

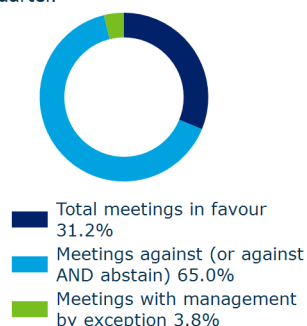
## Pensioenfond PNO Media

## EOS at Federated Hermes

Over the last quarter we made voting recommendations at 391 meetings (6,103 resolutions). At 254 meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at 15 meetings and abstaining at zero meetings. We supported management on all resolutions at the remaining 122 meetings.

### Global

We made voting recommendations at 391 meetings (6,103 resolutions) over the last quarter.



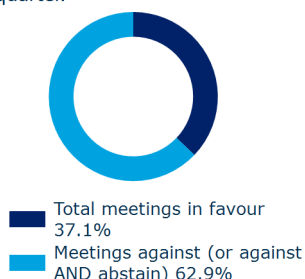
### Australia & New Zealand

We made voting recommendations at one meeting (21 resolutions) over the last quarter.



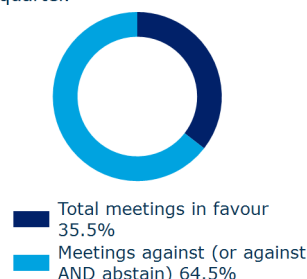
### Developed Asia

We made voting recommendations at 35 meetings (391 resolutions) over the last quarter.



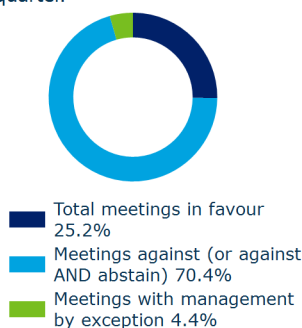
### Emerging & Developing Markets

We made voting recommendations at 62 meetings (908 resolutions) over the last quarter.



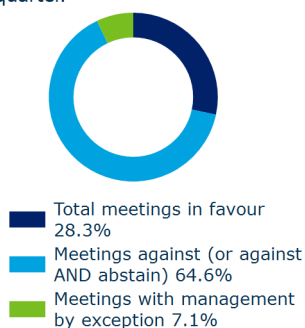
### Europe

We made voting recommendations at 135 meetings (2,416 resolutions) over the last quarter.



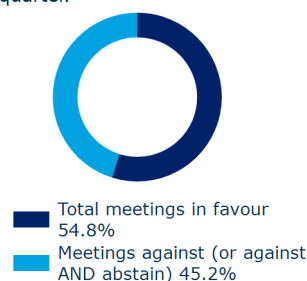
### North America

We made voting recommendations at 127 meetings (1,744 resolutions) over the last quarter.



### United Kingdom

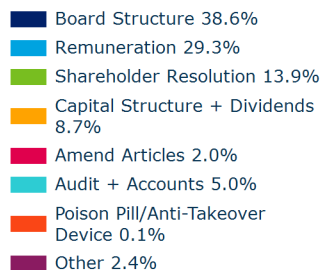
We made voting recommendations at 31 meetings (623 resolutions) over the last quarter.



The issues on which we recommended voting against management or abstaining on resolutions are shown below.

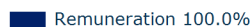
## Global

We recommended voting against or abstaining on 757 resolutions over the last quarter.



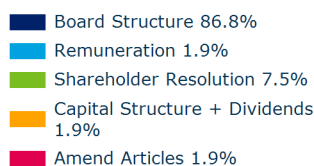
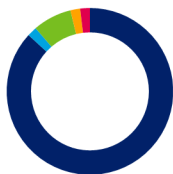
## Australia & New Zealand

We recommended voting against or abstaining on two resolutions over the last quarter.



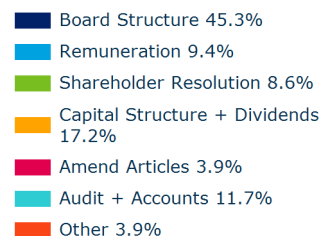
## Developed Asia

We recommended voting against or abstaining on 53 resolutions over the last quarter.



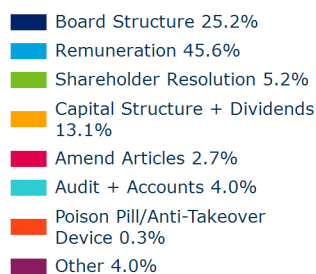
## Emerging & Developing Markets

We recommended voting against or abstaining on 128 resolutions over the last quarter.



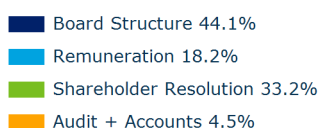
## Europe

We recommended voting against or abstaining on 329 resolutions over the last quarter.



## North America

We recommended voting against or abstaining on 220 resolutions over the last quarter.



## United Kingdom

We recommended voting against or abstaining on 25 resolutions over the last quarter.

