

**Pensioenfond PNO Media**

**EOS at Federated Hermes**

**Engagement by region**

We engaged with 135 companies held in the Pensioenfond PNO Media portfolio on a range of 416 environmental, social and governance issues and objectives

**Global**

We engaged with 135 companies



- Environmental 52.4%
- Governance 11.3%
- Social 24.0%
- Strategy, Risk & Comm 12.3%

**Australia & New Zealand**

No Engagement Activity

**Developed Asia**

We engaged with nine companies



- Environmental 36.7%
- Governance 26.7%
- Social 26.7%
- Strategy, Risk & Comm 10.0%

**Emerging & Developing Markets**

We engaged with 13 companies



- Environmental 60.9%
- Governance 17.4%
- Social 17.4%
- Strategy, Risk & Comm 4.3%

**Europe**

We engaged with 50 companies



- Environmental 62.3%
- Governance 5.0%
- Social 19.5%
- Strategy, Risk & Comm 13.2%

**North America**

We engaged with 50 companies



- Environmental 44.2%
- Governance 12.2%
- Social 32.1%
- Strategy, Risk & Comm 11.5%

**United Kingdom**

We engaged with 13 companies



- Environmental 52.1%
- Governance 16.7%
- Social 14.6%
- Strategy, Risk & Comm 16.7%

### Engagement by Meta theme

We engaged with 135 companies held in the Pensioenfond PNO Media portfolio on a range of 416 environmental, social and governance issues and objectives

#### Environmental

Environmental topics featured in 52.4% of our engagements



- Circular Economy & Zero Pollution 19.3%
- Climate Change 60.6%
- Natural Resource Stewardship 20.2%

#### Social

Social topics featured in 24.0% of our engagements



- Human & Labour Rights 61.0%
- Human Capital 31.0%
- Wider Societal Impacts 8.0%

#### Governance

Governance topics featured in 11.3% of our engagements



- Board Effectiveness 55.3%
- Executive Remuneration 34.0%
- Investor Protection & Rights 10.6%

#### Strategy, Risk & Communication

Strategy, Risk & Communication topics featured in 12.3% of our engagements



- Corporate Reporting 33.3%
- Purpose, Strategy & Policies 47.1%
- Risk Management 19.6%