

Unilever UK Pension Fund

Engagement by region

Over the last quarter we engaged with **50** companies held in the Unilever UK Pension Fund portfolios on a range of **121** social, environmental and governance issues.

Global

We engaged with **50** companies over the last quarter.



- Environmental 11.6%
- Social and ethical 22.3%
- Governance 44.6%
- Strategy and risk 21.5%

Australia and New Zealand

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



- Environmental 16.7%
- Social and ethical 50.0%
- Governance 33.3%

Developed Asia

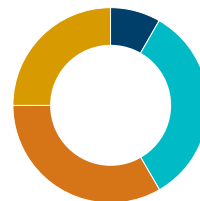
We engaged with **six** companies over the last quarter.



- Environmental 15.4%
- Social and ethical 15.4%
- Governance 23.1%
- Strategy and risk 46.2%

Emerging and Frontier Markets

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



- Environmental 8.3%
- Social and ethical 33.3%
- Governance 33.3%
- Strategy and risk 25.0%

Europe

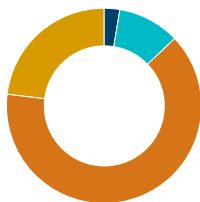
We engaged with **eight** companies over the last quarter.



- Environmental 11.1%
- Social and ethical 27.8%
- Governance 44.4%
- Strategy and risk 16.7%

North America

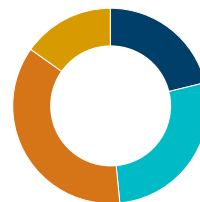
We engaged with **18** companies over the last quarter.



- Environmental 2.6%
- Social and ethical 10.3%
- Governance 64.1%
- Strategy and risk 23.1%

United Kingdom

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



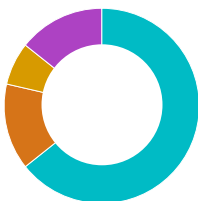
- Environmental 21.2%
- Social and ethical 27.3%
- Governance 36.4%
- Strategy and risk 15.2%

Engagement by issue

Over the last quarter we engaged with **50** companies held in the Unilever UK Pension Fund portfolios on a range of **121** social, environmental and governance issues.

Environmental

Environmental issues featured in **11.6%** of our engagements over the last quarter.



- Climate change/carbon intensity **64.3%**
- Environmental management **14.3%**
- Forestry **7.1%**
- Water stress **14.3%**

Social and ethical

Social issues featured in **22.3%** of our engagements over the last quarter.



- Access to medicine **3.7%**
- Bribery and corruption **22.2%**
- Community relations **11.1%**
- Corporate culture **18.5%**
- Customer relations **3.7%**
- Employee relations **3.7%**
- Health and safety **18.5%**
- Licence to operate **3.7%**
- Operations in troubled regions **7.4%**
- Political risk management **3.7%**
- Supply chain management **3.7%**

Governance

Governance issues featured in **44.6%** of our engagements over the last quarter.



- Board structure **29.6%**
- Other governance **11.1%**
- Remuneration **29.6%**
- Separation of chair/CEO **5.6%**
- Shareholder communications **11.1%**
- Succession planning **13.0%**

Strategy and risk

Strategy and risk issues featured in **21.5%** of our engagements over the last quarter.



- Business strategy **23.1%**
- Capital structure **3.8%**
- Returns to shareholders **11.5%**
- Risk management **61.5%**