

Pensioenfond PNO Media

EOS at Federated Hermes

Over the last quarter we made voting recommendations at 60 meetings (491 resolutions). At 30 meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at two meetings and abstaining at zero meetings. We supported management on all resolutions at the remaining 28 meetings.

Global

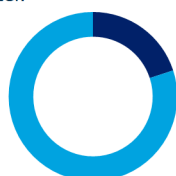
We made voting recommendations at 60 meetings (491 resolutions) over the last quarter.



- Total meetings in favour 46.7%
- Meetings against (or against AND abstain) 50.0%
- Meetings with management by exception 3.3%

Australia & New Zealand

We made voting recommendations at five meetings (37 resolutions) over the last quarter.



- Total meetings in favour 20.0%
- Meetings against (or against AND abstain) 80.0%

Developed Asia

We made voting recommendations at one meeting (2 resolutions) over the last quarter.



- Total meetings in favour 100.0%

Emerging & Developing Markets

We made voting recommendations at 24 meetings (143 resolutions) over the last quarter.



- Total meetings in favour 37.5%
- Meetings against (or against AND abstain) 62.5%

Europe

We made voting recommendations at eight meetings (53 resolutions) over the last quarter.



- Total meetings in favour 75.0%
- Meetings against (or against AND abstain) 25.0%

North America

We made voting recommendations at 17 meetings (198 resolutions) over the last quarter.



- Total meetings in favour 35.3%
- Meetings against (or against AND abstain) 52.9%
- Meetings with management by exception 11.8%

United Kingdom

We made voting recommendations at five meetings (58 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 65 resolutions over the last quarter.



- Board Structure 21.5%
- Remuneration 21.5%
- Shareholder Resolution 24.6%
- Capital Structure + Dividends 7.7%
- Amend Articles 21.5%
- Audit + Accounts 1.5%
- Other 1.5%

Australia & New Zealand

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



- Remuneration 66.7%
- Shareholder Resolution 33.3%

Developed Asia

No voting against or abstaining recommendations

Emerging & Developing Markets

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



- Board Structure 13.3%
- Remuneration 6.7%
- Shareholder Resolution 13.3%
- Capital Structure + Dividends 16.7%
- Amend Articles 46.7%
- Other 3.3%

Europe

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



- Remuneration 100.0%

North America

We recommended voting against or abstaining on 23 resolutions over the last quarter.



- Board Structure 43.5%
- Remuneration 13.0%
- Shareholder Resolution 39.1%
- Audit + Accounts 4.3%

United Kingdom

No voting against or abstaining recommendations