

Pensioenfond PNO Media

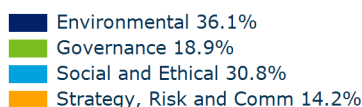
EOS at Federated Hermes

Engagement by region

We engaged with 111 companies held in the Pensioenfond PNO Media portfolio on a range of 402 environmental, social and governance issues and objectives

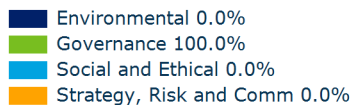
Global

We engaged with 111 companies



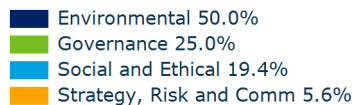
Australia & New Zealand

We engaged with one company



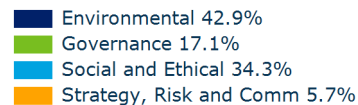
Developed Asia

We engaged with seven companies



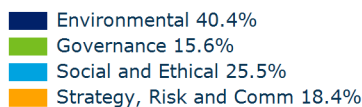
Emerging & Developing Markets

We engaged with eight companies



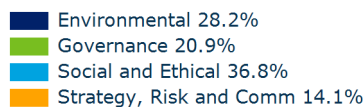
Europe

We engaged with 37 companies



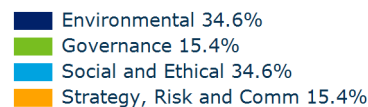
North America

We engaged with 48 companies



United Kingdom

We engaged with 10 companies



Engagement by theme

We engaged with 111 companies held in the Pensioenfonds PNO Media portfolio on a range of 402 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 36.1% of our engagements



- Climate Change 71.7%
- Forestry and Land Use 11.7%
- Pollution and Waste Management 11.0%
- Supply Chain Management 2.1%
- Water 3.4%

Social and Ethical

Social and Ethical topics featured in 30.8% of our engagements



- Bribery and Corruption 1.6%
- Conduct and Culture 9.7%
- Diversity 11.3%
- Human Capital Management 22.6%
- Human Rights 51.6%
- Labour Rights 2.4%
- Tax 0.8%

Governance

Governance topics featured in 18.9% of our engagements



- Board Diversity, Skills and Experience 23.7%
- Board Independence 18.4%
- Executive Remuneration 38.2%
- Shareholder Protection and Rights 10.5%
- Succession Planning 9.2%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 14.2% of our engagements



- Audit and Accounting 14.0%
- Business Strategy 26.3%
- Cyber Security 1.8%
- Integrated Reporting and Other Disclosure 28.1%
- Risk Management 29.8%