

Engagement Report

Q2 2025

EOS at Federated Hermes

Pensioenfonds PNO Media

Engagement by region

We engaged with 168 companies held in the Pensioenfonds PNO Media portfolio on a range of 633 environmental, social and governance issues and objectives

Global

We engaged with 168 companies



Environmental 31.6%
Governance 34.8%
Social 23.7%

Strategy, Risk & Comm 10.0%

Australia & New Zealand

No Engagement Activity

Developed Asia

We engaged with 11 companies



Environmental 25.0%
Governance 33.3%
Social 30.0%

Strategy, Risk & Comm 11.7%

Emerging & Developing Markets

We engaged with 13 companies



Environmental 38.8%
Governance 30.6%
Social 26.5%

Strategy, Risk & Comm 4.1%

Europe

We engaged with 60 companies



Environmental 42.2%
Governance 33.6%
Social 16.0%

Strategy, Risk & Comm 8.2%

North America

We engaged with 72 companies



Environmental 20.0%
Governance 38.7%
Social 31.5%

Strategy, Risk & Comm 9.8%

United Kingdom

We engaged with 12 companies



Environmental 35.6%
Governance 26.7%

Social 13.3%

Strategy, Risk & Comm 24.4%

Engagement Report Pensioenfonds PNO Media

Engagement by Meta theme

We engaged with 168 companies held in the Pensioenfonds PNO Media portfolio on a range of 633 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 31.6% of our engagements



- Circular Economy & Zero Pollution 11.0%
- Climate Change 70.0%
- Natural Resource Stewardship 19.0%

Social

Social topics featured in 23.7% of our engagements



- Human & Labour Rights 60.7%
- Human Capital 27.3%
- Wider Societal Impacts 12.0%

Governance

Governance topics featured in 34.8% of our engagements



- Board Effectiveness 44.1%
- Executive Remuneration 45.5%
- Investor Protection & Rights 10.5%

Strategy, Risk & Communication

Strategy, Risk & Communication topics



- Risk Management 36.5%

featured in 10.0% of our engagements

- Corporate Reporting 27.0%
- Purpose, Strategy & Policies 36.5%