

## **Engagement Report**

Q1 2025

# **EOS at Federated Hermes**

# **Pensioenfonds PNO Media**

## **Engagement by region**

We engaged with 143 companies held in the Pensioenfonds PNO Media portfolio on a range of 518 environmental, social and governance issues and objectives

#### Global

We engaged with 143 companies



Environmental 45.4%
Governance 19.1%
Social 26.8%

Strategy, Risk & Comm 8.7%

#### **Australia & New Zealand**

No Engagement Activity

**Europe** 

#### **Developed Asia**

We engaged with 10 companies



Environmental 20.4%
Governance 35.2%
Social 31.5%
Strategy, Risk & Comm 13.0%

# North America

We engaged with 55 companies



Environmental 39.7%
Governance 12.7%
Social 39.2%

Strategy, Risk & Comm 8.5%

### **Emerging & Developing Markets**

We engaged with nine companies



Environmental 65.2%
Governance 21.7%
Social 8.7%
Strategy, Risk & Comm 4.3%

#### **United Kingdom**

We engaged with 14 companies



Environmental 39.3%
Governance 14.3%
Social 28.6%
Strategy, Risk & Comm 17.9%

Environmental 54.9%

Strategy, Risk & Comm 7.1%

Governance 21.0%

Social 17.0%

For professional investors only

We engaged with 55 companies

Engagement Report Pensioenfonds PNO Media

## **Engagement by Meta theme**

We engaged with 143 companies held in the Pensioenfonds PNO Media portfolio on a range of 518 environmental, social and governance issues and objectives

#### **Environmental**

Environmental topics featured in 45.4% of our engagements



- Circular Economy & Zero Pollution 14.0%
- Climate Change 63.8%
- Natural Resource Stewardship 22.1%

#### Social

Social topics featured in 26.8% of our engagements



- Human & Labour Rights 48.9%
- Human Capital 34.5%
- Wider Societal Impacts 16.5%

#### **Governance**

Governance topics featured in 19.1% of our engagements



- Board Effectiveness 49.5%
- Executive Remuneration 37.4%
- Investor Protection & Rights 13.1%

## Strategy, Risk & Communication

Strategy, Risk & Communication topics featured in 8.7% of our engagements



- Corporate Reporting 20.0%
- Purpose, Strategy & Policies 53.3%
- Risk Management 26.7%