

Unilever UK Pension Fund

Engagement by region

Over the last quarter we engaged with **39** companies held in the Unilever UK Pension Fund portfolios on a range of **89** social, environmental and governance issues.

Global

We engaged with **39** companies over the last quarter.



- Environmental 22.5%
- Social and ethical 27.0%
- Governance 31.5%
- Strategy and risk 18.0%
- Stewardship 1.1%

Australia and New Zealand

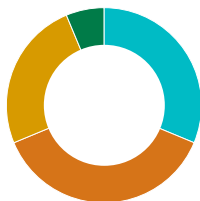
We engaged with **two** companies over the last quarter.



- Environmental 75.0%
- Governance 25.0%

Developed Asia

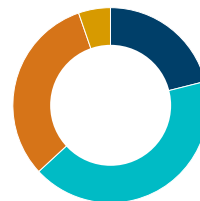
We engaged with **four** companies over the last quarter.



- Social and ethical 31.3%
- Governance 37.5%
- Strategy and risk 25.0%
- Stewardship 6.3%

Emerging and Frontier Markets

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



- Environmental 21.1%
- Social and ethical 42.1%
- Governance 31.6%
- Strategy and risk 5.3%

Europe

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



- Environmental 38.9%
- Social and ethical 16.7%
- Governance 22.2%
- Strategy and risk 22.2%

North America

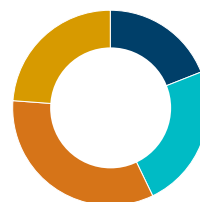
We engaged with **seven** companies over the last quarter.



- Environmental 18.2%
- Social and ethical 27.3%
- Governance 36.4%
- Strategy and risk 18.2%

United Kingdom

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



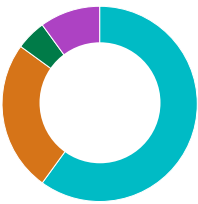
- Environmental 19.0%
- Social and ethical 23.8%
- Governance 33.3%
- Strategy and risk 23.8%

Engagement by issue

Over the last quarter we engaged with **39** companies held in the Unilever UK Pension Fund portfolios on a range of **89** social, environmental and governance issues.

Environmental

Environmental issues featured in **22.5%** of our engagements over the last quarter.



- Climate change/carbon intensity **60.0%**
- Environmental management **25.0%**
- Oil sands **5.0%**
- Water stress **10.0%**

Social and ethical

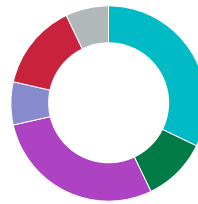
Social issues featured in **27.0%** of our engagements over the last quarter.



- Access to medicine **4.2%**
- Bribery and corruption **12.5%**
- Community relations **16.7%**
- Corporate culture **25.0%**
- Employee relations **12.5%**
- Health and safety **16.7%**
- Operations in troubled regions **4.2%**
- Supply chain management **8.3%**

Governance

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



- Board structure **32.1%**
- Other governance **10.7%**
- Remuneration **28.6%**
- Separation of chair/CEO **7.1%**
- Shareholder communications **14.3%**
- Succession planning **7.1%**

Strategy and risk

Strategy and risk issues featured in **18.0%** of our engagements over the last quarter.



- Business strategy **43.8%**
- Reputational risk **6.3%**
- Returns to shareholders **6.3%**
- Risk management **43.8%**

Stewardship

Stewardship issues featured in **11%** of our engagements over the last quarter.



- Stewardship code **100.0%**