

Engagement Report

Q4 2023

EOS at Federated Hermes

Shell Nederland Pensioenfonds Stichting

Engagement by region

We engaged with 314 companies held in the Shell Nederland Pensioenfonds Stichting portfolio on a range of 1094 environmental, social and governance issues and objectives

Global

We engaged with 314 companies



Environmental 41.0%

Governance 16.5%

Social 29.0%

Strategy, Risk & Comm 13.5%

Australia & New Zealand

We engaged with 18 companies



Environmental 34.7%

Governance 30.6%

We engaged with 73 companies

Social 12.2%

Europe

Strategy, Risk & Comm 22.4%

Developed Asia

We engaged with 40 companies



Environmental 29.9%

Governance 34.4%

Social 24.7%

Strategy, Risk & Comm 11.0%

North America

We engaged with 130 companies



Environmental 39.4%

Governance 12.4%

Social 35.9%

Strategy, Risk & Comm 12.4%

Emerging & Developing Markets

We engaged with 37 companies



Environmental 31.0%

Governance 27.6%

Social 28.7%

Strategy, Risk & Comm 12.6%

United Kingdom

We engaged with 16 companies



Environmental 40.6%

Governance 12.5%

Social 31.3%

Strategy, Risk & Comm 15.6%

Environmental 56.3%

Strategy, Risk & Comm 15.4%

Governance 7.7%

Social 20.6%

Engagement by Meta theme

We engaged with 314 companies held in the Shell Nederland Pensioenfonds Stichting portfolio on a range of 1094 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 41.0% of our engagements



- Circular Economy & Zero Pollution 13.8%
- Climate Change 63.7%
- Natural Resource Stewardship 22.5%

Social

Social topics featured in 29.0% of our engagements



- Human & Labour Rights 43.8%
- Human Capital 42.0%
- Wider Societal Impacts 14.2%

Governance

Governance topics featured in 16.5% of our engagements



- Board Effectiveness 48.3%
- Executive Remuneration 32.2%
- Investor Protection & Rights 19.4%

Strategy, Risk & Communication

Strategy, Risk & Communication topics featured in 13.5% of our engagements



- Corporate Reporting 28.4%
- Purpose, Strategy & Policies 50.0%
- Risk Management 21.6%