

## Unilever APF kring Progress

## EOS at Federated Hermes

Over the last quarter we made voting recommendations at **205 meetings (1,683 resolutions)**. At **110 meetings** we recommended opposing one or more resolutions. We recommended voting with management by exception at **six meetings**. We supported management on all resolutions at the remaining **89 meetings**.

### Global

We made voting recommendations at **205 meetings (1,683 resolutions)** over the last quarter.



- Total meetings in favour **43.4%**
- Meetings against (or against AND abstain) **53.7%**
- Meetings with management by exception **2.9%**

### Australia and New Zealand

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



- Total meetings in favour **50%**
- Meetings against (or against AND abstain) **50%**

### Developed Asia

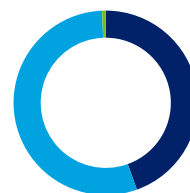
We made voting recommendations at **six meetings (26 resolutions)** over the last quarter.



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

### Emerging and Frontier Markets

We made voting recommendations at **155 meetings (1,032 resolutions)** over the last quarter.



- Total meetings in favour **44.5%**
- Meetings against (or against AND abstain) **54.8%**
- Meetings with management by exception **0.6%**

### Europe

We made voting recommendations at **11 meetings (168 resolutions)** over the last quarter.



- Total meetings in favour **54.5%**
- Meetings against (or against AND abstain) **45.5%**

### North America

We made voting recommendations at **18 meetings (192 resolutions)** over the last quarter.



- Total meetings in favour **11.1%**
- Meetings against (or against AND abstain) **72.2%**
- Meetings with management by exception **16.7%**

### United Kingdom

We made voting recommendations at **13 meetings (253 resolutions)** over the last quarter.

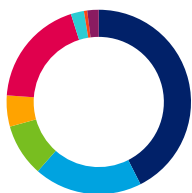


- Total meetings in favour **53.8%**
- Meetings against (or against AND abstain) **30.8%**
- Meetings with management by exception **15.4%**

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

**Global**

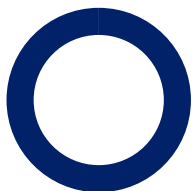
We recommended voting against or abstaining on **348** resolutions over the last quarter.



- Board structure **42.5%**
- Remuneration **19.0%**
- Shareholder resolution **9.2%**
- Capital structure and dividends **5.5%**
- Amend articles **19.0%**
- Audit and accounts **2.3%**
- Investment/M&A **0.6%**
- Other **2.0%**

**Australia and New Zealand**

We recommended voting against or abstaining on **one** resolution over the last quarter.



- Remuneration **100%**

**Developed Asia**

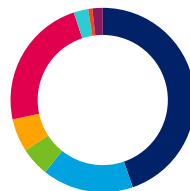
We recommended voting against or abstaining on **six** resolutions over the last quarter.



- Board structure **66.7%**
- Capital structure and dividends **33.3%**

**Emerging and Frontier Markets**

We recommended voting against or abstaining on **275** resolutions over the last quarter.



- Board structure **44.7%**
- Remuneration **16%**
- Shareholder resolution **5.1%**
- Capital structure and dividends **5.8%**
- Amend articles **23.3%**
- Audit and accounts **2.5%**
- Investment/M&A **0.7%**
- Other **1.8%**

**Europe**

We recommended voting against or abstaining on **19** resolutions over the last quarter.



- Board structure **42.1%**
- Remuneration **31.6%**
- Shareholder resolution **10.5%**
- Capital structure and dividends **5.3%**
- Other **10.5%**

**North America**

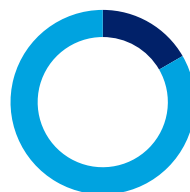
We recommended voting against or abstaining on **41** resolutions over the last quarter.



- Board structure **29.3%**
- Remuneration **24.4%**
- Shareholder resolution **39.0%**
- Amend articles **4.9%**
- Audit and accounts **2.4%**

**United Kingdom**

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



- Board structure **16.7%**
- Remuneration **83.3%**