

## Shell Nederland Pensioenfonds Stichting

## EOS at Federated Hermes

### Engagement by region

Over the last quarter we engaged with **193** companies held in the Shell Nederland Pensioenfonds Stichting portfolios on a range of **610** environmental, social and governance issues and objectives.

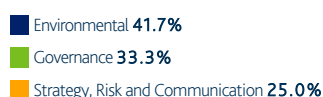
#### Global

We engaged with **193** companies over the last quarter.



#### Australia & New Zealand

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



#### Developed Asia

We engaged with **29** companies over the last quarter.



#### Emerging & Developing Markets

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



#### Europe

We engaged with **33** companies over the last quarter.



#### North America

We engaged with **79** companies over the last quarter.



#### United Kingdom

We engaged with **18** companies over the last quarter.

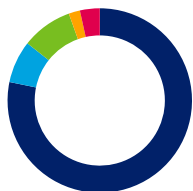


## Engagement by theme

Over the last quarter we engaged with **193** companies held in the Shell Nederland Pensioenfonds Stichting portfolios on a range of **610** environmental, social and governance issues and objectives.

### Environmental

Environmental topics featured in **33.1%** of our engagements over the last quarter.



- Climate Change **78.2%**
- Forestry and Land Use **7.4%**
- Pollution and Waste Management **8.9%**
- Supply Chain Management **2.0%**
- Water **3.5%**

### Social and Ethical

Social and Ethical topics featured in **23.1%** of our engagements over the last quarter.



- Bribery and Corruption **0.7%**
- Conduct and Culture **9.2%**
- Diversity **27.0%**
- Human Capital Management **14.2%**
- Human Rights **45.4%**
- Labour Rights **3.5%**

### Governance

Governance topics featured in **27.7%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **24.9%**
- Board Independence **15.4%**
- Executive Remuneration **43.2%**
- Shareholder Protection and Rights **12.4%**
- Succession Planning **4.1%**

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **16.1%** of our engagements over the last quarter.



- Audit and Accounting **7.1%**
- Business Strategy **36.7%**
- Cyber Security **7.1%**
- Integrated Reporting and Other Disclosure **23.5%**
- Risk Management **25.5%**