

## Stichting Shell Pensioenfond

## EOS at Federated Hermes

### Engagement by region

Over the last quarter we engaged with **525** companies held in the Stichting Shell Pensioenfond portfolios on a range of **1,588** environmental, social and governance issues and objectives.

#### Global

We engaged with **525** companies over the last quarter.



■ Environmental **28.0%**  
■ Social and Ethical **16.9%**  
■ Governance **44.1%**  
■ Strategy, Risk and Communication **11.0%**

#### Europe

We engaged with **118** companies over the last quarter.



■ Environmental **28.0%**  
■ Social and Ethical **14.2%**  
■ Governance **49.3%**  
■ Strategy, Risk and Communication **8.6%**

#### United Kingdom

We engaged with **49** companies over the last quarter.



■ Environmental **34.1%**  
■ Social and Ethical **17.8%**  
■ Governance **41.9%**  
■ Strategy, Risk and Communication **6.2%**

#### Emerging & Developing Markets

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



■ Environmental **25.1%**  
■ Social and Ethical **15.6%**  
■ Governance **43.0%**  
■ Strategy, Risk and Communication **16.2%**

#### Developed Asia

We engaged with **47** companies over the last quarter.



■ Environmental **29.8%**  
■ Social and Ethical **15.3%**  
■ Governance **45.8%**  
■ Strategy, Risk and Communication **9.2%**

#### Australia & New Zealand

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



■ Environmental **36.4%**  
■ Social and Ethical **18.2%**  
■ Governance **27.3%**  
■ Strategy, Risk and Communication **18.2%**

#### North America

We engaged with **252** companies over the last quarter.



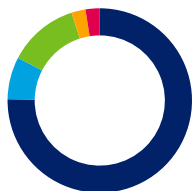
■ Environmental **27.2%**  
■ Social and Ethical **18.5%**  
■ Governance **42.6%**  
■ Strategy, Risk and Communication **11.8%**

## Engagement by theme

Over the last quarter we engaged with **525** companies held in the Stichting Shell Pensioenfondsen portfolios on a range of **1,588** environmental, social and governance issues and objectives.

### Environmental

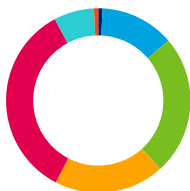
Environmental topics featured in **28.0%** of our engagements over the last quarter.



- Climate Change **75.2%**
- Forestry and Land Use **7.4%**
- Pollution and Waste Management **12.4%**
- Supply Chain Management **2.5%**
- Water **2.5%**

### Social and Ethical

Social and Ethical topics featured in **16.9%** of our engagements over the last quarter.



- Bribery and Corruption **0.7%**
- Conduct and Culture **13.0%**
- Diversity **24.5%**
- Human Capital Management **19.3%**
- Human Rights **34.6%**
- Labour Rights **7.1%**
- Tax **0.7%**

### Governance

Governance topics featured in **44.1%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **20.3%**
- Board Independence **12.1%**
- Executive Remuneration **50.1%**
- Shareholder Protection and Rights **15.0%**
- Succession Planning **2.6%**

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **11.0%** of our engagements over the last quarter.



- Audit and Accounting **18.4%**
- Business Strategy **27.0%**
- Cyber Security **1.1%**
- Integrated Reporting and Other Disclosure **28.2%**
- Risk management **25.3%**