

Unilever APF, kring Forward

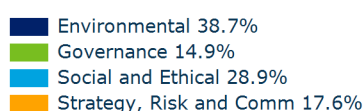
EOS at Federated Hermes

Engagement by region

We engaged with 109 companies held in the Unilever APF, kring Forward portfolio on a range of 450 environmental, social and governance issues and objectives

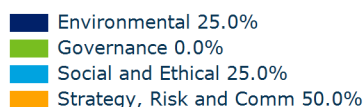
Global

We engaged with 109 companies



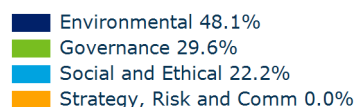
Australia & New Zealand

We engaged with one company



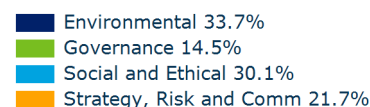
Developed Asia

We engaged with eight companies



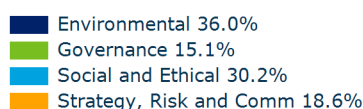
Emerging & Developing Markets

We engaged with 20 companies



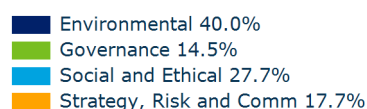
Europe

We engaged with 22 companies



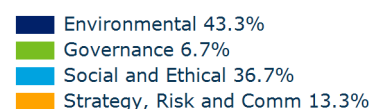
North America

We engaged with 52 companies



United Kingdom

We engaged with six companies



Engagement by theme

We engaged with 109 companies held in the Unilever APF, kring Forward portfolio on a range of 450 environmental, social and governance issues and objectives

Environmental

Environmental topics featured in 38.7% of our engagements



- Climate Change 75.9%
- Forestry and Land Use 7.5%
- Pollution and Waste Management 10.3%
- Supply Chain Management 2.9%
- Water 3.4%

Social and Ethical

Social and Ethical topics featured in 28.9% of our engagements



- Bribery and Corruption 3.1%
- Conduct and Culture 12.3%
- Diversity 15.4%
- Human Capital Management 16.9%
- Human Rights 48.5%
- Labour Rights 3.8%
- Tax 0.0%

Governance

Governance topics featured in 14.9% of our engagements



- Board Diversity, Skills and Experience 28.4%
- Board Independence 17.9%
- Executive Remuneration 29.9%
- Shareholder Protection and Rights 16.4%
- Succession Planning 7.5%

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 17.6% of our engagements



- Audit and Accounting 8.9%
- Business Strategy 32.9%
- Cyber Security 0.0%
- Integrated Reporting and Other Disclosure 30.4%
- Risk Management 27.8%