

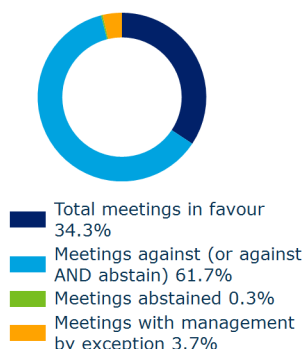
Unilever APF kring Forward

EOS at Federated Hermes

Over the last quarter we implemented your vote policy at 1,355 meetings (15,612 resolutions). Votes were instructed opposing one or more resolutions at 836 meetings, supporting management by exception at 50 meetings, abstaining at four meetings and supporting management on all resolutions at the remaining 465 meetings.

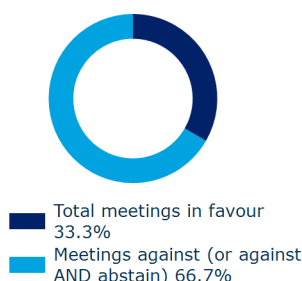
Global

Votes were instructed at 1,355 meetings (15,612 resolutions) over the last quarter.



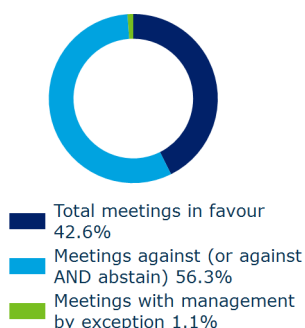
Australia & New Zealand

Votes were instructed at three meetings (20 resolutions) over the last quarter.



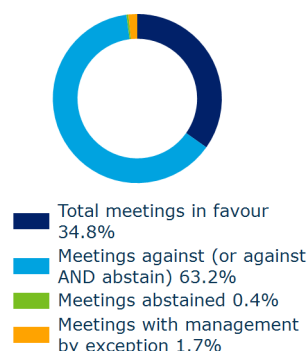
Developed Asia

Votes were instructed at 183 meetings (1,727 resolutions) over the last quarter.



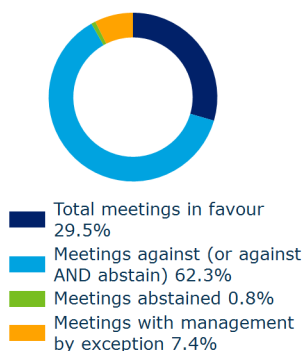
Emerging & Developing Markets

Votes were instructed at 825 meetings (8,280 resolutions) over the last quarter.



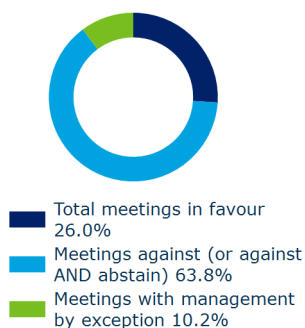
Europe

Votes were instructed at 122 meetings (2,459 resolutions) over the last quarter.



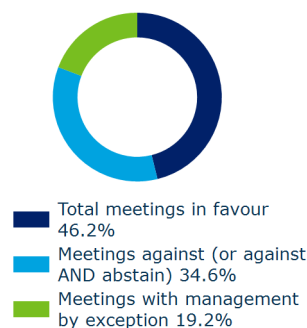
North America

Votes were instructed at 196 meetings (2,598 resolutions) over the last quarter.



United Kingdom

Votes were instructed at 26 meetings (528 resolutions) over the last quarter.



The issues on which votes were instructed against management or abstain on resolutions are shown below.

Global

Votes were instructed against or abstain on 2,598 resolutions over the last quarter.



Board Structure	46.6%
Remuneration	14.3%
Shareholder Resolution	7.5%
Capital Structure + Dividends	13.4%
Amend Articles	8.6%
Audit + Accounts	5.7%
Investment/M&A	1.2%
Poison Pill/Anti-Takeover Device	0.0%
Other	2.6%

Australia & New Zealand

Votes were instructed against or abstain on two resolutions over the last quarter.



Remuneration	50.0%
Shareholder Resolution	50.0%

Developed Asia

Votes were instructed against or abstain on 286 resolutions over the last quarter.



Board Structure	76.9%
Remuneration	4.5%
Shareholder Resolution	5.9%
Capital Structure + Dividends	9.1%
Amend Articles	1.7%
Audit + Accounts	1.7%

Emerging & Developing Markets

Votes were instructed against or abstain on 1,694 resolutions over the last quarter.



Board Structure	39.8%
Remuneration	11.1%
Shareholder Resolution	4.5%
Capital Structure + Dividends	18.8%
Amend Articles	12.8%
Audit + Accounts	7.7%
Investment/M&A	1.9%
Other	3.3%

Europe

Votes were instructed against or abstain on 253 resolutions over the last quarter.



Board Structure	39.9%
Remuneration	42.3%
Shareholder Resolution	9.5%
Capital Structure + Dividends	0.8%
Amend Articles	0.4%
Audit + Accounts	2.4%
Other	4.7%

North America

Votes were instructed against or abstain on 337 resolutions over the last quarter.



Board Structure	60.2%
Remuneration	14.5%
Shareholder Resolution	22.8%
Amend Articles	0.3%
Audit + Accounts	2.1%

United Kingdom

Votes were instructed against or abstain on 26 resolutions over the last quarter.



Board Structure	42.3%
Remuneration	53.8%
Poison Pill/Anti-Takeover Device	3.8%