

Unilever APF, kring Forward

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with 299 companies held in the Unilever APF, kring Forward portfolios on a range of 945 environmental, social and governance issues and objectives.

Global

We engaged with 299 companies over the last quarter.



- Environmental 25.3%
- Social and Ethical 18.6%
- Governance 43.3%
- Strategy, Risk and Communication 12.8%

Europe

We engaged with 68 companies over the last quarter.



- Environmental 29.0%
- Social and Ethical 14.5%
- Governance 45.8%
- Strategy, Risk and Communication 10.7%

United Kingdom

We engaged with 21 companies over the last quarter.



- Environmental 26.1%
- Social and Ethical 8.7%
- Governance 56.5%
- Strategy, Risk and Communication 8.7%

Emerging & Developing Markets

We engaged with 31 companies over the last quarter.



- Environmental 22.0%
- Social and Ethical 21.0%
- Governance 45.0%
- Strategy, Risk and Communication 12.0%

Developed Asia

We engaged with 20 companies over the last quarter.



- Environmental 36.5%
- Social and Ethical 15.9%
- Governance 33.3%
- Strategy, Risk and Communication 14.3%

Australia & New Zealand

We engaged with two companies over the last quarter.



- Environmental 20.0%
- Social and Ethical 40.0%
- Governance 20.0%
- Strategy, Risk and Communication 20.0%

North America

We engaged with 157 companies over the last quarter.



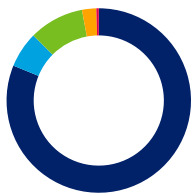
- Environmental 23.0%
- Social and Ethical 20.9%
- Governance 42.2%
- Strategy, Risk and Communication 13.9%

Engagement by theme

Over the last quarter we engaged with 299 companies held in the Unilever APF, kring Forward portfolios on a range of 945 environmental, social and governance issues and objectives.

Environmental

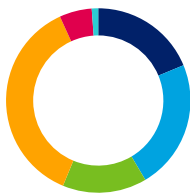
Environmental topics featured in 25.3% of our engagements over the last quarter.



- Climate Change 81.2%
- Forestry and Land Use 6.3%
- Pollution and Waste Management 9.6%
- Supply Chain Management 2.5%
- Water 0.4%

Social and Ethical

Social and Ethical topics featured in 18.6% of our engagements over the last quarter.



- Conduct and Culture 18.8%
- Diversity 22.7%
- Human Capital Management 14.8%
- Human Rights 36.9%
- Labour Rights 5.7%
- Tax 1.1%

Governance

Governance topics featured in 43.3% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 20.8%
- Board Independence 10.5%
- Executive Remuneration 51.3%
- Shareholder Protection and Rights 15.4%
- Succession Planning 2.0%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 12.8% of our engagements over the last quarter.



- Audit and Accounting 16.5%
- Business Strategy 25.6%
- Cyber Security 1.7%
- Integrated Reporting and Other Disclosure 26.4%
- Risk management 29.8%