

Stichting Shell Pensioenfond

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **664** companies held in the Stichting Shell Pensioenfond portfolios on a range of **1,712** environmental, social and governance issues and objectives.

Global

We engaged with **664** companies over the last quarter.



■ Environmental 19.9%
■ Social and Ethical 13.4%
■ Governance 51.2%
■ Strategy, Risk and Communication 15.6%

Australia & New Zealand

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



■ Environmental 25.0%
■ Governance 75.0%

Developed Asia

We engaged with **73** companies over the last quarter.



■ Environmental 22.7%
■ Social and Ethical 14.5%
■ Governance 44.1%
■ Strategy, Risk and Communication 18.6%

Emerging & Developing Markets

We engaged with **98** companies over the last quarter.



■ Environmental 22.9%
■ Social and Ethical 13.4%
■ Governance 49.2%
■ Strategy, Risk and Communication 14.5%

Europe

We engaged with **146** companies over the last quarter.



■ Environmental 17.7%
■ Social and Ethical 10.9%
■ Governance 54.9%
■ Strategy, Risk and Communication 16.5%

North America

We engaged with **262** companies over the last quarter.



■ Environmental 18.3%
■ Social and Ethical 14.9%
■ Governance 53.6%
■ Strategy, Risk and Communication 13.2%

United Kingdom

We engaged with **76** companies over the last quarter.



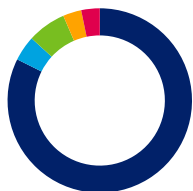
■ Environmental 21.4%
■ Social and Ethical 11.7%
■ Governance 45.4%
■ Strategy, Risk and Communication 21.4%

Engagement by theme

Over the last quarter we engaged with **664** companies held in the Stichting Shell Pensioenfondsen portfolios on a range of **1,712** environmental, social and governance issues and objectives.

Environmental

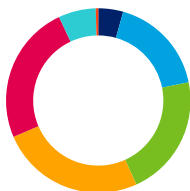
Environmental topics featured in **19.9%** of our engagements over the last quarter.



- Climate Change **82.4%**
- Forestry and Land Use **4.4%**
- Pollution and Waste Management **6.8%**
- Supply Chain Management **3.2%**
- Water **3.2%**

Social and Ethical

Social and Ethical topics featured in **13.4%** of our engagements over the last quarter.



- Bribery and Corruption **4.4%**
- Conduct and Culture **17.5%**
- Diversity **21.4%**
- Human Capital Management **25.3%**
- Human Rights **24.5%**
- Labour Rights **6.6%**
- Tax **0.4%**

Governance

Governance topics featured in **51.2%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **24.2%**
- Board Independence **11.9%**
- Executive Remuneration **46.2%**
- Shareholder Protection and Rights **14.3%**
- Succession Planning **3.4%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **15.6%** of our engagements over the last quarter.



- Audit and Accounting **7.5%**
- Business Strategy **30.7%**
- Cyber Security **7.1%**
- Integrated Reporting and Other Disclosure **16.5%**
- Risk Management **38.2%**