

Unilever UK Pension Fund

Over the last quarter we made voting recommendations at **294** meetings (**3,774** resolutions). At **127** of those meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **11** meetings and abstaining at **one** meeting. We supported management on all resolutions at the remaining **155** meetings.

Global

We made voting recommendations at **294** meetings (**3,774** resolutions) over the last quarter.



- Total meetings in favour **52.7%**
- Meetings against (or against AND abstain) **43.2%**
- Meetings abstained **0.3%**
- Meetings with management by exception **3.7%**

Australia and New Zealand

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



- Meetings against (or against AND abstain) **100.0%**

Developed Asia

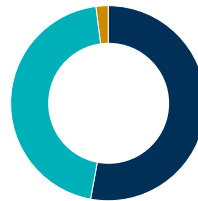
We made voting recommendations at **67** meetings (**763** resolutions) over the last quarter.



- Total meetings in favour **44.8%**
- Meetings against (or against AND abstain) **53.7%**
- Meetings with management by exception **1.5%**

Emerging and Frontier Markets

We made voting recommendations at **51** meetings (**412** resolutions) over the last quarter.



- Total meetings in favour **52.9%**
- Meetings against (or against AND abstain) **45.1%**
- Meetings with management by exception **2.0%**

Europe

We made voting recommendations at **44** meetings (**698** resolutions) over the last quarter.



- Total meetings in favour **52.3%**
- Meetings against (or against AND abstain) **45.5%**
- Meetings abstained **2.3%**

North America

We made voting recommendations at **107** meetings (**1,432** resolutions) over the last quarter.



- Total meetings in favour **56.1%**
- Meetings against (or against AND abstain) **35.5%**
- Meetings with management by exception **8.4%**

United Kingdom

We made voting recommendations at **24** meetings (**465** resolutions) over the last quarter.

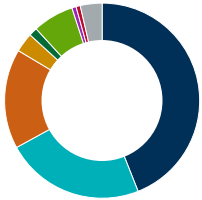


- Total meetings in favour **62.5%**
- Meetings against (or against AND abstain) **37.5%**

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

Global

We recommended voting against or abstaining on **278** resolutions over the last quarter.



- Board structure **43.9%**
- Remuneration **23.0%**
- Shareholder resolution **16.5%**
- Capital structure and dividends **3.2%**
- Amend articles **1.4%**
- Audit and accounts **6.8%**
- Governance **0.7%**
- Poison pill/Anti-takeover device **0.7%**
- Other **3.6%**

Australia and New Zealand

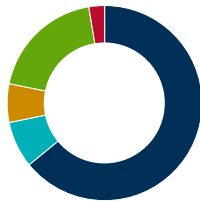
We recommended voting against or abstaining on **one** resolution over the last quarter.



- Remuneration **100.0%**

Developed Asia

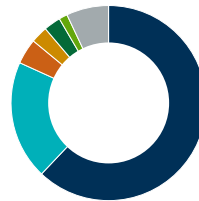
We recommended voting against or abstaining on **78** resolutions over the last quarter.



- Board structure **64.1%**
- Remuneration **7.7%**
- Capital structure and dividends **6.4%**
- Audit and accounts **19.2%**
- Poison pill/Anti-takeover device **2.6%**

Emerging and Frontier Markets

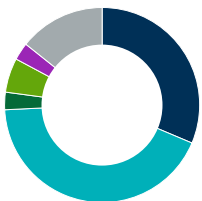
We recommended voting against or abstaining on **71** resolutions over the last quarter.



- Board structure **62.0%**
- Remuneration **19.7%**
- Shareholder resolution **4.2%**
- Capital structure and dividends **2.8%**
- Amend articles **2.8%**
- Audit and accounts **1.4%**
- Other **7.0%**

Europe

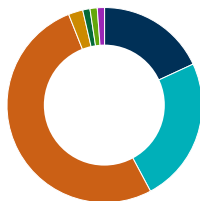
We recommended voting against or abstaining on **35** resolutions over the last quarter.



- Board structure **31.4%**
- Remuneration **42.9%**
- Amend articles **2.9%**
- Audit and accounts **5.7%**
- Governance **2.9%**
- Other **14.3%**

North America

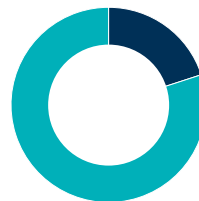
We recommended voting against or abstaining on **83** resolutions over the last quarter.



- Board structure **18.1%**
- Remuneration **24.1%**
- Shareholder resolution **51.8%**
- Capital structure and dividends **2.4%**
- Amend articles **1.2%**
- Audit and accounts **1.2%**
- Governance **1.2%**

United Kingdom

We recommended voting against or abstaining on **10** resolutions over the last quarter.



- Board structure **20.0%**
- Remuneration **80.0%**