

Unilever UK Pension Fund

Over the last quarter we voted at **107** meetings (**1,042** resolutions). At **41** of those meetings we opposed one or more resolutions. We supported management on all resolutions at the remaining **66** meetings.

Global

We voted at **107** meetings (**1,042** resolutions) over the last quarter.



■ Total meetings voted in favour **61.7%**
 ■ Meetings where voted against (or voted against AND abstained) **38.3%**

Australia and New Zealand

We voted at **one** meeting (**five** resolutions) over the last quarter.



■ Total meetings voted in favour **100.0%**

Developed Asia

We voted at **34** meetings (**301** resolutions) over the last quarter.



■ Total meetings voted in favour **61.8%**
 ■ Meetings where voted against (or voted against AND abstained) **38.2%**

Emerging and Frontier Markets

We voted at **19** meetings (**142** resolutions) over the last quarter.



■ Total meetings voted in favour **57.9%**
 ■ Meetings where voted against (or voted against AND abstained) **42.1%**

Europe

We voted at **20** meetings (**264** resolutions) over the last quarter.



■ Total meetings voted in favour **40.0%**
 ■ Meetings where voted against (or voted against AND abstained) **60.0%**

North America

We voted at **26** meetings (**215** resolutions) over the last quarter.



■ Total meetings voted in favour **69.2%**
 ■ Meetings where voted against (or voted against AND abstained) **30.8%**

United Kingdom

We voted at **seven** meetings (**115** resolutions) over the last quarter.

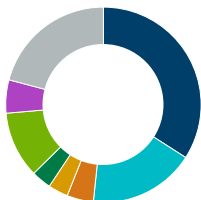


■ Total meetings voted in favour **100.0%**

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

Global

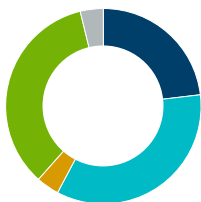
We voted against or abstained on **91** resolutions over the last quarter.



- Board structure **34.1%**
- Remuneration **17.6%**
- Shareholder resolution **4.4%**
- Capital structure and dividends **3.3%**
- Amend articles **3.3%**
- Audit and accounts **11.0%**
- Governance **5.5%**
- Other **20.9%**

Developed Asia

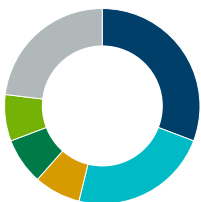
We voted against or abstained on **26** resolutions over the last quarter.



- Board structure **23.1%**
- Remuneration **34.6%**
- Capital structure and dividends **3.8%**
- Audit and accounts **34.6%**
- Other **3.8%**

Emerging and Frontier Markets

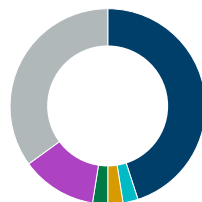
We voted against or abstained on **13** resolutions over the last quarter.



- Board structure **30.8%**
- Remuneration **23.1%**
- Capital structure and dividends **7.7%**
- Amend articles **7.7%**
- Audit and accounts **7.7%**
- Other **23.1%**

Europe

We voted against or abstained on **40** resolutions over the last quarter.



- Board structure **45.0%**
- Remuneration **2.5%**
- Capital structure and dividends **2.5%**
- Amend articles **2.5%**
- Governance **12.5%**
- Other **35.0%**

North America

We voted against or abstained on **12** resolutions over the last quarter.



- Board structure **25.0%**
- Remuneration **25.0%**
- Shareholder resolution **33.3%**
- Amend articles **8.3%**
- Other **8.3%**