

Unilever APF, kring Forward

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **176** companies held in the Unilever APF, kring Forward portfolios on a range of **618** environmental, social and governance issues and objectives.

Global

We engaged with **176** companies over the last quarter.



■ Environmental **36.4%**
 ■ Social and Ethical **24.3%**
 ■ Governance **22.0%**
 ■ Strategy, Risk and Communication **17.3%**

Australia & New Zealand

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



■ Environmental **21.4%**
 ■ Social and Ethical **7.1%**
 ■ Governance **50.0%**
 ■ Strategy, Risk and Communication **21.4%**

Developed Asia

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



■ Environmental **32.2%**
 ■ Social and Ethical **23.7%**
 ■ Governance **28.8%**
 ■ Strategy, Risk and Communication **15.3%**

Emerging & Developing Markets

We engaged with **23** companies over the last quarter.



■ Environmental **30.0%**
 ■ Social and Ethical **18.6%**
 ■ Governance **30.0%**
 ■ Strategy, Risk and Communication **21.4%**

Europe

We engaged with **41** companies over the last quarter.



■ Environmental **42.0%**
 ■ Social and Ethical **24.0%**
 ■ Governance **20.0%**
 ■ Strategy, Risk and Communication **14.0%**

North America

We engaged with **74** companies over the last quarter.



■ Environmental **36.4%**
 ■ Social and Ethical **26.2%**
 ■ Governance **20.0%**
 ■ Strategy, Risk and Communication **17.5%**

United Kingdom

We engaged with **15** companies over the last quarter.



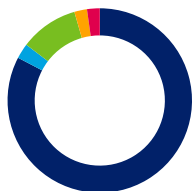
■ Environmental **38.0%**
 ■ Social and Ethical **28.0%**
 ■ Governance **12.0%**
 ■ Strategy, Risk and Communication **22.0%**

Engagement by theme

Over the last quarter we engaged with **176** companies held in the Unilever APF, kring Forward portfolios on a range of **618** environmental, social and governance issues and objectives.

Environmental

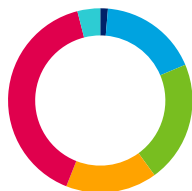
Environmental topics featured in **36.4%** of our engagements over the last quarter.



- Climate Change **82.7%**
- Forestry and Land Use **2.7%**
- Pollution and Waste Management **10.2%**
- Supply Chain Management **2.2%**
- Water **2.2%**

Social and Ethical

Social and Ethical topics featured in **24.3%** of our engagements over the last quarter.



- Bribery and Corruption **1.3%**
- Conduct and Culture **17.3%**
- Diversity **21.3%**
- Human Capital Management **16.0%**
- Human Rights **40.0%**
- Labour Rights **4.0%**

Governance

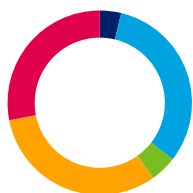
Governance topics featured in **22.0%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **27.9%**
- Board Independence **16.9%**
- Executive Remuneration **41.2%**
- Shareholder Protection and Rights **10.3%**
- Succession Planning **3.7%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **17.3%** of our engagements over the last quarter.



- Audit and Accounting **3.7%**
- Business Strategy **31.8%**
- Cyber Security **4.7%**
- Integrated Reporting and Other Disclosure **31.8%**
- Risk Management **28.0%**