

## Unilever APF, kring Progress

### EOS at Federated Hermes

### Engagement by region

Over the last quarter we engaged with **189** companies held in the Unilever APF, kring Progress portfolios on a range of **650** environmental, social and governance issues and objectives.

#### Global

We engaged with **189** companies over the last quarter.



- Environmental 26.5%
- Social and Ethical 20.5%
- Governance 36.2%
- Strategy, Risk and Communication 16.9%

#### Europe

We engaged with **41** companies over the last quarter.



- Environmental 32.4%
- Social and Ethical 14.7%
- Governance 38.2%
- Strategy, Risk and Communication 14.7%

#### United Kingdom

We engaged with **seven** companies over the last quarter.



- Environmental 35.3%
- Social and Ethical 11.8%
- Governance 23.5%
- Strategy, Risk and Communication 29.4%

#### Emerging & Developing Markets

We engaged with **24** companies over the last quarter.



- Environmental 36.3%
- Social and Ethical 19.8%
- Governance 24.2%
- Strategy, Risk and Communication 19.8%

#### Developed Asia

We engaged with **22** companies over the last quarter.



- Environmental 32.2%
- Social and Ethical 18.9%
- Governance 34.4%
- Strategy, Risk and Communication 14.4%

#### Australia & New Zealand

We engaged with **three** companies over the last quarter.



- Environmental 30.0%
- Social and Ethical 30.0%
- Governance 40.0%

#### North America

We engaged with **92** companies over the last quarter.



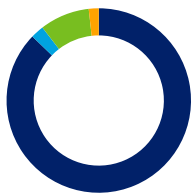
- Environmental 18.6%
- Social and Ethical 24.8%
- Governance 39.9%
- Strategy, Risk and Communication 16.7%

## Engagement by theme

Over the last quarter we engaged with **189** companies held in the Unilever APF, kring Progress portfolios on a range of **650** environmental, social and governance issues and objectives.

### Environmental

Environmental topics featured in **26.5%** of our engagements over the last quarter.



- Climate Change **87.2%**
- Forestry and Land Use **2.3%**
- Pollution and Waste Management **8.7%**
- Supply Chain Management **1.7%**

### Social and Ethical

Social and Ethical topics featured in **20.5%** of our engagements over the last quarter.



- Conduct and Culture **11.3%**
- Diversity **19.5%**
- Human and labour rights **0.8%**
- Human Capital Management **27.8%**
- Human Rights **35.3%**
- Labour Rights **5.3%**

### Governance

Governance topics featured in **36.2%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **27.2%**
- Board Independence **14.0%**
- Executive Remuneration **39.6%**
- Shareholder Protection and Rights **16.6%**
- Succession Planning **2.6%**

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **16.9%** of our engagements over the last quarter.



- Audit and Accounting **14.5%**
- Business Strategy **35.5%**
- Cyber Security **1.8%**
- Integrated Reporting and Other Disclosure **20.0%**
- Risk Management **28.2%**