

Industriens Pensionsforsikring AS

EOS at Federated Hermes

Over the last quarter we made voting recommendations at 86 meetings (1,031 resolutions). At 31 meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at six meetings and abstaining at two meetings. We supported management on all resolutions at the remaining 47 meetings.

Global

We made voting recommendations at 86 meetings (1,031 resolutions) over the last quarter.



- Total meetings in favour 54.7%
- Meetings against (or against AND abstain) 36.0%
- Meetings abstained 2.3%
- Meetings with management by exception 7.0%

Australia & New Zealand

No Voting Activity

Developed Asia

We made voting recommendations at 10 meetings (56 resolutions) over the last quarter.



- Total meetings in favour 50.0%
- Meetings against (or against AND abstain) 50.0%

Emerging & Developing Markets

We made voting recommendations at 23 meetings (108 resolutions) over the last quarter.



- Total meetings in favour 47.8%
- Meetings against (or against AND abstain) 47.8%
- Meetings abstained 4.3%

Europe

We made voting recommendations at 42 meetings (707 resolutions) over the last quarter.



- Total meetings in favour 66.7%
- Meetings against (or against AND abstain) 21.4%
- Meetings abstained 2.4%
- Meetings with management by exception 9.5%

North America

We made voting recommendations at 11 meetings (160 resolutions) over the last quarter.



- Total meetings in favour 27.3%
- Meetings against (or against AND abstain) 54.5%
- Meetings with management by exception 18.2%

United Kingdom

No Voting Activity

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

Global

We recommended voting against or abstaining on 83 resolutions over the last quarter.



- Board Structure 34.9%
- Remuneration 27.7%
- Shareholder Resolution 10.8%
- Capital Structure + Dividends 7.2%
- Amend Articles 14.5%
- Audit + Accounts 1.2%
- Investment/M&A 1.2%
- Other 2.4%

Australia & New Zealand

No voting against or abstaining recommendations

Developed Asia

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



- Board Structure 100.0%

Emerging & Developing Markets

We recommended voting against or abstaining on 30 resolutions over the last quarter.



- Board Structure 36.7%
- Remuneration 10.0%
- Capital Structure + Dividends 16.7%
- Amend Articles 33.3%
- Investment/M&A 3.3%

Europe

We recommended voting against or abstaining on 24 resolutions over the last quarter.



- Board Structure 16.7%
- Remuneration 50.0%
- Shareholder Resolution 8.3%
- Capital Structure + Dividends 4.2%
- Amend Articles 8.3%
- Audit + Accounts 4.2%
- Other 8.3%

North America

We recommended voting against or abstaining on 24 resolutions over the last quarter.



- Board Structure 37.5%
- Remuneration 33.3%
- Shareholder Resolution 29.2%

United Kingdom

No voting against or abstaining recommendations