

Stichting Shell Pensioenfond

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **432** companies held in the Stichting Shell Pensioenfond portfolios on a range of **1,534** environmental, social and governance issues and objectives.

Global

We engaged with **432** companies over the last quarter.



Europe

We engaged with **101** companies over the last quarter.



United Kingdom

We engaged with **30** companies over the last quarter.



Emerging & Developing Markets

We engaged with **55** companies over the last quarter.



Developed Asia

We engaged with **51** companies over the last quarter.



Australia & New Zealand

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



North America

We engaged with **190** companies over the last quarter.

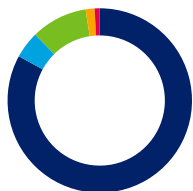


Engagement by theme

Over the last quarter we engaged with **432** companies held in the Stichting Shell Pensioenfondsen portfolios on a range of **1,534** environmental, social and governance issues and objectives.

Environmental

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



- Climate Change **83.0%**
- Forestry and Land Use **4.7%**
- Pollution and Waste Management **9.9%**
- Supply Chain Management **1.6%**
- Water **0.9%**

Social and Ethical

Social and Ethical topics featured in **21.6%** of our engagements over the last quarter.



- Bribery and Corruption **0.9%**
- Conduct and Culture **9.0%**
- Diversity **20.5%**
- Human Capital Management **27.7%**
- Human Rights **35.5%**
- Labour Rights **6.3%**

Governance

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



- Board Diversity, Skills and Experience **27.3%**
- Board Independence **14.5%**
- Executive Remuneration **43.4%**
- Shareholder Protection and Rights **12.8%**
- Succession Planning **2.1%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **14.6%** of our engagements over the last quarter.



- Audit and Accounting **11.2%**
- Business Strategy **33.5%**
- Cyber Security **1.8%**
- Integrated Reporting and Other Disclosure **23.2%**
- Risk Management **30.4%**