

Engagement Report

Q3 2022

EOS at Federated Hermes

Shell Nederland Pensioenfonds Stichting

Engagement by region

We engaged with 183 companies held in the Shell Nederland Pensioenfonds Stichting portfolio on a range of 651 environmental, social and governance issues and objectives

Global

We engaged with 183 companies





Strategy, Risk and Comm 14.7%

Australia & New Zealand

We engaged with three companies





Europe

We engaged with 43 companies





Developed Asia

We engaged with 14 companies





North America

We engaged with 76 companies





Emerging & Developing Markets

We engaged with 31 companies





United Kingdom

We engaged with 16 companies





Engagement by theme

We engaged with 183 companies held in the Shell Nederland Pensioenfonds Stichting portfolio on a range of 651 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 39.3% of our engagements





Forestry and Land Use 5.9%

Pollution and Waste Management 13.3%

Supply Chain Management 2.7%

Water 3.9%

Social and Ethical

Social and Ethical topics featured in 28.3% of our engagements



■ Bribery and Corruption 1.6%

Conduct and Culture 9.2%

Diversity 17.4%

Human Capital Management 19.6%

Human Rights 44.6%

Labour Rights 6.0%

Tax 1.6%

Governance

Governance topics featured in 17.7% of our engagements





Experience 34.8%

Board Independence 17.4% Executive Remuneration 37.4%

Shareholder Protection and

Rights 7.8%

Succession Planning 2.6%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 14.7% of our engagements



- Business Strategy 32.3%
- Cyber Security 3.1%
- Integrated Reporting and
- Audit and Accounting 6.3%

- Other Disclosure 27.1%
- Risk Management 31.3%