

Engagement Report

Q3 2022

EOS at Federated Hermes

Stichting Shell Pensioenfonds

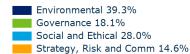
Engagement by region

We engaged with 205 companies held in the Stichting Shell Pensioenfonds portfolio on a range of 707 environmental, social and governance issues and objectives

Global

We engaged with 205 companies





Australia & New Zealand

We engaged with three companies





Europe

We engaged with 50 companies





Developed Asia

We engaged with 15 companies





North America

We engaged with 85 companies





Emerging & Developing Markets

We engaged with 30 companies





United Kingdom

We engaged with 22 companies





Engagement by theme

We engaged with 205 companies held in the Stichting Shell Pensioenfonds portfolio on a range of 707 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 39.3% of our engagements



- Climate Change 74.1%
- Forestry and Land Use 5.8%
- Pollution and Waste Management 13.3%
- Supply Chain Management 2.5%
- Water 4.3%

Social and Ethical

Social and Ethical topics featured in 28.0% of our engagements



- Bribery and Corruption 1.5%
- Conduct and Culture 9.1%
- Diversity 18.2%
- Human Capital Management 20.7%
- Human Rights 42.9%
- Labour Rights 6.1%
- Tax 1.5%

Governance

Governance topics featured in 18.1% of our engagements



- Board Diversity, Skills and
- Experience 33.6%
- Board Independence 15.6% Executive Remuneration 39.1%
- Shareholder Protection and
- Rights 9.4%
- Succession Planning 2.3%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 14.6% of our engagements



- Business Strategy 33.0%
- Cyber Security 2.9%
- Integrated Reporting and

- Audit and Accounting 3.9%

- Other Disclosure 29.1%
- Risk Management 31.1%