

Engagement Report

Q1 2023

EOS at Federated Hermes

Shell Nederland Pensioenfonds Stichting

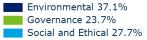
Engagement by region

We engaged with 336 companies held in the Shell Nederland Pensioenfonds Stichting portfolio on a range of 1255 environmental, social and governance issues and objectives

Global

We engaged with 336 companies





Strategy, Risk and Comm 11.5%

Australia & New Zealand

We engaged with 13 companies





Europe

We engaged with 84 companies





Developed Asia

We engaged with 32 companies





North America

We engaged with 154 companies





Emerging & Developing Markets

We engaged with 34 companies





United Kingdom

We engaged with 19 companies





Engagement by theme

We engaged with 336 companies held in the Shell Nederland Pensioenfonds Stichting portfolio on a range of 1255 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 37.1% of our engagements





Forestry and Land Use 8.2%

Pollution and Waste Management 11.2%

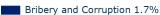
Supply Chain Management 2.4%

Water 3.4%

Social and Ethical

Social and Ethical topics featured in 27.7% of our engagements





Conduct and Culture 4.0%

Diversity 19.0%

Human Capital Management 31.0%

Human Rights 36.2%

Labour Rights 6.3%

Tax 1.7%

Governance



Executive Remuneration 41.4%

Shareholder Protection and

Rights 17.5%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 11.5% of our engagements



- Business Strategy 38.2%
- Cyber Security 2.8%
- Integrated Reporting and

- Audit and Accounting 19.4%
- Other Disclosure 19.4%
- Risk Management 20.1%

Governance topics featured in 23.7% of our engagements



- Board Diversity, Skills and Experience 25.3%
- Board Independence 11.8%
- Succession Planning 4.0%