

Stichting Shell Pensioenfond

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **421** companies held in the Stichting Shell Pensioenfond portfolios on a range of **1,183** environmental, social and governance issues and objectives.

Global

We engaged with **421** companies over the last quarter.



- Environmental 29.1%
- Social and Ethical 20.8%
- Governance 30.9%
- Strategy, Risk and Communication 19.3%

Australia & New Zealand

We engaged with **42** companies over the last quarter.



- Environmental 8.2%
- Social and Ethical 9.8%
- Governance 77.0%
- Strategy, Risk and Communication 4.9%

Developed Asia

We engaged with **52** companies over the last quarter.



- Environmental 35.4%
- Social and Ethical 23.8%
- Governance 26.2%
- Strategy, Risk and Communication 14.6%

Emerging & Developing Markets

We engaged with **37** companies over the last quarter.



- Environmental 32.6%
- Social and Ethical 14.6%
- Governance 30.3%
- Strategy, Risk and Communication 22.5%

Europe

We engaged with **98** companies over the last quarter.



- Environmental 36.4%
- Social and Ethical 20.3%
- Governance 23.9%
- Strategy, Risk and Communication 19.3%

North America

We engaged with **148** companies over the last quarter.



- Environmental 24.9%
- Social and Ethical 19.7%
- Governance 33.8%
- Strategy, Risk and Communication 21.6%

United Kingdom

We engaged with **44** companies over the last quarter.



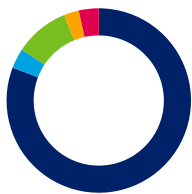
- Environmental 27.9%
- Social and Ethical 31.6%
- Governance 20.6%
- Strategy, Risk and Communication 19.9%

Engagement by theme

Over the last quarter we engaged with 421 companies held in the Stichting Shell Pensioenfond portfolios on a range of 1,183 environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in 29.1% of our engagements over the last quarter.



- Climate Change 80.8%
- Forestry and Land Use 3.5%
- Pollution and Waste Management 9.6%
- Supply Chain Management 2.6%
- Water 3.5%

Social and Ethical

Social and Ethical topics featured in 20.8% of our engagements over the last quarter.



- Bribery and Corruption 4.5%
- Conduct and Culture 17.9%
- Diversity 22.8%
- Human Capital Management 17.1%
- Human Rights 30.9%
- Labour Rights 6.1%
- Tax 0.8%

Governance

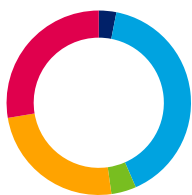
Governance topics featured in 30.9% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 22.7%
- Board Independence 11.8%
- Executive Remuneration 46.3%
- Shareholder Protection and Rights 14.5%
- Succession Planning 4.7%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 19.3% of our engagements over the last quarter.



- Audit and Accounting 3.1%
- Business Strategy 40.4%
- Cyber Security 4.4%
- Integrated Reporting and Other Disclosure 24.6%
- Risk Management 27.6%