

Stichting Shell Pensioenfond

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **294** companies held in the Stichting Shell Pensioenfond portfolios on a range of **956** environmental, social and governance issues and objectives.

Global

We engaged with **294** companies over the last quarter.



■ Environmental **38.3%**
■ Social and Ethical **22.1%**
■ Governance **23.1%**
■ Strategy, Risk and Communication **16.5%**

Australia & New Zealand

We engaged with **17** companies over the last quarter.



■ Environmental **21.9%**
■ Social and Ethical **12.5%**
■ Governance **53.1%**
■ Strategy, Risk and Communication **12.5%**

Developed Asia

We engaged with **33** companies over the last quarter.



■ Environmental **32.6%**
■ Social and Ethical **18.5%**
■ Governance **31.5%**
■ Strategy, Risk and Communication **17.4%**

Emerging & Developing Markets

We engaged with **43** companies over the last quarter.



■ Environmental **35.5%**
■ Social and Ethical **14.0%**
■ Governance **30.6%**
■ Strategy, Risk and Communication **19.8%**

Europe

We engaged with **66** companies over the last quarter.



■ Environmental **44.2%**
■ Social and Ethical **21.9%**
■ Governance **19.7%**
■ Strategy, Risk and Communication **14.2%**

North America

We engaged with **104** companies over the last quarter.



■ Environmental **39.4%**
■ Social and Ethical **24.3%**
■ Governance **19.8%**
■ Strategy, Risk and Communication **16.4%**

United Kingdom

We engaged with **31** companies over the last quarter.



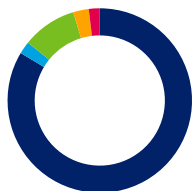
■ Environmental **34.0%**
■ Social and Ethical **30.0%**
■ Governance **17.0%**
■ Strategy, Risk and Communication **19.0%**

Engagement by theme

Over the last quarter we engaged with **294** companies held in the Stichting Shell Pensioenfondsen portfolios on a range of **956** environmental, social and governance issues and objectives.

Environmental

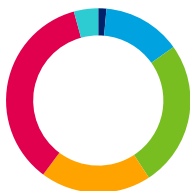
Environmental topics featured in **38.3 %** of our engagements over the last quarter.



- Climate Change **83.6%**
- Forestry and Land Use **2.2%**
- Pollution and Waste Management **9.6%**
- Supply Chain Management **2.7%**
- Water **1.9%**

Social and Ethical

Social and Ethical topics featured in **22.1%** of our engagements over the last quarter.



- Bribery and Corruption **1.4%**
- Conduct and Culture **13.7%**
- Diversity **25.6%**
- Human Capital Management **19.4%**
- Human Rights **35.5%**
- Labour Rights **4.3%**

Governance

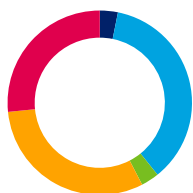
Governance topics featured in **23.1%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **29.4%**
- Board Independence **16.3%**
- Executive Remuneration **41.2%**
- Shareholder Protection and Rights **11.3%**
- Succession Planning **1.8%**

Strategy, Risk and Communication

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



- Audit and Accounting **3.2%**
- Business Strategy **36.1%**
- Cyber Security **3.2%**
- Integrated Reporting and Other Disclosure **31.0%**
- Risk Management **26.6%**