

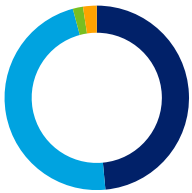
## Unilever APF kring Forward

## EOS at Federated Hermes

Over the last quarter we made voting recommendations at **167** meetings (**1,723** resolutions). At **79** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **four** meetings and abstaining at **three** meetings. We supported management on all resolutions at the remaining **81** meetings.

### Global

We made voting recommendations at **167** meetings (**1,723** resolutions) over the last quarter.



- Total meetings in favour **48.5%**
- Meetings against (or against AND abstain) **47.3%**
- Meetings abstained **1.8%**
- Meetings with management by exception **2.4%**

### Australia and New Zealand

We made voting recommendations at **four** meetings (**17** resolutions) over the last quarter.



- Total meetings in favour **75%**
- Meetings against (or against AND abstain) **25%**

### Developed Asia

We made voting recommendations at **57** meetings (**497** resolutions) over the last quarter.



- Total meetings in favour **59.6%**
- Meetings against (or against AND abstain) **40.4%**

### Emerging and Frontier Markets

We made voting recommendations at **64** meetings (**475** resolutions) over the last quarter.



- Total meetings in favour **51.6%**
- Meetings against (or against AND abstain) **45.3%**
- Meetings abstained **3.1%**

### Europe

We made voting recommendations at **23** meetings (**507** resolutions) over the last quarter.



- Total meetings in favour **21.7%**
- Meetings against (or against AND abstain) **69.6%**
- Meetings abstained **4.3%**
- Meetings with management by exception **4.3%**

### North America

We made voting recommendations at **14** meetings (**182** resolutions) over the last quarter.



- Total meetings in favour **14.3%**
- Meetings against (or against AND abstain) **64.3%**
- Meetings with management by exception **21.4%**

### United Kingdom

We made voting recommendations at **five** meetings (**45** resolutions) over the last quarter.

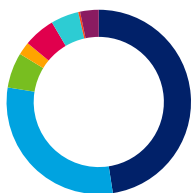


- Total meetings in favour **80%**
- Meetings against (or against AND abstain) **20%**

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

**Global**

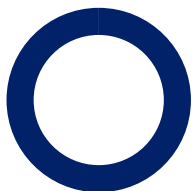
We recommended voting against or abstaining on **307** resolutions over the last quarter.



- Board structure **47.6%**
- Remuneration **30.0%**
- Shareholder resolution **6.2%**
- Capital structure and dividends **2.3%**
- Amend articles **5.5%**
- Audit and accounts **4.9%**
- Investment/M&A **0.3%**
- Other **3.3%**

**Australia and New Zealand**

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



- Remuneration **100%**

**Developed Asia**

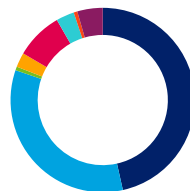
We recommended voting against or abstaining on **60** resolutions over the last quarter.



- Board structure **63.3%**
- Remuneration **6.7%**
- Shareholder resolution **6.7%**
- Amend articles **6.7%**
- Audit and accounts **16.7%**

**Emerging and Frontier Markets**

We recommended voting against or abstaining on **157** resolutions over the last quarter.



- Board structure **46.5%**
- Remuneration **33.8%**
- Shareholder resolution **0.6%**
- Capital structure and dividends **2.5%**
- Amend articles **8.3%**
- Audit and accounts **3.2%**
- Investment/M&A **0.6%**
- Other **4.5%**

**Europe**

We recommended voting against or abstaining on **50** resolutions over the last quarter.



- Board structure **48%**
- Remuneration **40%**
- Capital structure and dividends **6%**
- Other **6%**

**North America**

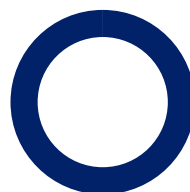
We recommended voting against or abstaining on **37** resolutions over the last quarter.



- Board structure **27.0%**
- Remuneration **35.1%**
- Shareholder resolution **37.8%**

**United Kingdom**

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



- Board structure **100%**