

Unilever UK Pension Fund

Engagement by region

Over the last quarter we engaged with **66** companies held in the Unilever UK Pension Fund portfolios on a range of **168** social, environmental and governance issues.

Global

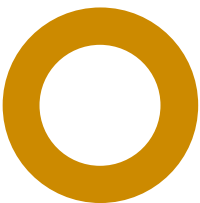
We engaged with **66** companies over the last quarter.



- Environmental 14.9%
- Social and ethical 23.2%
- Governance 31.5%
- Strategy and risk 24.4%
- Stewardship 6.0%

Australia and New Zealand

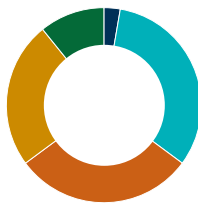
We engaged with **one** company over the last quarter.



- Strategy and risk 100.0%

Developed Asia

We engaged with **12** companies over the last quarter.



- Environmental 2.7%
- Social and ethical 32.4%
- Governance 29.7%
- Strategy and risk 24.3%
- Stewardship 10.8%

Emerging and Frontier Markets

We engaged with **13** companies over the last quarter.



- Environmental 18.9%
- Social and ethical 29.7%
- Governance 24.3%
- Strategy and risk 21.6%
- Stewardship 5.4%

Europe

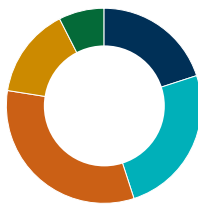
We engaged with **11** companies over the last quarter.



- Environmental 20.0%
- Social and ethical 20.0%
- Governance 36.0%
- Strategy and risk 24.0%

North America

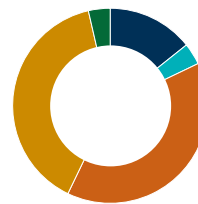
We engaged with **19** companies over the last quarter.



- Environmental 20.0%
- Social and ethical 25.0%
- Governance 32.5%
- Strategy and risk 15.0%
- Stewardship 7.5%

United Kingdom

We engaged with **10** companies over the last quarter.



- Environmental 14.3%
- Social and ethical 3.6%
- Governance 39.3%
- Strategy and risk 39.3%
- Stewardship 3.6%

Engagement by issue

Over the last quarter we engaged with **66** companies held in the Unilever UK Pension Fund portfolios on a range of **168** social, environmental and governance issues.

Environmental

Environmental issues featured in **14.9%** of our engagements over the last quarter.



- Climate change/carbon intensity **72.0%**
- Environmental management **28.0%**

Social and ethical

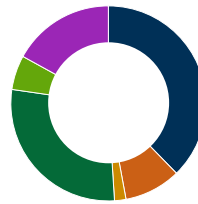
Social issues featured in **23.2%** of our engagements over the last quarter.



- Access to medicine **5.1%**
- Bribery and corruption **15.4%**
- Community relations **10.3%**
- Corporate culture **7.7%**
- Customer relations **7.7%**
- Health and safety **17.9%**
- Labour rights/employee relations **7.7%**
- Licence to operate **10.3%**
- Munitions manufacture **5.1%**
- Political risk management **2.6%**
- Supply chain management **10.3%**

Governance

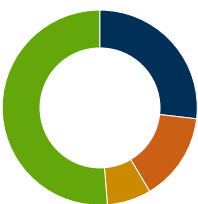
Governance issues featured in **31.5%** of our engagements over the last quarter.



- Board structure **37.7%**
- Other governance **9.4%**
- Related-party transactions **1.9%**
- Remuneration **28.3%**
- Separation of chair/CEO **5.7%**
- Succession planning **17.0%**

Strategy and risk

Strategy and risk issues featured in **24.4%** of our engagements over the last quarter.



- Business strategy **26.8%**
- Reporting/disclosure **14.6%**
- Reputational risk **7.3%**
- Risk management **51.2%**

Stewardship

Stewardship issues featured in **6.0%** of our engagements over the last quarter.



- Shareholder communications **100.0%**