

Shell Nederland Pensioenfonds Stichting

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **260** companies held in the Shell Nederland Pensioenfonds Stichting portfolios on a range of **842** environmental, social and governance issues and objectives.

Global

We engaged with **260** companies over the last quarter.



Environmental	39.0%
Social and Ethical	21.6%
Governance	23.6%
Strategy, Risk and Communication	15.8%

Australia & New Zealand

We engaged with **16** companies over the last quarter.



Environmental	24.2%
Social and Ethical	3.0%
Governance	60.6%
Strategy, Risk and Communication	12.1%

Developed Asia

We engaged with **34** companies over the last quarter.



Environmental	33.7%
Social and Ethical	21.1%
Governance	28.4%
Strategy, Risk and Communication	16.8%

Emerging & Developing Markets

We engaged with **41** companies over the last quarter.



Environmental	32.7%
Social and Ethical	16.4%
Governance	30.0%
Strategy, Risk and Communication	20.9%

Europe

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



Environmental	47.8%
Social and Ethical	20.4%
Governance	20.4%
Strategy, Risk and Communication	11.3%

North America

We engaged with **92** companies over the last quarter.



Environmental	41.1%
Social and Ethical	24.9%
Governance	18.3%
Strategy, Risk and Communication	15.7%

United Kingdom

We engaged with **25** companies over the last quarter.



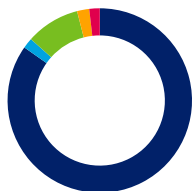
Environmental	30.0%
Social and Ethical	26.2%
Governance	23.8%
Strategy, Risk and Communication	20.0%

Engagement by theme

Over the last quarter we engaged with **260** companies held in the Shell Nederland Pensioenfonds Stichting portfolios on a range of **842** environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in **39.0 %** of our engagements over the last quarter.



- Climate Change **84.8%**
- Forestry and Land Use **1.8%**
- Pollution and Waste Management **9.5%**
- Supply Chain Management **2.1%**
- Water **1.8%**

Social and Ethical

Social and Ethical topics featured in **21.6 %** of our engagements over the last quarter.



- Bribery and Corruption **2.7%**
- Conduct and Culture **16.5%**
- Diversity **22.5%**
- Human Capital Management **15.9%**
- Human Rights **39.0%**
- Labour Rights **3.3%**

Governance

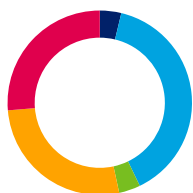
Governance topics featured in **23.6 %** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **31.7%**
- Board Independence **17.6%**
- Executive Remuneration **38.2%**
- Shareholder Protection and Rights **10.6%**
- Succession Planning **2.0%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **15.8 %** of our engagements over the last quarter.



- Audit and Accounting **3.8%**
- Business Strategy **39.1%**
- Cyber Security **3.8%**
- Integrated Reporting and Other Disclosure **27.1%**
- Risk Management **26.3%**