

## Unilever APF kring Progress

## EOS at Federated Hermes

Over the last quarter we made voting recommendations at **861** meetings (**12,351** resolutions). At **617** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **50** meetings and abstaining at **one** meeting. We supported management on all resolutions at the remaining **193** meetings.

### Global

We made voting recommendations at **861** meetings (**12,351** resolutions) over the last quarter.



- Total meetings in favour **22.4%**
- Meetings against (or against AND abstain) **71.7%**
- Meetings abstained **0.1%**
- Meetings with management by exception **5.8%**

### Australia and New Zealand

We made voting recommendations at **three** meetings (**ten** resolutions) over the last quarter.



- Total meetings in favour **66.7%**
- Meetings against (or against AND abstain) **33.3%**

### Developed Asia

We made voting recommendations at **152** meetings (**1,832** resolutions) over the last quarter.



- Total meetings in favour **36.2%**
- Meetings against (or against AND abstain) **62.5%**
- Meetings with management by exception **1.3%**

### Emerging and Frontier Markets

We made voting recommendations at **256** meetings (**3,353** resolutions) over the last quarter.



- Total meetings in favour **30.1%**
- Meetings against (or against AND abstain) **68.0%**
- Meetings abstained **0.4%**
- Meetings with management by exception **1.6%**

### Europe

We made voting recommendations at **128** meetings (**2,622** resolutions) over the last quarter.



- Total meetings in favour **10.2%**
- Meetings against (or against AND abstain) **78.9%**
- Meetings with management by exception **10.9%**

### North America

We made voting recommendations at **284** meetings (**3,699** resolutions) over the last quarter.



- Total meetings in favour **9.9%**
- Meetings against (or against AND abstain) **79.9%**
- Meetings with management by exception **10.2%**

### United Kingdom

We made voting recommendations at **38** meetings (**835** resolutions) over the last quarter.



- Total meetings in favour **47.4%**
- Meetings against (or against AND abstain) **50%**
- Meetings with management by exception **2.6%**

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

**Global**

We recommended voting against or abstaining on **1,994** resolutions over the last quarter.



- Board structure **48.0%**
- Remuneration **22.0%**
- Shareholder resolution **12.4%**
- Capital structure and dividends **7.1%**
- Amend articles **4.5%**
- Audit and accounts **3.5%**
- Investment/M&A **0.4%**
- Poison pill/Anti-takeover device **0.1%**
- Other **2.1%**

**Australia and New Zealand**

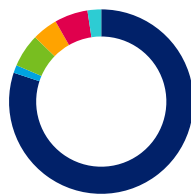
We recommended voting against or abstaining on **six** resolutions over the last quarter.



- Board structure **33.3%**
- Remuneration **50%**
- Audit and accounts **16.7%**

**Developed Asia**

We recommended voting against or abstaining on **291** resolutions over the last quarter.



- Board structure **80.1%**
- Remuneration **1.4%**
- Shareholder resolution **5.8%**
- Capital structure and dividends **4.5%**
- Amend articles **5.8%**
- Audit and accounts **2.4%**

**Emerging and Frontier Markets**

We recommended voting against or abstaining on **619** resolutions over the last quarter.



- Board structure **51.1%**
- Remuneration **10.2%**
- Shareholder resolution **3.4%**
- Capital structure and dividends **15.8%**
- Amend articles **9.5%**
- Audit and accounts **5.2%**
- Investment/M&A **1.1%**
- Other **3.7%**

**Europe**

We recommended voting against or abstaining on **356** resolutions over the last quarter.



- Board structure **28.9%**
- Remuneration **46.9%**
- Shareholder resolution **4.5%**
- Capital structure and dividends **7.0%**
- Amend articles **0.3%**
- Audit and accounts **7.9%**
- Poison pill/Anti-takeover device **0.3%**
- Other **4.2%**

**North America**

We recommended voting against or abstaining on **686** resolutions over the last quarter.



- Board structure **42.9%**
- Remuneration **26.7%**
- Shareholder resolution **28.1%**
- Capital structure and dividends **0.3%**
- Amend articles **1.6%**
- Audit and accounts **0.3%**
- Other **0.1%**

**United Kingdom**

We recommended voting against or abstaining on **36** resolutions over the last quarter.



- Board structure **25%**
- Remuneration **52.8%**
- Capital structure and dividends **11.1%**
- Amend articles **2.8%**
- Poison pill/Anti-takeover device **2.8%**
- Other **5.6%**