

Shell Nederland Pensioenfonds Stichting

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **310** companies held in the Shell Nederland Pensioenfonds Stichting portfolios on a range of **1,040** environmental, social and governance issues and objectives.

Global

We engaged with **310** companies over the last quarter.



■ Environmental **29.4%**
■ Social and Ethical **19.0%**
■ Governance **36.1%**
■ Strategy, Risk and Communication **15.5%**

Europe

We engaged with **67** companies over the last quarter.



■ Environmental **34.3%**
■ Social and Ethical **14.8%**
■ Governance **35.7%**
■ Strategy, Risk and Communication **15.2%**

United Kingdom

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



■ Environmental **30.4%**
■ Social and Ethical **28.3%**
■ Governance **23.9%**
■ Strategy, Risk and Communication **17.4%**

Emerging & Developing Markets

We engaged with **43** companies over the last quarter.



■ Environmental **34.9%**
■ Social and Ethical **15.8%**
■ Governance **30.8%**
■ Strategy, Risk and Communication **18.5%**

Developed Asia

We engaged with **40** companies over the last quarter.



■ Environmental **26.9%**
■ Social and Ethical **20.6%**
■ Governance **38.8%**
■ Strategy, Risk and Communication **13.8%**

Australia & New Zealand

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



■ Environmental **40.0%**
■ Social and Ethical **10.0%**
■ Governance **25.0%**
■ Strategy, Risk and Communication **25.0%**

North America

We engaged with **139** companies over the last quarter.



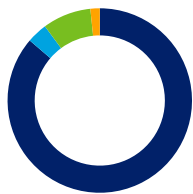
■ Environmental **25.3%**
■ Social and Ethical **21.2%**
■ Governance **38.8%**
■ Strategy, Risk and Communication **14.6%**

Engagement by theme

Over the last quarter we engaged with **310** companies held in the Shell Nederland Pensioenfonds Stichting portfolios on a range of **1,040** environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in **29.4%** of our engagements over the last quarter.



- Climate Change **86.3%**
- Forestry and Land Use **3.6%**
- Pollution and Waste Management **8.5%**
- Supply Chain Management **1.6%**

Social and Ethical

Social and Ethical topics featured in **19.0%** of our engagements over the last quarter.



- Bribery and Corruption **1.0%**
- Conduct and Culture **10.6%**
- Diversity **24.2%**
- Human and labour rights **0.5%**
- Human Capital Management **24.7%**
- Human Rights **32.8%**
- Labour Rights **6.1%**

Governance

Governance topics featured in **36.1%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **30.1%**
- Board Independence **15.7%**
- Executive Remuneration **40.5%**
- Shareholder Protection and Rights **12.0%**
- Succession Planning **1.6%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **15.5%** of our engagements over the last quarter.



- Audit and Accounting **14.3%**
- Business Strategy **34.2%**
- Cyber Security **2.5%**
- Integrated Reporting and Other Disclosure **23.0%**
- Risk Management **26.1%**