Federated Hermes
EOS

Engagement Report, Q1 2021

Stichting Shell Pensioenfonds

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **484** companies held in the Stichting Shell Pensioenfonds portfolios on a range of **1,548** environmental, social and governance issues and objectives.

Global

We engaged with **484** companies over the last quarter.

- Environmental **29.1%**
- Social and Ethical **20.7%**
- Governance **34.7%**
- Strategy, Risk and Communication **15.6%**

Australia & New Zealand

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

- Environmental **84.6%**
- Governance **7.7%**
- Strategy, Risk and Communication **7.7%**

Developed Asia

We engaged with **45** companies over the last quarter.

- Environmental **32.4%**
- Social and Ethical **24.3%**
- Governance **33.3%**
- Strategy, Risk and Communication **9.9%**

Emerging & Developing Markets

We engaged with **72** companies over the last quarter.

- Environmental **37.9%**
- Social and Ethical **14.8%**
- Governance **27.5%**
- Strategy, Risk and Communication **19.8%**

Europe

We engaged with **129** companies over the last quarter.

- Environmental **29.0%**
- Social and Ethical **18.9%**
- Governance **39.8%**
- Strategy, Risk and Communication **12.2%**

North America

We engaged with **189** companies over the last quarter.

- Environmental **23.7%**
- Social and Ethical **22.7%**
- Governance **35.2%**
- Strategy, Risk and Communication **18.5%**

United Kingdom

We engaged with **41** companies over the last quarter.

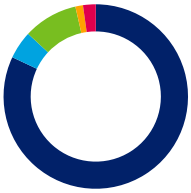
- Environmental **37.5%**
- Social and Ethical **22.7%**
- Governance **29.7%**
- Strategy, Risk and Communication **10.2%**

Engagement by theme

Over the last quarter we engaged with **484** companies held in the Stichting Shell Pensioenfonds portfolios on a range of **1,548** environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in **29.1%** of our engagements over the last quarter.



- Climate Change **82.0%**
- Forestry and Land Use **4.9%**
- Pollution and Waste Management **9.6%**
- Supply Chain Management **1.3%**
- Water **2.2%**

Social and Ethical

Social and Ethical topics featured in **20.7%** of our engagements over the last quarter.

- Bribery and Corruption **1.6%**
- Conduct and Culture **13.4%**
- Diversity **24.4%**
- Human Capital Management **22.2%**
- Human Rights **30.0%**
- Labour Rights **6.2%**
- Tax **2.2%**

Governance

Governance topics featured in **34.7%** of our engagements over the last quarter.

- Board Diversity, Skills and Experience **22.9%**
- Board Independence **16.0%**
- Executive Remuneration **42.8%**
- Shareholder Protection and Rights **13.8%**
- Succession Planning **4.5%**

Strategy, Risk and Communication

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

- Audit and Accounting **6.2%**
- Business Strategy **39.8%**
- Cyber Security **1.7%**
- Integrated Reporting and Other Disclosure **27.0%**
- Risk Management **25.3%**