

Shell Nederland Pensioenfonds Stichting

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **468** companies held in the Shell Nederland Pensioenfonds Stichting portfolios on a range of **1,474** environmental, social and governance issues and objectives.

Global

We engaged with **468** companies over the last quarter.



■ Environmental **28.6%**
■ Social and Ethical **17.8%**
■ Governance **43.0%**
■ Strategy, Risk and Communication **10.7%**

Europe

We engaged with **97** companies over the last quarter.



■ Environmental **31.8%**
■ Social and Ethical **13.7%**
■ Governance **45.2%**
■ Strategy, Risk and Communication **9.2%**

United Kingdom

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



■ Environmental **33.8%**
■ Social and Ethical **13.8%**
■ Governance **47.5%**
■ Strategy, Risk and Communication **5.0%**

Emerging & Developing Markets

We engaged with **57** companies over the last quarter.



■ Environmental **26.7%**
■ Social and Ethical **17.8%**
■ Governance **43.3%**
■ Strategy, Risk and Communication **12.2%**

Developed Asia

We engaged with **48** companies over the last quarter.



■ Environmental **29.9%**
■ Social and Ethical **18.4%**
■ Governance **40.8%**
■ Strategy, Risk and Communication **10.9%**

Australia & New Zealand

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



■ Environmental **36.4%**
■ Social and Ethical **18.2%**
■ Governance **27.3%**
■ Strategy, Risk and Communication **18.2%**

North America

We engaged with **229** companies over the last quarter.



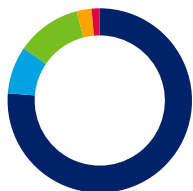
■ Environmental **26.8%**
■ Social and Ethical **19.6%**
■ Governance **42.3%**
■ Strategy, Risk and Communication **11.3%**

Engagement by theme

Over the last quarter we engaged with **468** companies held in the Shell Nederland Pensioenfonds Stichting portfolios on a range of **1,474** environmental, social and governance issues and objectives.

Environmental

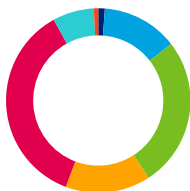
Environmental topics featured in **28.6%** of our engagements over the last quarter.



- Climate Change **76.2%**
- Forestry and Land Use **8.3%**
- Pollution and Waste Management **11.4%**
- Supply Chain Management **2.6%**
- Water **1.4%**

Social and Ethical

Social and Ethical topics featured in **17.8%** of our engagements over the last quarter.



- Bribery and Corruption **1.1%**
- Conduct and Culture **13.4%**
- Diversity **26.3%**
- Human Capital Management **14.9%**
- Human Rights **36.3%**
- Labour Rights **7.3%**
- Tax **0.8%**

Governance

Governance topics featured in **43.0%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **21.8%**
- Board Independence **12.5%**
- Executive Remuneration **50.0%**
- Shareholder Protection and Rights **14.0%**
- Succession Planning **1.7%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **10.7%** of our engagements over the last quarter.



- Audit and Accounting **20.4%**
- Business Strategy **25.5%**
- Cyber Security **1.3%**
- Integrated Reporting and Other Disclosure **26.8%**
- Risk management **26.1%**