

Pensioenfond PNO Media

EOS at Federated Hermes

Over the last quarter we made voting recommendations at 483 meetings (2,753 resolutions). At 182 meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at three meetings and abstaining at four meetings. We supported management on all resolutions at the remaining 294 meetings.

Global

We made voting recommendations at 483 meetings (2,753 resolutions) over the last quarter.



- Total meetings in favour 60.9%
- Meetings against (or against AND abstain) 37.7%
- Meetings abstained 0.8%
- Meetings with management by exception 0.6%

Australia & New Zealand

We made voting recommendations at four meetings (28 resolutions) over the last quarter.



- Meetings against (or against AND abstain) 100.0%

Developed Asia

We made voting recommendations at eight meetings (10 resolutions) over the last quarter.



- Total meetings in favour 87.5%
- Meetings against (or against AND abstain) 12.5%

Emerging & Developing Markets

We made voting recommendations at 442 meetings (2,410 resolutions) over the last quarter.



- Total meetings in favour 62.9%
- Meetings against (or against AND abstain) 36.0%
- Meetings abstained 0.9%
- Meetings with management by exception 0.2%

Europe

We made voting recommendations at 12 meetings (92 resolutions) over the last quarter.



- Total meetings in favour 50.0%
- Meetings against (or against AND abstain) 50.0%

North America

We made voting recommendations at 16 meetings (193 resolutions) over the last quarter.



- Total meetings in favour 12.5%
- Meetings against (or against AND abstain) 75.0%
- Meetings with management by exception 12.5%

United Kingdom

We made voting recommendations at one meeting (20 resolutions) over the last quarter.



- Total meetings in favour 100.0%

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

Global

We recommended voting against or abstaining on 601 resolutions over the last quarter.



- Board Structure 52.1%
- Remuneration 8.7%
- Shareholder Resolution 8.3%
- Capital Structure + Dividends 8.0%
- Amend Articles 20.8%
- Audit + Accounts 1.0%
- Investment/M&A 0.5%
- Other 0.7%

Australia & New Zealand

We recommended voting against or abstaining on 11 resolutions over the last quarter.



- Board Structure 27.3%
- Remuneration 54.5%
- Shareholder Resolution 9.1%
- Amend Articles 9.1%

Developed Asia

We recommended voting against or abstaining on one resolution over the last quarter.



- Amend Articles 100.0%

Emerging & Developing Markets

We recommended voting against or abstaining on 546 resolutions over the last quarter.



- Board Structure 53.7%
- Remuneration 5.7%
- Shareholder Resolution 7.5%
- Capital Structure + Dividends 8.8%
- Amend Articles 22.2%
- Audit + Accounts 0.9%
- Investment/M&A 0.5%
- Other 0.7%

Europe

We recommended voting against or abstaining on 11 resolutions over the last quarter.



- Board Structure 36.4%
- Remuneration 45.5%
- Amend Articles 18.2%

North America

We recommended voting against or abstaining on 32 resolutions over the last quarter.



- Board Structure 40.6%
- Remuneration 31.3%
- Shareholder Resolution 25.0%
- Audit + Accounts 3.1%

United Kingdom

No voting against or abstaining recommendations