

Voting Report

Q1 2023

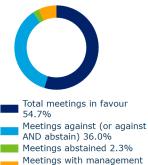
EOS at Federated Hermes

Industriens Pensionsforsikring AS

Over the last quarter we made voting recomendations 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.



Australia & New Zealand

by exception 7.0%

No Voting Activity

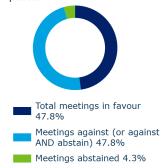
Developed Asia

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



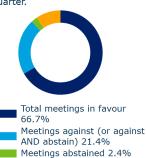
Emerging & Developing Markets

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



Europe

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



North America

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



United Kingdom

No Voting Activity

by exception 9.5%

Meetings with management

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.



Australia & New Zealand

No voting against or abstaining recommendations

Developed Asia

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



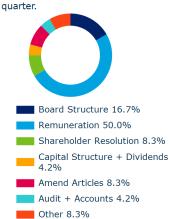
Emerging & Developing Markets

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



Europe

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



North America

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



United Kingdom

No voting against or abstaining recommendations