

## Shell Nederland Pensioenfonds Stichting

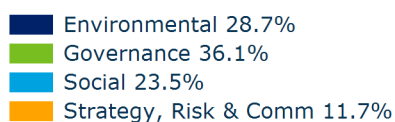
**EOS at Federated Hermes**

### Engagement by region

We engaged with 426 companies held in the Shell Nederland Pensioenfonds Stichting portfolio on a range of 1483 environmental, social and governance issues and objectives

#### Global

We engaged with 426 companies



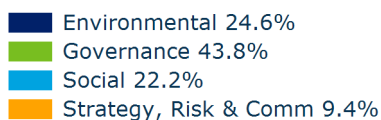
#### Australia & New Zealand

We engaged with six companies



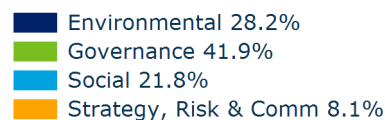
#### Developed Asia

We engaged with 51 companies



#### Emerging & Developing Markets

We engaged with 42 companies



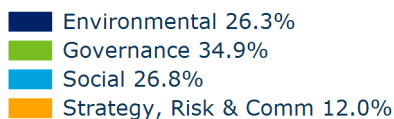
#### Europe

We engaged with 87 companies



#### North America

We engaged with 214 companies



#### United Kingdom

We engaged with 26 companies



## Engagement by Meta theme

We engaged with 426 companies held in the Shell Nederland Pensioenfonds Stichting portfolio on a range of 1483 environmental, social and governance issues and objectives

### Environmental

Environmental topics featured in 28.7% of our engagements



- Circular Economy & Zero Pollution 15.3%
- Climate Change 69.0%
- Natural Resource Stewardship 15.7%

### Social

Social topics featured in 23.5% of our engagements



- Human & Labour Rights 39.1%
- Human Capital 47.4%
- Wider Societal Impacts 13.5%

### Governance

Governance topics featured in 36.1% of our engagements



- Board Effectiveness 37.7%
- Executive Remuneration 49.1%
- Investor Protection & Rights 13.2%

### Strategy, Risk & Communication

Strategy, Risk & Communication topics featured in 11.7% of our engagements



- Corporate Reporting 34.1%
- Purpose, Strategy & Policies 43.9%
- Risk Management 22.0%