

Pensioenfond PNO Media

EOS at Federated Hermes

Over the last quarter we made voting recommendations at 561 meetings (3,833 resolutions). At 264 meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at eight meetings and abstaining at one meeting. We supported management on all resolutions at the remaining 288 meetings.

Global

We made voting recommendations at 561 meetings (3,833 resolutions) over the last quarter.



- Total meetings in favour 51.3%
- Meetings against (or against AND abstain) 47.1%
- Meetings abstained 0.2%
- Meetings with management by exception 1.4%

Australia & New Zealand

No Voting Activity

Developed Asia

We made voting recommendations at 11 meetings (43 resolutions) over the last quarter.



- Total meetings in favour 81.8%
- Meetings against (or against AND abstain) 18.2%

Emerging & Developing Markets

We made voting recommendations at 481 meetings (2,741 resolutions) over the last quarter.



- Total meetings in favour 53.2%
- Meetings against (or against AND abstain) 45.7%
- Meetings abstained 0.2%
- Meetings with management by exception 0.8%

Europe

We made voting recommendations at 34 meetings (438 resolutions) over the last quarter.



- Total meetings in favour 38.2%
- Meetings against (or against AND abstain) 58.8%
- Meetings with management by exception 2.9%

North America

We made voting recommendations at 14 meetings (181 resolutions) over the last quarter.



- Total meetings in favour 14.3%
- Meetings against (or against AND abstain) 71.4%
- Meetings with management by exception 14.3%

United Kingdom

We made voting recommendations at 21 meetings (430 resolutions) over the last quarter.



- Total meetings in favour 38.1%
- Meetings against (or against AND abstain) 57.1%
- Meetings with management by exception 4.8%

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

Global

We recommended voting against or abstaining on 685 resolutions over the last quarter.



- Board Structure 50.1%
- Remuneration 24.8%
- Shareholder Resolution 7.6%
- Capital Structure + Dividends 5.8%
- Amend Articles 9.3%
- Audit + Accounts 0.7%
- Investment/M&A 0.1%
- Poison Pill/Anti-Takeover Device 0.1%
- Other 1.3%

Australia & New Zealand

No voting against or abstaining recommendations

Developed Asia

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



- Board Structure 66.7%
- Capital Structure + Dividends 33.3%

Emerging & Developing Markets

We recommended voting against or abstaining on 553 resolutions over the last quarter.



- Board Structure 53.2%
- Remuneration 20.8%
- Shareholder Resolution 6.0%
- Capital Structure + Dividends 6.7%
- Amend Articles 11.2%
- Audit + Accounts 0.7%
- Investment/M&A 0.2%
- Poison Pill/Anti-Takeover Device 0.2%
- Other 1.1%

Europe

We recommended voting against or abstaining on 74 resolutions over the last quarter.



- Board Structure 36.5%
- Remuneration 44.6%
- Shareholder Resolution 10.8%
- Capital Structure + Dividends 1.4%
- Amend Articles 2.7%
- Other 4.1%

North America

We recommended voting against or abstaining on 30 resolutions over the last quarter.



- Board Structure 33.3%
- Remuneration 26.7%
- Shareholder Resolution 36.7%
- Audit + Accounts 3.3%

United Kingdom

We recommended voting against or abstaining on 22 resolutions over the last quarter.



- Board Structure 36.4%
- Remuneration 63.6%