

Unilever UK Pension Fund

Engagement by region

Over the last quarter we engaged with **26** companies held in the Unilever UK Pension Fund portfolios on a range of **49** social, environmental and governance issues.

Global

We engaged with **26** companies over the last quarter.



- Environmental **8.2%**
- Social and ethical **16.3%**
- Governance **55.1%**
- Strategy and risk **16.3%**
- Stewardship **4.1%**

Emerging and Frontier Markets

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



- Governance **100.0%**

Europe

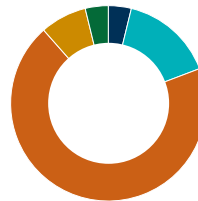
We engaged with **four** companies over the last quarter.



- Social and ethical **50.0%**
- Governance **25.0%**
- Strategy and risk **25.0%**

North America

We engaged with **14** companies over the last quarter.



- Environmental **3.8%**
- Social and ethical **15.4%**
- Governance **69.2%**
- Strategy and risk **7.7%**
- Stewardship **3.8%**

United Kingdom

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



- Environmental **16.7%**
- Social and ethical **11.1%**
- Governance **38.9%**
- Strategy and risk **27.8%**
- Stewardship **5.6%**

Engagement by issue

Over the last quarter we engaged with **26** companies held in the Unilever UK Pension Fund portfolios on a range of **49** social, environmental and governance issues.

Environmental

Environmental issues featured in **8.2%** of our engagements over the last quarter.



- Biodiversity 75.0%
- Waste 25.0%

Social and ethical

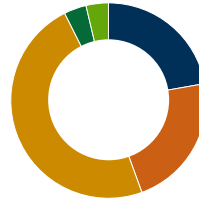
Social issues featured in **16.3%** of our engagements over the last quarter.



- Community relations 25.0%
- Customer relations 37.5%
- Labour rights/employee relations 12.5%
- Supply chain management 25.0%

Governance

Governance issues featured in **55.1%** of our engagements over the last quarter.



- Board structure 22.2%
- Other governance 22.2%
- Remuneration 48.1%
- Separation of chair/CEO 3.7%
- Succession planning 3.7%

Strategy and risk

Strategy and risk issues featured in **16.3%** of our engagements over the last quarter.



- Business strategy 37.5%
- Capital structure 12.5%
- Reputational risk 12.5%
- Risk management 37.5%

Stewardship

Stewardship issues featured in **4.1%** of our engagements over the last quarter.



- Shareholder communications 100.0%