

Engagement Report

Q1 2023

EOS at Federated Hermes

Industriens Pensionsforsikring A/S

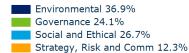
Engagement by region

We engaged with 308 companies held in the Industriens Pensionsforsikring A/S portfolio on a range of 1198 environmental, social and governance issues and objectives

Global

We engaged with 308 companies





Australia & New Zealand

We engaged with seven companies





Europe

We engaged with 71 companies





Developed Asia

We engaged with 29 companies





North America

We engaged with 146 companies





Emerging & Developing Markets

We engaged with 39 companies





United Kingdom

We engaged with 16 companies





Engagement by theme

We engaged with 308 companies held in the Industriens Pensionsforsikring A/S portfolio on a range of 1198 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 36.9% of our engagements







- Pollution and Waste Management 11.1%
- Supply Chain Management 2.5%
- Water 3.2%

Social and Ethical

Social and Ethical topics featured in 26.7% of our engagements





- Diversity 19.1%
- Human Capital Management 31.3%
- 31.37
- Human Rights 35.9%
- Labour Rights 5.6%
- Tax 1.6%

Governance

Governance topics featured in 24.1% of our engagements



- Board Diversity, Skills and
- Experience 26.6%
- Board Independence 12.5%
- Executive Remuneration 40.1%

 Shareholder Protection and
 - Rights 16.3%
 - Succession Planning 4.5%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 12.3% of our engagements



- Audit and Accounting 18.4%
- Business Strategy 38.1%
- Cyber Security 2.7%
- Integrated Reporting and
- Other Disclosure 22.4%
 - Risk Management 18.4%