

## Unilever APF kring Forward

## EOS at Federated Hermes

Over the last quarter we made voting recommendations at 525 meetings (3,295 resolutions). At 270 meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at three meetings and abstaining at four meetings. We supported management on all resolutions at the remaining 248 meetings.

### Global

We made voting recommendations at 525 meetings (3,295 resolutions) over the last quarter.



- Total meetings in favour 47.2%
- Meetings against (or against AND abstain) 51.4%
- Meetings abstained 0.8%
- Meetings with management by exception 0.6%

### Australia & New Zealand

We made voting recommendations at 13 meetings (91 resolutions) over the last quarter.



- Total meetings in favour 30.8%
- Meetings against (or against AND abstain) 69.2%

### Developed Asia

We made voting recommendations at 18 meetings (65 resolutions) over the last quarter.



- Total meetings in favour 55.6%
- Meetings against (or against AND abstain) 44.4%

### Emerging & Developing Markets

We made voting recommendations at 468 meetings (2,889 resolutions) over the last quarter.



- Total meetings in favour 47.0%
- Meetings against (or against AND abstain) 51.7%
- Meetings abstained 0.9%
- Meetings with management by exception 0.4%

### Europe

We made voting recommendations at eight meetings (53 resolutions) over the last quarter.



- Total meetings in favour 62.5%
- Meetings against (or against AND abstain) 37.5%

### North America

We made voting recommendations at 14 meetings (177 resolutions) over the last quarter.



- Total meetings in favour 42.9%
- Meetings against (or against AND abstain) 50.0%
- Meetings with management by exception 7.1%

### United Kingdom

We made voting recommendations at four meetings (20 resolutions) over the last quarter.



- Total meetings in favour 75.0%
- Meetings against (or against AND abstain) 25.0%

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

### Global

We recommended voting against or abstaining on 909 resolutions over the last quarter.



- Board Structure 38.8%
- Remuneration 9.1%
- Shareholder Resolution 4.6%
- Capital Structure + Dividends 4.8%
- Amend Articles 39.7%
- Audit + Accounts 0.9%
- Investment/M&A 0.4%
- Other 1.5%

### Australia & New Zealand

We recommended voting against or abstaining on 16 resolutions over the last quarter.



- Board Structure 12.5%
- Remuneration 50.0%
- Shareholder Resolution 37.5%

### Developed Asia

We recommended voting against or abstaining on 19 resolutions over the last quarter.



- Board Structure 73.7%
- Remuneration 5.3%
- Capital Structure + Dividends 10.5%
- Amend Articles 10.5%

### Emerging & Developing Markets

We recommended voting against or abstaining on 842 resolutions over the last quarter.



- Board Structure 38.8%
- Remuneration 7.8%
- Shareholder Resolution 2.7%
- Capital Structure + Dividends 5.0%
- Amend Articles 42.6%
- Audit + Accounts 0.8%
- Investment/M&A 0.5%
- Other 1.7%

### Europe

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



- Board Structure 66.7%
- Remuneration 33.3%

### North America

We recommended voting against or abstaining on 28 resolutions over the last quarter.



- Board Structure 28.6%
- Remuneration 21.4%
- Shareholder Resolution 46.4%
- Audit + Accounts 3.6%

### United Kingdom

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



- Remuneration 100.0%