

Pensioenfond PNO Media

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **127** companies held in the Pensioenfond PNO Media portfolios on a range of **384** environmental, social and governance issues and objectives.

Global

We engaged with **127** companies over the last quarter.



- Environmental 35.2%
- Social and Ethical 24.5%
- Governance 22.1%
- Strategy, Risk and Communication 18.2%

Australia & New Zealand

We engaged with **three** companies over the last quarter.



- Environmental 50.0%
- Social and Ethical 20.0%
- Governance 20.0%
- Strategy, Risk and Communication 10.0%

Developed Asia

We engaged with **14** companies over the last quarter.



- Environmental 46.7%
- Social and Ethical 24.4%
- Governance 17.8%
- Strategy, Risk and Communication 11.1%

Emerging & Developing Markets

We engaged with **18** companies over the last quarter.



- Environmental 35.0%
- Social and Ethical 12.5%
- Governance 32.5%
- Strategy, Risk and Communication 20.0%

Europe

We engaged with **33** companies over the last quarter.



- Environmental 38.1%
- Social and Ethical 21.9%
- Governance 17.1%
- Strategy, Risk and Communication 22.9%

North America

We engaged with **41** companies over the last quarter.



- Environmental 25.6%
- Social and Ethical 30.6%
- Governance 26.4%
- Strategy, Risk and Communication 17.4%

United Kingdom

We engaged with **18** companies over the last quarter.



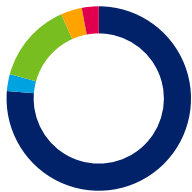
- Environmental 38.1%
- Social and Ethical 25.4%
- Governance 19.0%
- Strategy, Risk and Communication 17.5%

Engagement by theme

Over the last quarter we engaged with **127** companies held in the Pensioenfonds PNO Media portfolios on a range of **384** environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in **35.2%** of our engagements over the last quarter.



- Climate Change **76.3%**
- Forestry and Land Use **3.0%**
- Pollution and Waste Management **14.1%**
- Supply Chain Management **3.7%**
- Water **3.0%**

Social and Ethical

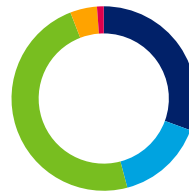
Social and Ethical topics featured in **24.5%** of our engagements over the last quarter.



- Bribery and Corruption **1.1%**
- Conduct and Culture **18.1%**
- Diversity **14.9%**
- Human Capital Management **23.4%**
- Human Rights **33.0%**
- Labour Rights **7.4%**
- Tax **2.1%**

Governance

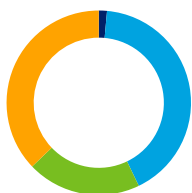
Governance topics featured in **22.1%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **30.6%**
- Board Independence **15.3%**
- Executive Remuneration **48.2%**
- Shareholder Protection and Rights **4.7%**
- Succession Planning **1.2%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **18.2%** of our engagements over the last quarter.



- Audit and Accounting **1.4%**
- Business Strategy **41.4%**
- Integrated Reporting and Other Disclosure **20.0%**
- Risk Management **37.1%**