

**Unilever APF kring Progress**

**EOS at Federated Hermes**

Over the last quarter we made voting recommendations at 237 meetings (2,514 resolutions). At 138 meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at nine meetings and abstaining at one meeting. We supported management on all resolutions at the remaining 89 meetings.

**Global**

We made voting recommendations at 237 meetings (2,514 resolutions) over the last quarter.



- Total meetings in favour 37.6%
- Meetings against (or against AND abstain) 58.2%
- Meetings abstained 0.4%
- Meetings with management by exception 3.8%

**Australia & New Zealand**

We made voting recommendations at one meeting (8 resolutions) over the last quarter.



- Meetings against (or against AND abstain) 100.0%

**Developed Asia**

We made voting recommendations at 50 meetings (462 resolutions) over the last quarter.



- Total meetings in favour 50.0%
- Meetings against (or against AND abstain) 48.0%
- Meetings with management by exception 2.0%

**Emerging & Developing Markets**

We made voting recommendations at 132 meetings (989 resolutions) over the last quarter.



- Total meetings in favour 42.4%
- Meetings against (or against AND abstain) 56.8%
- Meetings abstained 0.8%

**Europe**

We made voting recommendations at 35 meetings (792 resolutions) over the last quarter.



- Total meetings in favour 11.4%
- Meetings against (or against AND abstain) 77.1%
- Meetings with management by exception 11.4%

**North America**

We made voting recommendations at 17 meetings (226 resolutions) over the last quarter.



- Total meetings in favour 17.6%
- Meetings against (or against AND abstain) 58.8%
- Meetings with management by exception 23.5%

**United Kingdom**

We made voting recommendations at two meetings (37 resolutions) over the last quarter.



- Total meetings in favour 50.0%
- Meetings against (or against AND abstain) 50.0%

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

### Global

We recommended voting against or abstaining on 412 resolutions over the last quarter.



- Board Structure 56.6%
- Remuneration 15.0%
- Shareholder Resolution 4.6%
- Capital Structure + Dividends 4.6%
- Amend Articles 9.5%
- Audit + Accounts 3.9%
- Investment/M&A 1.2%
- Other 4.6%

### Australia & New Zealand

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



- Board Structure 50.0%
- Remuneration 50.0%

### Developed Asia

We recommended voting against or abstaining on 49 resolutions over the last quarter.



- Board Structure 69.4%
- Remuneration 14.3%
- Shareholder Resolution 2.0%
- Amend Articles 2.0%
- Audit + Accounts 12.2%

### Emerging & Developing Markets

We recommended voting against or abstaining on 232 resolutions over the last quarter.



- Board Structure 54.7%
- Remuneration 6.9%
- Shareholder Resolution 3.4%
- Capital Structure + Dividends 8.2%
- Amend Articles 14.7%
- Audit + Accounts 3.4%
- Investment/M&A 2.2%
- Other 6.5%

### Europe

We recommended voting against or abstaining on 89 resolutions over the last quarter.



- Board Structure 59.6%
- Remuneration 30.3%
- Amend Articles 4.5%
- Audit + Accounts 1.1%
- Other 4.5%

### North America

We recommended voting against or abstaining on 37 resolutions over the last quarter.



- Board Structure 43.2%
- Remuneration 27.0%
- Shareholder Resolution 27.0%
- Audit + Accounts 2.7%

### United Kingdom

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



- Board Structure 100.0%