

**Pensioenfond's PNO Media**

**EOS at Federated Hermes**

**Engagement by region**

We engaged with 155 companies held in the Pensioenfond's PNO Media portfolio on a range of 481 environmental, social and governance issues and objectives

**Global**

We engaged with 155 companies



- Environmental 48.6%
- Governance 17.7%
- Social 26.6%
- Strategy, Risk & Comm 7.1%

**Australia & New Zealand**

No Engagement Activity

**Developed Asia**

We engaged with 20 companies



- Environmental 53.8%
- Governance 17.9%
- Social 20.5%
- Strategy, Risk & Comm 7.7%

**Emerging & Developing Markets**

We engaged with 37 companies



- Environmental 42.9%
- Governance 32.1%
- Social 19.6%
- Strategy, Risk & Comm 5.4%

**Europe**

We engaged with 27 companies



- Environmental 65.1%
- Governance 3.5%
- Social 19.8%
- Strategy, Risk & Comm 11.6%

**North America**

We engaged with 56 companies



- Environmental 42.7%
- Governance 18.1%
- Social 34.2%
- Strategy, Risk & Comm 5.0%

**United Kingdom**

We engaged with 15 companies



- Environmental 53.3%
- Governance 6.7%
- Social 28.9%
- Strategy, Risk & Comm 11.1%

### Engagement by Meta theme

We engaged with 155 companies held in the Pensioenfond PNO Media portfolio on a range of 481 environmental, social and governance issues and objectives

#### Environmental

Environmental topics featured in 48.6% of our engagements



- Circular Economy & Zero Pollution 18.4%
- Climate Change 62.8%
- Natural Resource Stewardship 18.8%

#### Social

Social topics featured in 26.6% of our engagements



- Human & Labour Rights 46.1%
- Human Capital 42.2%
- Wider Societal Impacts 11.7%

#### Governance

Governance topics featured in 17.7% of our engagements



- Board Effectiveness 57.6%
- Executive Remuneration 31.8%
- Investor Protection & Rights 10.6%

#### Strategy, Risk & Communication

Strategy, Risk & Communication topics featured in 7.1% of our engagements



- Corporate Reporting 23.5%
- Purpose, Strategy & Policies 55.9%
- Risk Management 20.6%