

**Unilever APF, kring Progress**

**EOS at Federated Hermes**

**Engagement by region**

Over the last quarter we engaged with **271** companies held in the Unilever APF, kring Progress portfolios on a range of **855** environmental, social and governance issues and objectives.

**Global**

We engaged with **271** companies over the last quarter.



- Environmental 26.0%
- Social and Ethical 19.2%
- Governance 42.0%
- Strategy, Risk and Communication 12.9%

**Europe**

We engaged with **63** companies over the last quarter.



- Environmental 32.5%
- Social and Ethical 14.0%
- Governance 42.0%
- Strategy, Risk and Communication 11.5%

**United Kingdom**

We engaged with **20** companies over the last quarter.



- Environmental 23.8%
- Social and Ethical 9.5%
- Governance 59.5%
- Strategy, Risk and Communication 7.1%

**Emerging & Developing Markets**

We engaged with **31** companies over the last quarter.



- Environmental 22.0%
- Social and Ethical 21.0%
- Governance 45.0%
- Strategy, Risk and Communication 12.0%

**Developed Asia**

We engaged with **20** companies over the last quarter.



- Environmental 36.5%
- Social and Ethical 15.9%
- Governance 33.3%
- Strategy, Risk and Communication 14.3%

**Australia & New Zealand**

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



- Environmental 20.0%
- Social and Ethical 40.0%
- Governance 20.0%
- Strategy, Risk and Communication 20.0%

**North America**

We engaged with **135** companies over the last quarter.



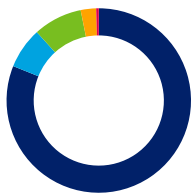
- Environmental 22.7%
- Social and Ethical 22.2%
- Governance 41.1%
- Strategy, Risk and Communication 13.9%

## Engagement by theme

Over the last quarter we engaged with 271 companies held in the Unilever APF, kring Progress portfolios on a range of 855 environmental, social and governance issues and objectives.

### Environmental

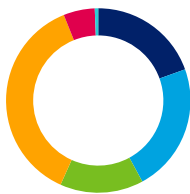
Environmental topics featured in 26.0% of our engagements over the last quarter.



- Climate Change 81.1%
- Forestry and Land Use 7.2%
- Pollution and Waste Management 8.6%
- Supply Chain Management 2.7%
- Water 0.5%

### Social and Ethical

Social and Ethical topics featured in 19.2% of our engagements over the last quarter.



- Conduct and Culture 19.5%
- Diversity 22.6%
- Human Capital Management 14.6%
- Human Rights 37.2%
- Labour Rights 5.5%
- Tax 0.6%

### Governance

Governance topics featured in 42.0% of our engagements over the last quarter.



- Board Diversity, Skills and Experience 21.4%
- Board Independence 11.4%
- Executive Remuneration 49.6%
- Shareholder Protection and Rights 15.6%
- Succession Planning 1.9%

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in 12.9% of our engagements over the last quarter.



- Audit and Accounting 17.3%
- Business Strategy 25.5%
- Cyber Security 1.8%
- Integrated Reporting and Other Disclosure 24.5%
- Risk Management 30.9%