

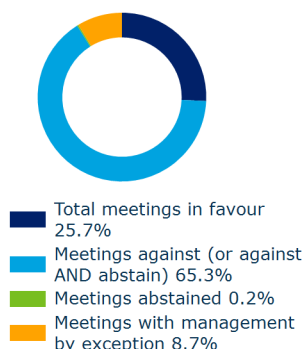
Pensioenfond PNO Media

EOS at Federated Hermes

Over the last quarter we implemented your vote policy at 404 meetings (5,987 resolutions). Votes were instructed opposing one or more resolutions at 264 meetings, supporting management by exception at 35 meetings, abstaining at one meeting and supporting management on all resolutions at the remaining 104 meetings.

Global

Votes were instructed at 404 meetings (5,987 resolutions) over the last quarter.



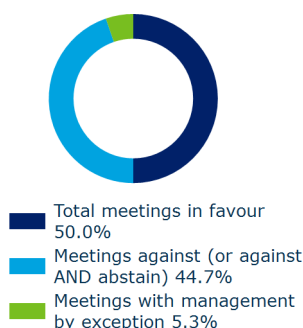
Australia & New Zealand

Votes were instructed at one meeting (18 resolutions) over the last quarter.



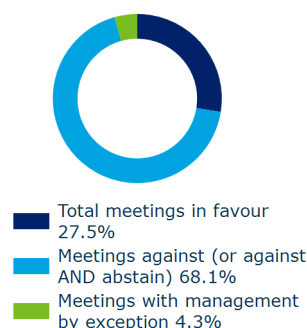
Developed Asia

Votes were instructed at 38 meetings (392 resolutions) over the last quarter.



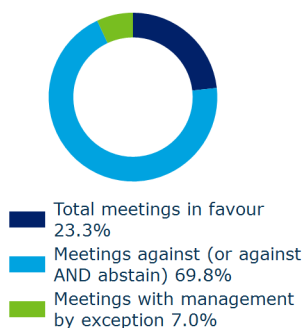
Emerging & Developing Markets

Votes were instructed at 69 meetings (903 resolutions) over the last quarter.



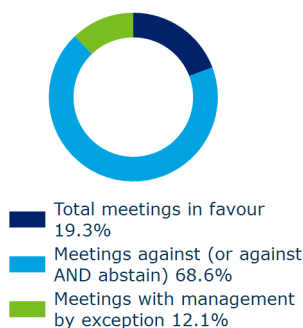
Europe

Votes were instructed at 129 meetings (2,250 resolutions) over the last quarter.



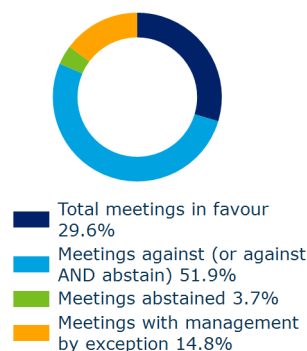
North America

Votes were instructed at 140 meetings (1,886 resolutions) over the last quarter.



United Kingdom

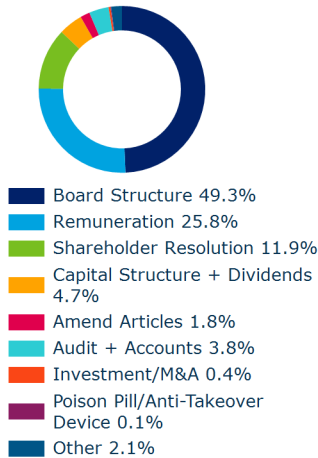
Votes were instructed at 27 meetings (538 resolutions) over the last quarter.



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

Global

Votes were instructed against or abstain on 813 resolutions over the last quarter.

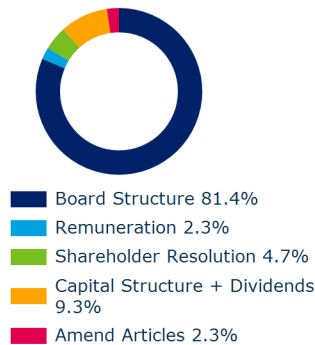


Australia & New Zealand

No votes were instructed against or abstain

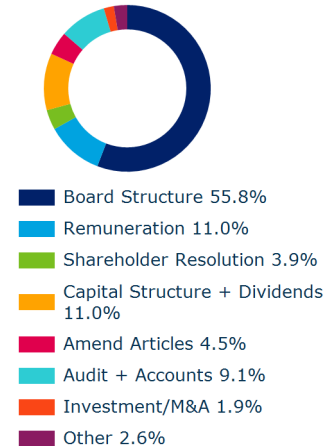
Developed Asia

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



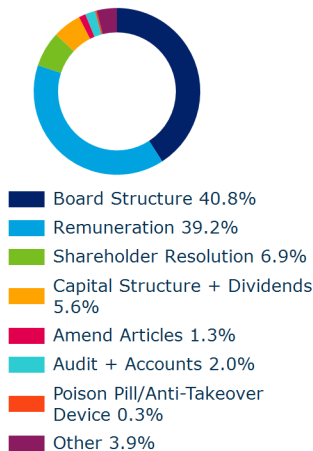
Emerging & Developing Markets

Votes were instructed against or abstain on 154 resolutions over the last quarter.



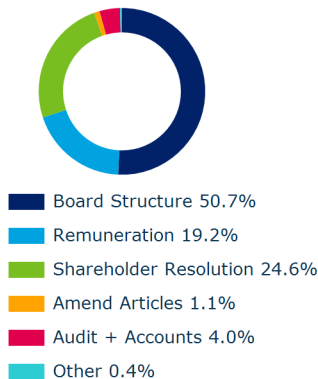
Europe

Votes were instructed against or abstain on 306 resolutions over the last quarter.



North America

Votes were instructed against or abstain on 276 resolutions over the last quarter.



United Kingdom

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

