

## Unilever UK Pension Fund

### Engagement by region

Over the last quarter we engaged with **35** companies held in the Unilever UK Pension Fund portfolios on a range of **93** social, environmental and governance issues.

#### Global

We engaged with **35** companies over the last quarter.



- Environmental 10.8%
- Social and ethical 28.0%
- Governance 37.6%
- Strategy and risk 21.5%
- Stewardship 2.2%

#### Australia and New Zealand

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



- Environmental 37.5%
- Social and ethical 37.5%
- Governance 12.5%
- Strategy and risk 12.5%

#### Developed Asia

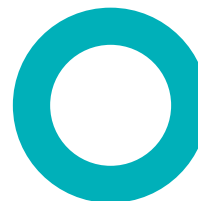
We engaged with **six** companies over the last quarter.



- Environmental 9.1%
- Social and ethical 27.3%
- Governance 18.2%
- Strategy and risk 27.3%
- Stewardship 18.2%

#### Emerging and Frontier Markets

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



- Social and ethical 100.0%

#### Europe

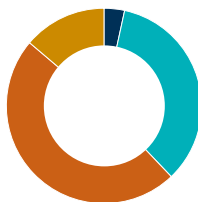
We engaged with **five** companies over the last quarter.



- Environmental 26.7%
- Social and ethical 13.3%
- Governance 46.7%
- Strategy and risk 13.3%

#### North America

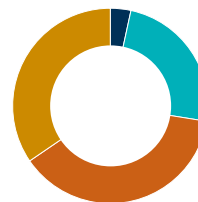
We engaged with **12** companies over the last quarter.



- Environmental 3.4%
- Social and ethical 34.5%
- Governance 48.3%
- Strategy and risk 13.8%

#### United Kingdom

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



- Environmental 3.4%
- Social and ethical 24.1%
- Governance 37.9%
- Strategy and risk 34.5%

## Engagement by issue

Over the last quarter we engaged with **35** companies held in the Unilever UK Pension Fund portfolios on a range of **93** social, environmental and governance issues.

### Environmental

Environmental issues featured in **10.8%** of our engagements over the last quarter.



- Climate change/carbon intensity **90.0%**
- Environmental management **10.0%**

### Social and ethical

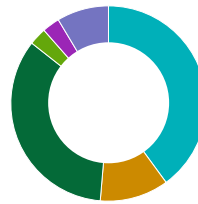
Social issues featured in **28.0%** of our engagements over the last quarter.



- Access to medicine **3.8%**
- Bribery and corruption **15.4%**
- Community relations **7.7%**
- Corporate culture **19.2%**
- Customer relations **7.7%**
- Employee relations **3.8%**
- Health and safety **15.4%**
- Licence to operate **7.7%**
- Operations in troubled regions **3.8%**
- Political risk management **3.8%**
- Supply chain management **11.5%**

### Governance

Governance issues featured in **37.6%** of our engagements over the last quarter.



- Board structure **40.0%**
- Other governance **11.4%**
- Remuneration **34.3%**
- Separation of chair/CEO **2.9%**
- Shareholder communications **2.9%**
- Succession planning **8.6%**

### Strategy and risk

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



- Business strategy **40.0%**
- Capital structure **5.0%**
- Risk management **55.0%**

### Stewardship

Stewardship issues featured in **2.2%** of our engagements over the last quarter.



- Reporting/disclosure **50.0%**
- Stewardship code **50.0%**