

Shell Nederland Pensioenfonds Stichting

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **362** companies held in the Shell Nederland Pensioenfonds Stichting portfolios on a range of **1,055** environmental, social and governance issues and objectives.

Global

We engaged with **362** companies over the last quarter.



Australia & New Zealand

We engaged with **20** companies over the last quarter.



Developed Asia

We engaged with **46** companies over the last quarter.



Emerging & Developing Markets

We engaged with **30** companies over the last quarter.



Europe

We engaged with **92** companies over the last quarter.



North America

We engaged with **140** companies over the last quarter.



United Kingdom

We engaged with **34** companies over the last quarter.

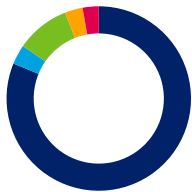


Engagement by theme

Over the last quarter we engaged with **362** companies held in the Shell Nederland Pensioenfonds Stichting portfolios on a range of **1,055** environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in **30.2%** of our engagements over the last quarter.



- Climate Change **81.2%**
- Forestry and Land Use **3.4%**
- Pollution and Waste Management **9.4%**
- Supply Chain Management **3.1%**
- Water **2.8%**

Social and Ethical

Social and Ethical topics featured in **20.9%** of our engagements over the last quarter.



- Bribery and Corruption **5.0%**
- Conduct and Culture **19.0%**
- Diversity **22.2%**
- Human Capital Management **15.8%**
- Human Rights **31.2%**
- Labour Rights **5.9%**
- Tax **0.9%**

Governance

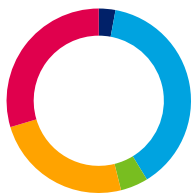
Governance topics featured in **29.3%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **23.9%**
- Board Independence **12.9%**
- Executive Remuneration **42.7%**
- Shareholder Protection and Rights **15.2%**
- Succession Planning **5.2%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **19.5%** of our engagements over the last quarter.



- Audit and Accounting **2.9%**
- Business Strategy **38.3%**
- Cyber Security **4.9%**
- Integrated Reporting and Other Disclosure **24.3%**
- Risk Management **29.6%**