

## Unilever APF kring Forward

## EOS at Federated Hermes

Over the last quarter we made voting recommendations at 945 meetings (13,344 resolutions). At 633 meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at 53 meetings and abstaining at one meeting. We supported management on all resolutions at the remaining 258 meetings.

### Global

We made voting recommendations at 945 meetings (13,344 resolutions) over the last quarter.



- Total meetings in favour 27.3%
- Meetings against (or against AND abstain) 67.0%
- Meetings abstained 0.1%
- Meetings with management by exception 5.6%

### Australia & New Zealand

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



- Meetings against (or against AND abstain) 100.0%

### Developed Asia

We made voting recommendations at 146 meetings (1,669 resolutions) over the last quarter.



- Total meetings in favour 39.0%
- Meetings against (or against AND abstain) 58.2%
- Meetings with management by exception 2.7%

### Emerging & Developing Markets

We made voting recommendations at 341 meetings (3,919 resolutions) over the last quarter.



- Total meetings in favour 37.8%
- Meetings against (or against AND abstain) 61.3%
- Meetings with management by exception 0.9%

### Europe

We made voting recommendations at 142 meetings (2,944 resolutions) over the last quarter.



- Total meetings in favour 18.3%
- Meetings against (or against AND abstain) 73.9%
- Meetings abstained 0.7%
- Meetings with management by exception 7.0%

### North America

We made voting recommendations at 275 meetings (3,925 resolutions) over the last quarter.



- Total meetings in favour 11.6%
- Meetings against (or against AND abstain) 77.5%
- Meetings with management by exception 10.9%

### United Kingdom

We made voting recommendations at 39 meetings (869 resolutions) over the last quarter.



- Total meetings in favour 35.9%
- Meetings against (or against AND abstain) 48.7%
- Meetings with management by exception 15.4%

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

### Global

We recommended voting against or abstaining on 2,127 resolutions over the last quarter.



- Board Structure 47.1%
- Remuneration 18.8%
- Shareholder Resolution 14.6%
- Capital Structure + Dividends 7.5%
- Amend Articles 3.6%
- Audit + Accounts 5.3%
- Investment/M&A 0.7%
- Poison Pill/Anti-Takeover Device 0.1%
- Other 2.3%

### Australia & New Zealand

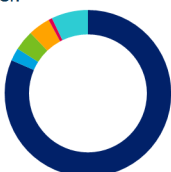
We recommended voting against or abstaining on 10 resolutions over the last quarter.



- Board Structure 50.0%
- Remuneration 40.0%
- Audit + Accounts 10.0%

### Developed Asia

We recommended voting against or abstaining on 281 resolutions over the last quarter.



- Board Structure 81.5%
- Remuneration 2.5%
- Shareholder Resolution 3.9%
- Capital Structure + Dividends 4.3%
- Amend Articles 0.7%
- Audit + Accounts 7.1%

### Emerging & Developing Markets

We recommended voting against or abstaining on 794 resolutions over the last quarter.



- Board Structure 48.1%
- Remuneration 10.3%
- Shareholder Resolution 6.9%
- Capital Structure + Dividends 14.1%
- Amend Articles 8.4%
- Audit + Accounts 6.4%
- Investment/M&A 1.9%
- Other 3.8%

### Europe

We recommended voting against or abstaining on 354 resolutions over the last quarter.



- Board Structure 30.2%
- Remuneration 36.4%
- Shareholder Resolution 8.2%
- Capital Structure + Dividends 9.9%
- Amend Articles 1.7%
- Audit + Accounts 8.2%
- Poison Pill/Anti-Takeover Device 0.3%
- Other 5.1%

### North America

We recommended voting against or abstaining on 650 resolutions over the last quarter.



- Board Structure 41.4%
- Remuneration 23.2%
- Shareholder Resolution 33.2%
- Capital Structure + Dividends 0.2%
- Amend Articles 0.2%
- Audit + Accounts 1.8%

### United Kingdom

We recommended voting against or abstaining on 38 resolutions over the last quarter.



- Board Structure 26.3%
- Remuneration 71.1%
- Poison Pill/Anti-Takeover Device 2.6%