

**Pensioenfond's PNO Media**

**EOS at Federated Hermes**

**Engagement by region**

We engaged with 328 companies held in the Pensioenfond's PNO Media portfolio on a range of 1152 environmental, social and governance issues and objectives

**Global**

We engaged with 328 companies



- Environmental 33.7%
- Governance 37.2%
- Social 22.1%
- Strategy, Risk & Comm 6.9%

**Australia & New Zealand**

We engaged with one company



- Environmental 0.0%
- Governance 0.0%
- Social 100.0%
- Strategy, Risk & Comm 0.0%

**Developed Asia**

We engaged with 25 companies



- Environmental 34.7%
- Governance 44.1%
- Social 16.9%
- Strategy, Risk & Comm 4.2%

**Emerging & Developing Markets**

We engaged with 70 companies



- Environmental 35.3%
- Governance 39.1%
- Social 19.6%
- Strategy, Risk & Comm 6.0%

**Europe**

We engaged with 83 companies



- Environmental 42.4%
- Governance 34.9%
- Social 14.7%
- Strategy, Risk & Comm 7.9%

**North America**

We engaged with 122 companies



- Environmental 26.4%
- Governance 37.0%
- Social 30.1%
- Strategy, Risk & Comm 6.4%

**United Kingdom**

We engaged with 27 companies



- Environmental 36.5%
- Governance 31.8%
- Social 18.8%
- Strategy, Risk & Comm 12.9%

## Engagement by Meta theme

We engaged with 328 companies held in the Pensioenfond PNO Media portfolio on a range of 1152 environmental, social and governance issues and objectives

### Environmental

Environmental topics featured in 33.7% of our engagements



- Circular Economy & Zero Pollution 12.9%
- Climate Change 66.5%
- Natural Resource Stewardship 20.6%

### Social

Social topics featured in 22.1% of our engagements



- Human & Labour Rights 46.7%
- Human Capital 40.8%
- Wider Societal Impacts 12.5%

### Governance

Governance topics featured in 37.2% of our engagements



- Board Effectiveness 46.9%
- Executive Remuneration 39.4%
- Investor Protection & Rights 13.8%

### Strategy, Risk & Communication

Strategy, Risk & Communication topics featured in 6.9% of our engagements



- Corporate Reporting 36.3%
- Purpose, Strategy & Policies 40.0%
- Risk Management 23.8%