

Industriens Pensionsforsikring AS

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with 201 companies held in the Industriens Pensionsforsikring AS portfolios on a range of 678 environmental, social and governance issues and objectives.

Global

We engaged with 201 companies over the last quarter.



- Environmental 26.7%
- Social and Ethical 18.9%
- Governance 36.7%
- Strategy, Risk and Communication 17.7%

Europe

We engaged with 50 companies over the last quarter.



- Environmental 29.1%
- Social and Ethical 15.4%
- Governance 36.6%
- Strategy, Risk and Communication 18.9%

United Kingdom

We engaged with eight companies over the last quarter.



- Environmental 34.8%
- Social and Ethical 17.4%
- Governance 17.4%
- Strategy, Risk and Communication 30.4%

Emerging & Developing Markets

We engaged with 37 companies over the last quarter.



- Environmental 30.6%
- Social and Ethical 18.5%
- Governance 33.1%
- Strategy, Risk and Communication 17.7%

Developed Asia

We engaged with 33 companies over the last quarter.



- Environmental 25.8%
- Social and Ethical 18.0%
- Governance 43.0%
- Strategy, Risk and Communication 13.3%

Australia & New Zealand

We engaged with four companies over the last quarter.



- Environmental 40.0%
- Social and Ethical 26.7%
- Governance 33.3%

North America

We engaged with 69 companies over the last quarter.



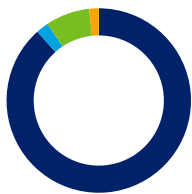
- Environmental 21.1%
- Social and Ethical 23.9%
- Governance 37.6%
- Strategy, Risk and Communication 17.4%

Engagement by theme

Over the last quarter we engaged with 201 companies held in the Industriens Pensionsforsikring AS portfolios on a range of 678 environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in 26.7% of our engagements over the last quarter.



- Climate Change 88.4%
- Forestry and Land Use 2.2%
- Pollution and Waste Management 7.7%
- Supply Chain Management 1.7%

Social and Ethical

Social and Ethical topics featured in 18.9% of our engagements over the last quarter.



- Conduct and Culture 10.2%
- Diversity 23.4%
- Human and labour rights 0.8%
- Human Capital Management 25.8%
- Human Rights 33.6%
- Labour Rights 6.2%

Governance

Governance topics featured in 36.7% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 31.3%
- Board Independence 16.1%
- Executive Remuneration 38.6%
- Shareholder Protection and Rights 11.6%
- Succession Planning 2.4%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 17.7% of our engagements over the last quarter.



- Audit and Accounting 14.2%
- Business Strategy 35.8%
- Cyber Security 3.3%
- Integrated Reporting and Other Disclosure 20.8%
- Risk Management 25.8%