over the last quarter.



- Total meetings in favour **28.6%**
- Meetings against (or against AND abstain) **50%**
- Meetings abstained **14.3%**
- Meetings with management by exception **7.1%**

### Emerging and Frontier Markets

We made voting recommendations at **four** meetings (**35** resolutions) over the last quarter.



- Total meetings in favour **50%**
- Meetings against (or against AND abstain) **50%**

### Europe

We made voting recommendations at **four** meetings (**22** resolutions) over the last quarter.



- Total meetings in favour **50%**
- Meetings against (or against AND abstain) **25%**
- Meetings abstained **25%**

### North America

We made voting recommendations at **six** meetings (**48** resolutions) over the last quarter.

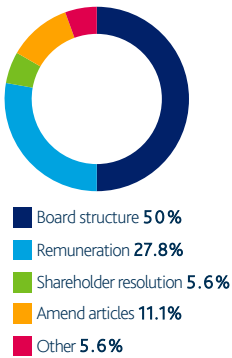


- Meetings against (or against AND abstain) **66.7%**
- Meetings abstained **16.7%**
- Meetings with management by exception **16.7%**

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

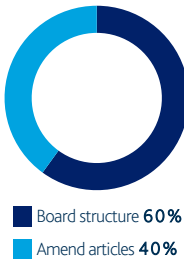
Global

We recommended voting against or abstaining on **18** resolutions over the last quarter.



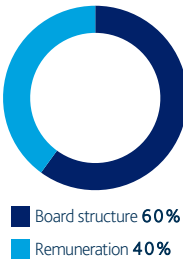
Emerging and Frontier Markets

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



Europe

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



North America

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

