

# **Engagement Report**

Q4 2022

# **EOS at Federated Hermes**

# **Stichting Shell Pensioenfonds**

# **Engagement by region**

We engaged with 268 companies held in the Stichting Shell Pensioenfonds portfolio on a range of 934 environmental, social and governance issues and objectives

#### Global

We engaged with 268 companies





## Australia & New Zealand

We engaged with 26 companies





## **Europe**

We engaged with 53 companies





## **Developed Asia**

We engaged with 21 companies





#### **North America**

We engaged with 115 companies





# **Emerging & Developing Markets**

We engaged with 30 companies





## **United Kingdom**

We engaged with 23 companies





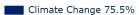
# **Engagement by theme**

We engaged with 268 companies held in the Stichting Shell Pensioenfonds portfolio on a range of 934 environmental, social and governance issues and objectives

## **Environmental**

Environmental topics featured in 41.1% of our engagements







- Pollution and Waste Management 11.5%
- Supply Chain Management 1.6%
- Water 3.4%

#### Social and Ethical

Social and Ethical topics featured in 26.6% of our engagements





- Conduct and Culture 8.9%
- Diversity 12.5%
- Human Capital Management 22.2%
- Human Rights 50.0%
- Labour Rights 4.0%
- Tax 0.4%

#### **Governance**

Governance topics featured in 19.3% of our engagements



- Board Diversity, Skills and
- Experience 24.4%
- Board Independence 15.0%
- Executive Remuneration 44.4%
  - Shareholder Protection and **Rights 12.8%**
  - Succession Planning 3.3%

# Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 13.1% of our engagements



- Business Strategy 36.1%
- Cyber Security 1.6%
- Integrated Reporting and
- Audit and Accounting 11.5%
- Other Disclosure 23.0%
- Risk Management 27.9%