

Industriens Pensionsforsikring AS

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with 292 companies held in the Industriens Pensionsforsikring AS portfolios on a range of 936 environmental, social and governance issues and objectives.

Global

We engaged with 292 companies over the last quarter.



- Environmental 26.4%
- Social and Ethical 18.4%
- Governance 42.4%
- Strategy, Risk and Communication 12.8%

Europe

We engaged with 67 companies over the last quarter.



- Environmental 29.6%
- Social and Ethical 13.4%
- Governance 46.3%
- Strategy, Risk and Communication 10.6%

United Kingdom

We engaged with 19 companies over the last quarter.



- Environmental 31.1%
- Social and Ethical 17.8%
- Governance 44.4%
- Strategy, Risk and Communication 6.7%

Emerging & Developing Markets

We engaged with 48 companies over the last quarter.



- Environmental 26.3%
- Social and Ethical 19.7%
- Governance 40.1%
- Strategy, Risk and Communication 13.8%

Developed Asia

We engaged with 40 companies over the last quarter.



- Environmental 31.9%
- Social and Ethical 15.5%
- Governance 40.5%
- Strategy, Risk and Communication 12.1%

Australia & New Zealand

We engaged with three companies over the last quarter.



- Environmental 40.0%
- Social and Ethical 20.0%
- Governance 20.0%
- Strategy, Risk and Communication 20.0%

North America

We engaged with 115 companies over the last quarter.



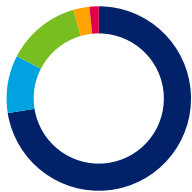
- Environmental 22.2%
- Social and Ethical 21.4%
- Governance 42.1%
- Strategy, Risk and Communication 14.4%

Engagement by theme

Over the last quarter we engaged with 292 companies held in the Industriens Pensjonsforsikring AS portfolios on a range of 936 environmental, social and governance issues and objectives.

Environmental

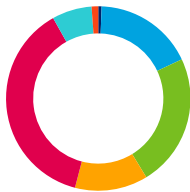
Environmental topics featured in 26.4% of our engagements over the last quarter.



- Climate Change 72.5%
- Forestry and Land Use 10.1%
- Pollution and Waste Management 13.0%
- Supply Chain Management 2.8%
- Water 1.6%

Social and Ethical

Social and Ethical topics featured in 18.4% of our engagements over the last quarter.



- Bribery and Corruption 0.6%
- Conduct and Culture 17.4%
- Diversity 23.3%
- Human Capital Management 12.8%
- Human Rights 37.8%
- Labour Rights 7.0%
- Tax 1.2%

Governance

Governance topics featured in 42.4% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 23.7%
- Board Independence 12.8%
- Executive Remuneration 46.6%
- Shareholder Protection and Rights 14.6%
- Succession Planning 2.3%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 12.8% of our engagements over the last quarter.



- Audit and Accounting 20.8%
- Business Strategy 23.3%
- Cyber Security 1.7%
- Integrated Reporting and Other Disclosure 25.0%
- Risk management 29.2%