

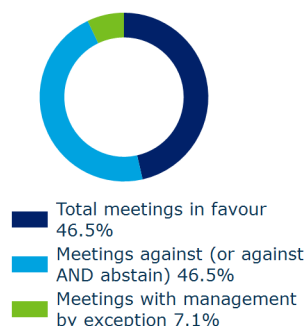
Pensioenfondsen PNO Media

EOS at Federated Hermes

Over the last quarter we implemented your vote policy at 127 meetings (1,855 resolutions). Votes were instructed opposing one or more resolutions at 59 meetings, supporting management by exception at nine meetings, abstaining at zero meetings and supporting management on all resolutions at the remaining 59 meetings.

Global

Votes were instructed at 127 meetings (1,855 resolutions) over the last quarter.

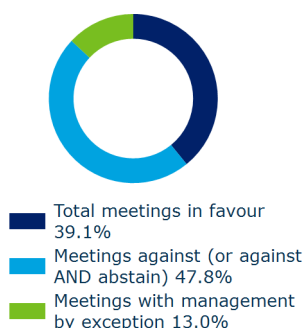


Australia & New Zealand

No Voting Activity

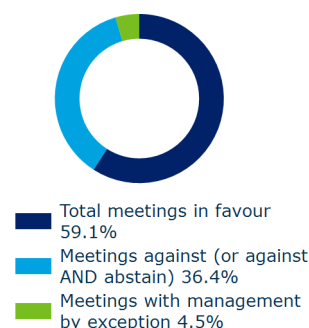
Developed Asia

Votes were instructed at 23 meetings (297 resolutions) over the last quarter.



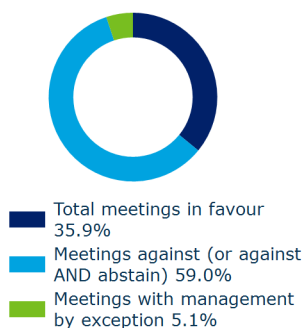
Emerging & Developing Markets

Votes were instructed at 22 meetings (166 resolutions) over the last quarter.



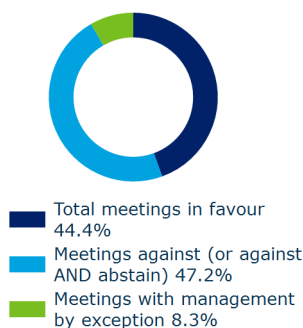
Europe

Votes were instructed at 39 meetings (944 resolutions) over the last quarter.



North America

Votes were instructed at 36 meetings (366 resolutions) over the last quarter.



United Kingdom

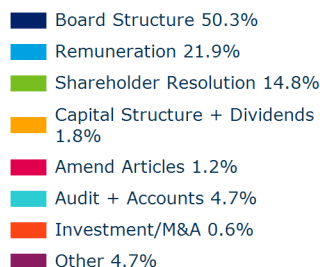
Votes were instructed at seven meetings (82 resolutions) over the last quarter.



The issues on which votes were instructed against management or abstain on resolutions are shown below.

Global

Votes were instructed against or abstain on 169 resolutions over the last quarter.

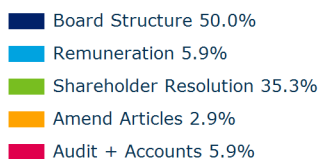


Australia & New Zealand

No votes were instructed against or abstain

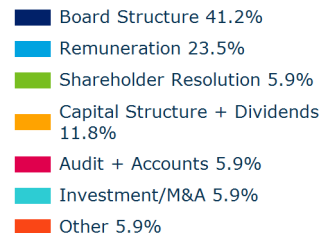
Developed Asia

Votes were instructed against or abstain on 34 resolutions over the last quarter.



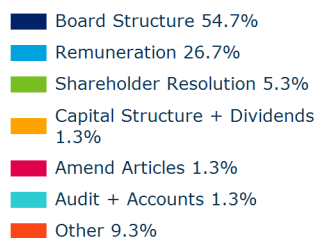
Emerging & Developing Markets

Votes were instructed against or abstain on 17 resolutions over the last quarter.



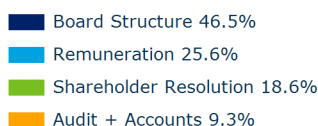
Europe

Votes were instructed against or abstain on 75 resolutions over the last quarter.



North America

Votes were instructed against or abstain on 43 resolutions over the last quarter.



United Kingdom

No votes were instructed against or abstain