

Stichting Shell Pensioenfond

Hermes EOS

Engagement by region

Over the last quarter we engaged with **407** companies held in the Stichting Shell Pensioenfond portfolios on a range of **1,109** environmental, social and governance issues and objectives.

Global

We engaged with **407** companies over the last quarter.



■ Environmental **29.7%**
■ Social and Ethical **18.5%**
■ Governance **32.5%**
■ Strategy, Risk and Communication **19.4%**

Australia & New Zealand

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



■ Environmental **44.4%**
■ Governance **44.4%**
■ Strategy, Risk and Communication **11.1%**

Developed Asia

We engaged with **62** companies over the last quarter.



■ Environmental **28.7%**
■ Social and Ethical **23.0%**
■ Governance **32.8%**
■ Strategy, Risk and Communication **15.5%**

Emerging & Developing Markets

We engaged with **67** companies over the last quarter.



■ Environmental **40.0%**
■ Social and Ethical **13.8%**
■ Governance **29.0%**
■ Strategy, Risk and Communication **17.2%**

Europe

We engaged with **102** companies over the last quarter.



■ Environmental **22.8%**
■ Social and Ethical **16.5%**
■ Governance **43.8%**
■ Strategy, Risk and Communication **16.9%**

North America

We engaged with **124** companies over the last quarter.



■ Environmental **30.7%**
■ Social and Ethical **19.4%**
■ Governance **24.1%**
■ Strategy, Risk and Communication **25.7%**

United Kingdom

We engaged with **46** companies over the last quarter.



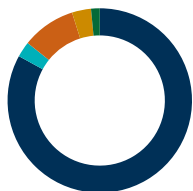
■ Environmental **29.3%**
■ Social and Ethical **20.3%**
■ Governance **36.1%**
■ Strategy, Risk and Communication **14.3%**

Engagement by theme

Over the last quarter we engaged with **407** companies held in the Stichting Shell Pensioenfondsen portfolios on a range of **1,109** environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in **29.7%** of our engagements over the last quarter.



- Climate Change **83.0%**
- Forestry and Land Use **2.7%**
- Pollution and Waste Management **9.4%**
- Supply Chain Management **3.3%**
- Water **1.5%**

Social and Ethical

Social and Ethical topics featured in **18.5%** of our engagements over the last quarter.



- Bribery and Corruption **4.4%**
- Conduct and Culture **18.5%**
- Diversity **17.6%**
- Human Capital Management **20.0%**
- Human Rights **29.3%**
- Labour Rights **7.3%**
- Tax **2.9%**

Governance

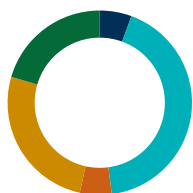
Governance topics featured in **32.5%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **26.7%**
- Board Independence **13.1%**
- Executive Remuneration **40.8%**
- Shareholder Protection and Rights **13.9%**
- Succession Planning **5.6%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **19.4%** of our engagements over the last quarter.



- Audit and Accounting **5.6%**
- Business Strategy **42.3%**
- Cyber Security **5.6%**
- Integrated Reporting and Other Disclosure **26.0%**
- Risk Management **20.5%**