

**Pensioenfond PNO Media**

**EOS at Federated Hermes**

**Engagement by region**

We engaged with 245 companies held in the Pensioenfond PNO Media portfolio on a range of 892 environmental, social and governance issues and objectives

**Global**

We engaged with 245 companies



- Environmental 43.5%
- Governance 22.5%
- Social 26.8%
- Strategy, Risk & Comm 7.2%

**Australia & New Zealand**

No Engagement Activity

**Developed Asia**

We engaged with 31 companies



- Environmental 30.5%
- Governance 38.2%
- Social 25.2%
- Strategy, Risk & Comm 6.1%

**Emerging & Developing Markets**

We engaged with 37 companies



- Environmental 42.9%
- Governance 27.9%
- Social 23.8%
- Strategy, Risk & Comm 5.4%

**Europe**

We engaged with 74 companies



- Environmental 50.2%
- Governance 21.1%
- Social 21.5%
- Strategy, Risk & Comm 7.3%

**North America**

We engaged with 84 companies



- Environmental 43.0%
- Governance 14.8%
- Social 35.2%
- Strategy, Risk & Comm 7.0%

**United Kingdom**

We engaged with 19 companies



- Environmental 47.3%
- Governance 20.0%
- Social 18.2%
- Strategy, Risk & Comm 14.5%

### Engagement by Meta theme

We engaged with 245 companies held in the Pensioenfond PNO Media portfolio on a range of 892 environmental, social and governance issues and objectives

#### Environmental

Environmental topics featured in 43.5% of our engagements



- Circular Economy & Zero Pollution 10.8%
- Climate Change 66.8%
- Natural Resource Stewardship 22.4%

#### Social

Social topics featured in 26.8% of our engagements



- Human & Labour Rights 45.2%
- Human Capital 42.7%
- Wider Societal Impacts 12.1%

#### Governance

Governance topics featured in 22.5% of our engagements



- Board Effectiveness 53.2%
- Executive Remuneration 32.3%
- Investor Protection & Rights 14.4%

#### Strategy, Risk & Communication

Strategy, Risk & Communication topics featured in 7.2% of our engagements



- Corporate Reporting 45.3%
- Purpose, Strategy & Policies 28.1%
- Risk Management 26.6%