

## Stichting Shell Pensioenfond

### EOS at Federated Hermes

### Engagement by region

Over the last quarter we engaged with 236 companies held in the Stichting Shell Pensioenfond portfolios on a range of 693 environmental, social and governance issues and objectives.

#### Global

We engaged with 236 companies over the last quarter.



- Environmental 33.3%
- Social and Ethical 21.2%
- Governance 29.0%
- Strategy, Risk and Communication 16.5%

#### Australia & New Zealand

We engaged with four companies over the last quarter.



- Environmental 41.7%
- Governance 33.3%
- Strategy, Risk and Communication 25.0%

#### Developed Asia

We engaged with 28 companies over the last quarter.



- Environmental 35.5%
- Social and Ethical 23.7%
- Governance 30.3%
- Strategy, Risk and Communication 10.5%

#### Emerging & Developing Markets

We engaged with 45 companies over the last quarter.



- Environmental 30.8%
- Social and Ethical 13.1%
- Governance 38.3%
- Strategy, Risk and Communication 17.8%

#### Europe

We engaged with 46 companies over the last quarter.



- Environmental 33.1%
- Social and Ethical 20.6%
- Governance 25.7%
- Strategy, Risk and Communication 20.6%

#### North America

We engaged with 81 companies over the last quarter.



- Environmental 33.1%
- Social and Ethical 24.5%
- Governance 25.2%
- Strategy, Risk and Communication 17.3%

#### United Kingdom

We engaged with 32 companies over the last quarter.



- Environmental 34.5%
- Social and Ethical 22.6%
- Governance 33.3%
- Strategy, Risk and Communication 9.5%

## Engagement by theme

Over the last quarter we engaged with **236** companies held in the Stichting Shell Pensioenfond portfolios on a range of **693** environmental, social and governance issues and objectives.

### Environmental

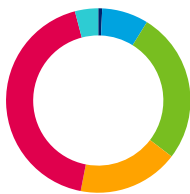
Environmental topics featured in **33.3%** of our engagements over the last quarter.



- Climate Change **78.4%**
- Forestry and Land Use **7.4%**
- Pollution and Waste Management **8.2%**
- Supply Chain Management **2.2%**
- Water **3.9%**

### Social and Ethical

Social and Ethical topics featured in **21.2%** of our engagements over the last quarter.



- Bribery and Corruption **0.7%**
- Conduct and Culture **8.2%**
- Diversity **26.5%**
- Human Capital Management **17.7%**
- Human Rights **42.9%**
- Labour Rights **4.1%**

### Governance

Governance topics featured in **29.0%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **24.4%**
- Board Independence **15.4%**
- Executive Remuneration **45.8%**
- Shareholder Protection and Rights **10.0%**
- Succession Planning **4.5%**

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **16.5%** of our engagements over the last quarter.



- Audit and Accounting **6.1%**
- Business Strategy **37.7%**
- Cyber Security **7.0%**
- Integrated Reporting and Other Disclosure **22.8%**
- Risk Management **26.3%**