

## Industriens Pensionsforsikring AS

## EOS at Federated Hermes

Over the last quarter we made voting recommendations at **194** meetings (**2,875** resolutions). At **121** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **19** meetings. We supported management on all resolutions at the remaining **54** meetings.

### Global

We made voting recommendations at **194** meetings (**2,875** resolutions) over the last quarter.



- Total meetings in favour **27.8%**
- Meetings against (or against AND abstain) **62.4%**
- Meetings with management by exception **9.8%**

### Developed Asia

We made voting recommendations at **27** meetings (**299** resolutions) over the last quarter.



- Total meetings in favour **44.4%**
- Meetings against (or against AND abstain) **51.9%**
- Meetings with management by exception **3.7%**

### Emerging and Frontier Markets

We made voting recommendations at **21** meetings (**292** resolutions) over the last quarter.



- Total meetings in favour **28.6%**
- Meetings against (or against AND abstain) **57.1%**
- Meetings with management by exception **14.3%**

### Europe

We made voting recommendations at **57** meetings (**1,032** resolutions) over the last quarter.



- Total meetings in favour **36.8%**
- Meetings against (or against AND abstain) **50.9%**
- Meetings with management by exception **12.3%**

### North America

We made voting recommendations at **78** meetings (**994** resolutions) over the last quarter.



- Total meetings in favour **14.1%**
- Meetings against (or against AND abstain) **76.9%**
- Meetings with management by exception **9.0%**

### United Kingdom

We made voting recommendations at **11** meetings (**258** resolutions) over the last quarter.

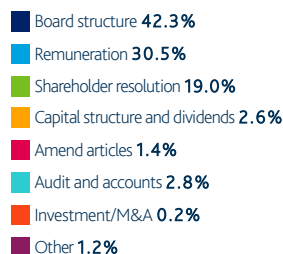
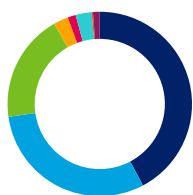


- Total meetings in favour **36.4%**
- Meetings against (or against AND abstain) **54.5%**
- Meetings with management by exception **9.1%**

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

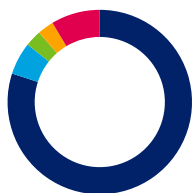
### Global

We recommended voting against or abstaining on **426** resolutions over the last quarter.



### Developed Asia

We recommended voting against or abstaining on **35** resolutions over the last quarter.



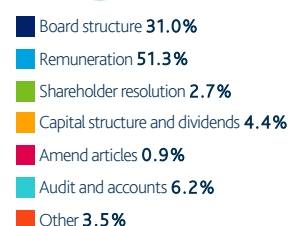
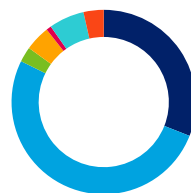
### Emerging and Frontier Markets

We recommended voting against or abstaining on **59** resolutions over the last quarter.



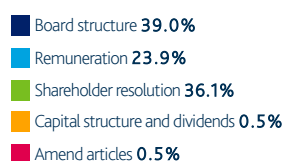
### Europe

We recommended voting against or abstaining on **113** resolutions over the last quarter.



### North America

We recommended voting against or abstaining on **205** resolutions over the last quarter.



### United Kingdom

We recommended voting against or abstaining on **14** resolutions over the last quarter.

