

Unilever APF kring Forward

EOS at Federated Hermes

Over the last quarter we made voting recommendations at **171** meetings (**1,247** resolutions). At **81** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **three** meetings and abstaining at **one** meeting. We supported management on all resolutions at the remaining **86** meetings.

Global

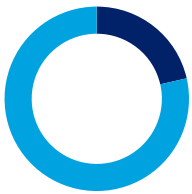
We made voting recommendations at **171** meetings (**1,247** resolutions) over the last quarter.



- Total meetings in favour **50.3%**
- Meetings against (or against AND abstain) **47.4%**
- Meetings abstained **0.6%**
- Meetings with management by exception **1.8%**

Australia and New Zealand

We made voting recommendations at **14** meetings (**92** resolutions) over the last quarter.



- Total meetings in favour **21.4%**
- Meetings against (or against AND abstain) **78.6%**

Developed Asia

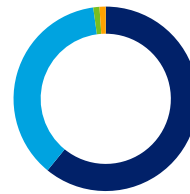
We made voting recommendations at **three** meetings (**22** resolutions) over the last quarter.



- Total meetings in favour **66.7%**
- Meetings against (or against AND abstain) **33.3%**

Emerging and Frontier Markets

We made voting recommendations at **92** meetings (**523** resolutions) over the last quarter.



- Total meetings in favour **60.9%**
- Meetings against (or against AND abstain) **37.0%**
- Meetings abstained **1.1%**
- Meetings with management by exception **1.1%**

Europe

We made voting recommendations at **22** meetings (**191** resolutions) over the last quarter.



- Total meetings in favour **59.1%**
- Meetings against (or against AND abstain) **40.9%**

North America

We made voting recommendations at **35** meetings (**361** resolutions) over the last quarter.



- Total meetings in favour **22.9%**
- Meetings against (or against AND abstain) **71.4%**
- Meetings with management by exception **5.7%**

United Kingdom

We made voting recommendations at **five** meetings (**58** resolutions) over the last quarter.

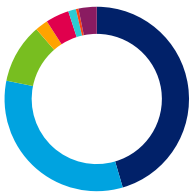


- Total meetings in favour **80%**
- Meetings against (or against AND abstain) **20%**

The issues on which we recommended voting against management or abstaining on resolutions are shown below.

Global

We recommended voting against or abstaining on **220** resolutions over the last quarter.



- Board structure 45.5%
- Remuneration 32.7%
- Shareholder resolution 10.5%
- Capital structure and dividends 2.3%
- Amend articles 4.1%
- Audit and accounts 1.4%
- Investment/M&A 0.5%
- Other 3.2%

Australia and New Zealand

We recommended voting against or abstaining on **24** resolutions over the last quarter.



- Board structure 29.2%
- Remuneration 54.2%
- Shareholder resolution 16.7%

Developed Asia

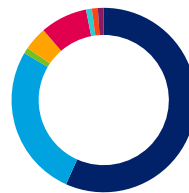
We recommended voting against or abstaining on **two** resolutions over the last quarter.



- Remuneration 50%
- Capital structure and dividends 50%

Emerging and Frontier Markets

We recommended voting against or abstaining on **97** resolutions over the last quarter.



- Board structure 56.7%
- Remuneration 26.8%
- Shareholder resolution 1.0%
- Capital structure and dividends 4.1%
- Amend articles 8.2%
- Audit and accounts 1.0%
- Investment/M&A 1.0%
- Other 1.0%

Europe

We recommended voting against or abstaining on **23** resolutions over the last quarter.



- Board structure 21.7%
- Remuneration 39.1%
- Shareholder resolution 4.3%
- Amend articles 4.3%
- Audit and accounts 8.7%
- Other 21.7%

North America

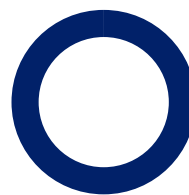
We recommended voting against or abstaining on **73** resolutions over the last quarter.



- Board structure 45.2%
- Remuneration 30.1%
- Shareholder resolution 23.3%
- Other 1.4%

United Kingdom

We recommended voting against or abstaining on **one** resolution over the last quarter.



- Remuneration 100%