

Unilever APF, kring Forward

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with 200 companies held in the Unilever APF, kring Forward portfolios on a range of 695 environmental, social and governance issues and objectives.

Global

We engaged with 200 companies over the last quarter.



- Environmental 26.0%
- Social and Ethical 20.4%
- Governance 36.5%
- Strategy, Risk and Communication 17.0%

Europe

We engaged with 40 companies over the last quarter.



- Environmental 30.7%
- Social and Ethical 15.3%
- Governance 38.7%
- Strategy, Risk and Communication 15.3%

United Kingdom

We engaged with eight companies over the last quarter.



- Environmental 33.3%
- Social and Ethical 11.1%
- Governance 27.8%
- Strategy, Risk and Communication 27.8%

Emerging & Developing Markets

We engaged with 24 companies over the last quarter.



- Environmental 36.3%
- Social and Ethical 19.8%
- Governance 24.2%
- Strategy, Risk and Communication 19.8%

Developed Asia

We engaged with 24 companies over the last quarter.



- Environmental 30.9%
- Social and Ethical 18.6%
- Governance 37.1%
- Strategy, Risk and Communication 13.4%

Australia & New Zealand

We engaged with three companies over the last quarter.



- Environmental 30.0%
- Social and Ethical 30.0%
- Governance 40.0%
- Strategy, Risk and Communication 30.0%

North America

We engaged with 101 companies over the last quarter.



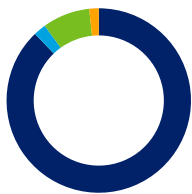
- Environmental 19.6%
- Social and Ethical 24.3%
- Governance 39.2%
- Strategy, Risk and Communication 17.0%

Engagement by theme

Over the last quarter we engaged with 200 companies held in the Unilever APF, kring Forward portfolios on a range of 695 environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in 26.0% of our engagements over the last quarter.



- Climate Change 87.8%
- Forestry and Land Use 2.2%
- Pollution and Waste Management 8.3%
- Supply Chain Management 1.7%

Social and Ethical

Social and Ethical topics featured in 20.4% of our engagements over the last quarter.



- Conduct and Culture 11.3%
- Diversity 19.0%
- Human and labour rights 0.7%
- Human Capital Management 28.2%
- Human Rights 34.5%
- Labour Rights 6.3%

Governance

Governance topics featured in 36.5% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 26.8%
- Board Independence 13.0%
- Executive Remuneration 42.1%
- Shareholder Protection and Rights 15.7%
- Succession Planning 2.4%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 17.0% of our engagements over the last quarter.



- Audit and Accounting 16.1%
- Business Strategy 34.7%
- Cyber Security 1.7%
- Integrated Reporting and Other Disclosure 20.3%
- Risk Management 27.1%