IPP - IRELAND

DC BOOKLET FOR MEMBERS OF THE DB IRELAND COMPARTMENT

2024

CONTENTS

INTRODUCTION

The Unilever Pension Plan – International Compartment (IPP, the Plan) offers you the opportunity to build up valuable retirement benefits while you work for Unilever. It also represents an asset that you can take to another pension arrangement (subject to any legal or tax constraints) should you decide to leave Unilever. The Plan caters for different groups of Unilever employees.

Please note that this booklet only describes the Irish Section of the Plan as it relates to existing members of the UPP DB Ireland Compartment. You should read this booklet in conjunction with the Booklet for the DB Ireland Compartment. If you have any questions in relation to the IPP, contact the **Plan Administrator** (contact details on page 26).

Next Steps

READ THIS BOOKLET CAREFULLY!

- Decide whether you want:

  The default investment option ("do it for me") or if you want to create your own asset allocation ("help me do it") (see page 10)

- Make your investment choices on the Member website via https://webint.previnet.it/skyway-unilever

- Decide whether you want to make Additional Voluntary Contributions (see page 7)

OVERVIEW

The Plan is a Defined Contribution plan.

Your Employer pays contributions into your **Account**, in accordance with the Rules of the DB Ireland Compartment. You will be told how much is paid in, but the exact amount of Defined Contribution benefit is not pre-determined. It will depend on a range of factors, including your age at retirement, your choice of how you draw your benefits and investment performance. You can also elect to pay Additional Voluntary Contributions into your account via payroll.

You can access your **Account** statement via the **Member website** to show the value of your **Account**, including contributions and investment performance. Contributions are invested, in the funds offered by the Plan.

IMPORTANT NOTE

This booklet describes the Unilever Pension Plan – International Compartment (IPP) and provides an overview of the investment choices it offers. It does not provide investment advice. The **Company** or **Plan Administrator** cannot give financial advice therefore you may wish to consult an independent financial adviser to consider how the Plan fits within your overall investment strategy for personal wealth creation. In particular, you are recommended to review your financial planning 10 years before your **Normal Retirement Age** – see the investment section for more details. You should also seek tax advice. Full details of the Plan are contained in the Plan Rules, a copy of which can be obtained from on the **Member website**. In the event of any contradiction between this document and the Plan Rules, the Plan Rules will apply.

DEFINITIONS

Where possible, this booklet describes the Plan in terms that are easy to understand. The use of some technical terms is, however, unavoidable. These terms are explained below.

Account When you join the Plan, an Account is opened in your name with the Plan Administrator. You will be given personal access to Pension Online to view your Account balance.

Annuity A periodic pension purchased through an insurance company.

Approved Retirement Fund A personal investment product approved under regulations in which employees retiring from an approved pension plan may invest part of their retirement funds, subject to certain conditions.

Base Pay On any date is your annual basic rate of Salary or wages on that date

Bonds Governments and companies issue bonds (primarily at fixed interest rates but also some are index linked) to raise money. A fixed interest bond usually pays a fixed rate of interest over a set period of time. The principal of the bond (amount you loaned) is repaid at maturity. Since such bonds offer a fixed rate of interest, they are expected to be less volatile than equities.

CARE Higher Level for CARE Year 1 January to 31 December 2024, €82,112. Annually it is the amount applicable for the previous CARE Year or such other amount as the Company may determine.

Company Unilever Ireland

Custodian The Custodian is responsible for the safekeeping and security of the Plan assets. The Custodian is currently Northern Trust.

Defined Contribution A plan such as the IPP whereby contributions are pre-defined but the benefit at retirement is not.

Directors The Directors of the Plan. The Directors are typically current or retired Unilever pension professionals.

Employer The Company or any of its subsidiary or associated companies that opt to become party to the Plan.

Member An employee nominated by the Company to join the Plan.

Normal Retirement Age 65

Member website The administration system provided by the plan administrator which allows you to access your Account details online.

Plan Administrator The Plan Administrator is responsible for day-to-day running of the Plan. The Plan Administrator is currently Previnet.

Service Service as an active member of the Plan.

Target Retirement Age The age you decide your lifecycle(s) will mature. This may or may not be the same as your Normal Retirement Age.

Total Expense Ratio (TER): A measure of the total costs associated with managing and operating an investment fund such as a mutual fund. These costs consist primarily of management fees and additional expenses such as trading fees, legal fees, auditor fees and other operational expenses. The total cost of the fund is divided by the fund's total assets to arrive at a percentage amount, which represents the TER.

Unilever Pension Plan The Unilever Pension Plan OFP as constituted by the Articles of Association. The Unilever Pension Plan (UPP) is the legal entity based in Belgium.

Unilever Pension Plan – DB Ireland Compartment (the DB Plan) The compartment within the UPP providing your defined benefit pension.

Unilever Pension Plan – International Compartment (the Plan) The compartment within the UPP providing your defined contribution benefits.

COMPANY CONTRIBUTIONS

If you have base pay above the **CARE higher level**, the **Company** will make a contribution of 12.5% of those earnings to the Plan.

So for example, if you have **Base Pay** of €90,000, the **Company** 12.5% contribution would be:

Earnings		Career average higher level		Amount of earnings above higher level		Company contribution %		Unilever 12.5% contribution amount for the year
€90,000	**-**	**€82,112**	**=**	**€7,888**	**x**	**12.5%**	**=**	**€986**

ADDITIONAL VOLUNTARY CONTRIBUTIONS (AVCS)

Additional Voluntary Contributions (AVCs) are a means of `topping up' your investments for retirement. They can be paid into the Plan, subject to the **Employer's consent**. You will receive relief from income tax at your marginal rate – i.e., 40% if you are a higher rate tax payer and 20% if you are a standard rate tax payer. Contributions do not receive relief from PRSI or the Universal Social Charge (USC).

The **Company** will also match the first 2% of AVCs you pay each month up to the **CARE higher level**.

The revenue sets a limit on the amount of contributions on which you will receive tax relief in any tax year, and the maximum amount you can contribute depends upon your age:

Age	% of earnings
29 years, or under	15%
30 - 39 years	20%
40 - 49 years	25%
50 – 54 years	30%
55 - 59 years	35%
60 years, or over	40%

The above rates include your regular contribution to the Plan. For tax purposes these contributions are subject to a maximum Earnings limit, which under current legislation will be €115,000 per year (2023).

Please note that AVCs cannot be cashed out before retirement.

You can change the amount of AVCs you make at any time of the year.

If you want more information, please see Plan contacts (page 26).

PLAN BENEFITS

DB IRELAND COMPARTMENT

When you retire from the DB Ireland Compartment the benefit you have built up in the Plan will supplement your defined benefit pension. Under Irish Revenue rules you must take your benefit from the DB Ireland Compartment and the Plan at the same time.

BENEFIT OPTIONS WHEN YOU RETIRE

When you retire, the value of your total retirement benefits from both compartments are subject to any limits imposed by Irish regulations. The Irish Revenue places a lifetime limit on the value of pension benefits of €2 million. This limit applies to the aggregate of your pension benefits, including Additional Voluntary Contributions (AVCs) and benefits from all previous pension arrangements. Where the Standard Fund Threshold is exceeded, the excess will be subject to punitive levels of tax. The government could alter this limit in the future.

Your retirement benefits (with the exception of the tax free element of your retirement lump sum) are subject to income tax and the Universal Social Charge (USC).

You can choose to take your plan benefit as:

Annuity

You may choose to take your benefits as an **Annuity** (a periodic pension). An insurer will provide the Annuity, and the cost will depend on the type of Annuity you wish to buy. For example, if you decide to buy benefits for your partner or buy inflation protected benefits, this will affect the cost of the Annuity.

Lump Sum

You may take part of the value of your **Account** in the form of a tax-free lump sum. If you choose this option, any remaining funds in your **Account** can be used to buy an **Annuity**. Under Irish regulations, the maximum tax-free lump sum you can take is restricted to 1.5 x salary for 20+ years of **Service**. If you have completed less than 20 years Service to your **Normal Retirement Age** a sliding scale will apply – see below:

Years of Service to Normal Retirement Age	Percentage of final remuneration
9	37.50%
10	45.00%
11	52.50%
12	60.00%
13	67.50%
14	78.75%
15	**90.00%**
16	**101.25%**
17	**112.50%**
18	**123.75%**
19	**135.00%**
20	**150.00%**

Note: the above limits must take into account any entitlement you may have to tax-free lump sum from any other approved occupational scheme.

Approved Retirement Fund

Approved Retirement Funds (ARFs) are available to all retirees from **Defined Contribution** pension arrangements, subject to meeting the access requirements.

Anyone with a guaranteed lifetime income of €12,700 per annum, or approximately €63,500 in an Approved Minimum Retirement Fund (AMRF), may transfer the proceeds of their pension to an **Approved Retirement Fund**.

ARFs give you the opportunity to continue to invest your pension fund in a tax-efficient way after you retire, with the added flexibility to withdraw cash as required. Qualifying fund managers offer a choice of ARF investments ranging from bank deposit accounts to unit linked investment funds.

The investment return is exempt from tax for as long as it remains within the ARF. You can withdraw cash from an ARF whenever you wish, subject to the terms offered by the qualifying fund manager. Withdrawals are subject to income tax and PRSI. A minimum tax charge is payable on the value of an ARF calculated based on 5% of the fund value of the value of the ARF irrespective of whether you withdraw any money from the ARF. An ARF can be left as an inheritance on your death. Amounts bequeathed in this way are subject to inheritance tax, which is dependent on your relationship with the person who inherits the ARF.

If you choose to invest in an ARF rather than purchase an **Annuity** your cash sum will be restricted to a maximum of 25% of the fund.

PENSIONS AND DIVORCE

If your situation changes and you get divorced, your retirement and death benefits could be subject to a Pension Adjustment Order (PAO). These orders are secured under the Family Law Act 1995 and the Family Law (Divorce) Act 1996. Further information about the operation and impact of Pension Adjustment Orders may be obtained from the Pensions Authority.

Please remember to keep the names of your beneficiaries for your death benefits up to date, especially if your circumstances change (for example if you get married).

INVESTMENT

The way you invest your **Account** now and in the future has a significant impact on your future retirement goals. The challenge is to maximise your **Account** by investing in a mix of assets that are expected to generate reasonable returns over the long-term but subject to taking reasonable investment risk and at the same time reducing the chance of a significant loss near your expected retirement date. To generate an appropriate return, younger **Members** typically invest in growth assets (such as **Equities**, property and higher yield bonds) which are expected to generate higher returns, albeit at a higher risk of capital loss over short term periods. As the **Members** approach retirement age, the focus shifts from generating return to preserving wealth and consequently gradually moving to investments where expected returns are lower but so is the risk of capital loss (or reducing the annuity conversion risk – see page 17). It is important to remember that the Plan is a long-term saving vehicle so your investment choices should reflect this. The further you are from retirement age, the more you could consider investing in the asset classes that offer long-term higher expected returns, and consequently higher risk, subject to your risk appetite.

INVESTMENT ROUTES

The Plan classes you as one of the following:

- "Do it for me" **Member** (the lifecycle(s) is appropriate for you); or
- "Help me do it" **Member** (You make your own selection from the funds available)

You should decide when you join the Plan which route you want to be classified into and hence follow and consider when and how you are likely to draw your benefits. It is possible to switch between the routes if you change your mind at a later date. **If you choose to join the Plan but do not select an investment route, you will be classed as a "Do it for me" Member and will be invested in the default investment route which is the lifecycle targeting Cash.**

"Do it for me" (lifecycle)

The lifecycles offered are:

- **One targeting an annuity**
  This option invests more in growth assets while you are younger and as you move towards your **Target Retirement Age**, your **Account** will be gradually invested in an "annuity proxy fund" that provides a broad proxy to the movement of annuity prices, seeking to generate return early in your savings cycle and then helping to reduce the risk to you of large annuity price movement as you approach retirement.
- **One targeting cash (default)**
  This option invests more in growth assets while you are younger and as you move towards your **Target Retirement Age**, your **Account** will be gradually be moved into less volatile investments. The idea is to seek to generate return early in your savings cycle and then helping to preserve accumulated wealth as you approach your expected retirement age.
- **For all lifecycles**
  - You can select a **Target Retirement Age** between 55 and 75. This age does not have to be the same as your expected retirement age from the DB Ireland Compartment and allows you to align your investment strategy with when you expect to draw your benefits. The age you select does not imply that you have to leave or retire at this date nor does it mean the **Company** has agreed to it.
  - Your assets will be switched automatically for you over time.
  - You will be informed before the first switch takes place. Switches thereafter are on a twice yearly basis.
  - Benefit from the Plan and the DB Ireland Compartment must be taken at the same time.

"Help me do it"

You make your own investment choices from the funds on offer and are responsible for monitoring your **Account**. You are also responsible for adjusting your allocations as you approach your retirement age. You can change your allocation without any administration charges twice a year via the web portal; other changes may be subject to a charge at the **Director's** discretion (see fee section for more details).

DEVELOPING AN INVESTMENT STRATEGY

Whether you decide you are a "Do it for me" **Member** (lifecycle(s) works for you) or a "Help me do it" **Member** (you prefer to make your own fund selection), we recommend that you read through the rest of this section as it will help you understand the four basic building blocks of an investment strategy:

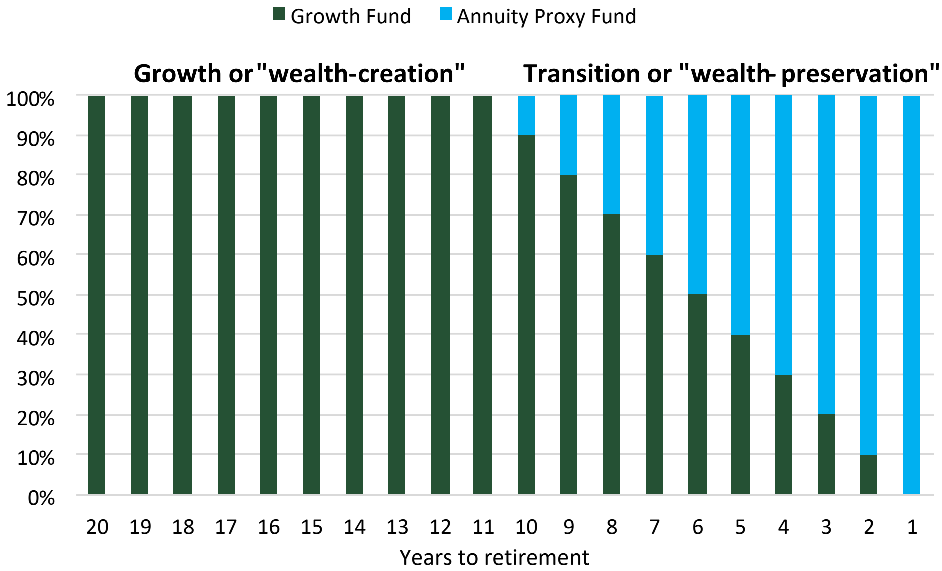
- Types of investment
- Risk and return
- Length of time from leaving
- Diversification

As a member of the DB Ireland Compartment you may wish to use some or all of your **Account** to fund your retirement lump sum at Normal Retirement Age. If this is your intention the Lifecycle 2 option (Targeting Cash) may be the most appropriate investment option for you.

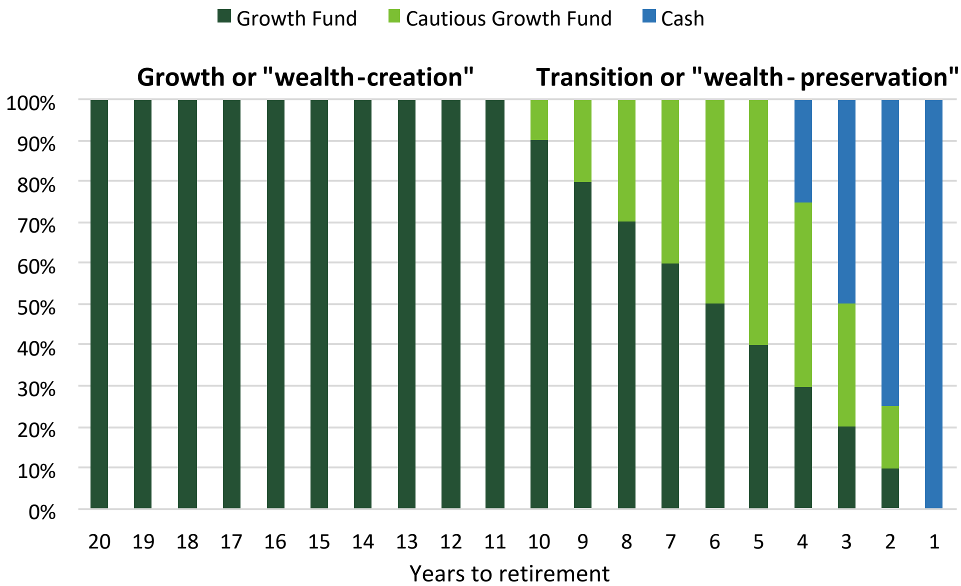
"DO IT FOR ME" INVESTMENT STRATEGY

We will start by taking a brief look at the Lifecycle Investment strategy – shown below.

Lifecycle 1: Targeting broadly Annuity prices



Lifecycle 2: Targeting Cash



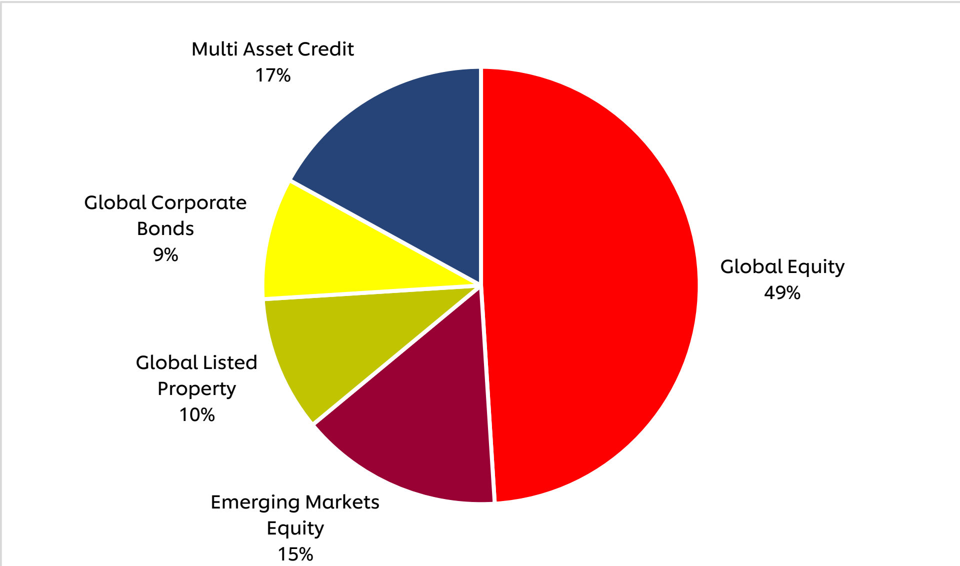
The charts above shows the typical asset mixes as you move towards your retirement age. Details of the individual components: the Growth fund, Cautious Growth fund and Annuity Proxy Fund are outlined below. **Note the Directors have the flexibility to change the Plan's investments funds and fund mixes over time without consulting Members. However, any material changes will be communicated to you.**

As you can see, in a typical Lifecycle Investment strategy, the **Account** is invested in a suitable fund according to age and the number of years to your **Target Retirement Age**. If you are more than 10 years from your **Target Retirement Age**, the **Account** will be invested in the Growth fund and Cautious Growth fund. Nearer to your **Target Retirement Age (10 years in the default route)**, the proportion invested in the Growth fund and Cautious Growth fund will gradually decrease, with more of the **Account** being progressively allocated to investments which are considered a better match to your benefit options i.e. annuity proxy fund or the cash fund.

Growth fund

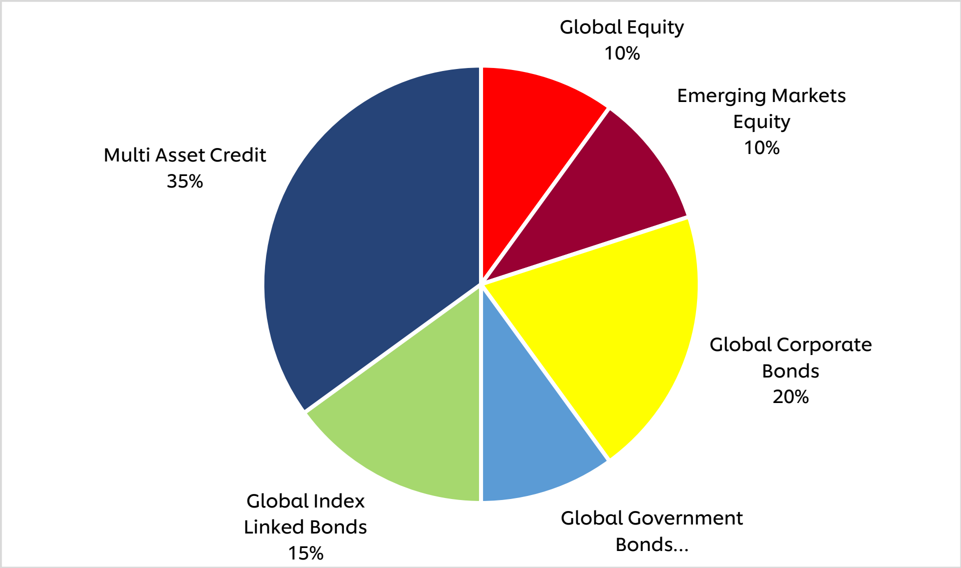
This multi-asset fund aims to achieve a return higher than **Bonds**, over the long-term, by investing the assets in **Equities** and other growth assets. The fund is designed to be less volatile than **Equities** and given the way it is invested, aims to better manage downside risk while retaining a reasonable return.

Over the long-term it is expected to achieve (but not guarantee) a return of Eurozone Consumer Price Index of +4% per annum (net of fees) with lower volatility than **Equities**. An indication of the asset allocation that such a fund may target is outlined:



Cautious Growth fund

This multi-asset fund is primarily comprised of fixed income assets. The fund targets (but not guarantees) a return of Consumer Price Index of +2% per annum (net of fees) but at a lower volatility than that of the growth fund. An indication of the asset allocation that such a fund may target is outlined:



Annuity Proxy fund

This fund aims to generate a return which broadly reflects the price changes of buying an Annuity. The fund may invest in long dated government and corporate bonds as these assets broadly reflect (but not guarantee) the price that an insurer will charge you for purchasing an Annuity.

The Lifecycle thus offers an investment strategy in which contributions are automatically invested in different funds based on the number of years until retirement.

'HELP ME DO IT' FUND OPTIONS

However you can also opt for the 'help me do it' approach and make your own investment decisions. The table below outlines fund options available (all priced in Euros) and the estimated expenses for each of the funds. Note, the expenses are subject to change and the **Total Expense Ratio** (TER) does not include the **Member** administration fee. By leveraging Unilever's scale, the **Directors** have negotiated favourable fee rates with the investment service providers compared with fee rates available on the external market. The funds are in risk order (as measured by the volatility of returns), with cash classed as the least volatile fund option.

Risk order	Fund name	Total Expense Ratio (TER)* (%)	Currency	Performance at 30 September 2023					
				1 year		3 years p.a.		5 years p.a.	
				Fund	Relative to benchmark	Fund	Relative to benchmark	Fund	Relative to benchmark
1	Cash	0.20	EURO	2.4%	-0.2%	0.3%	-0.1%	0.0%	0.0%
2	Annuity proxy	0.35	EURO	-0.3%	N/A	-2.5%	N/A	0.3%	N/A
3	Real Assets	0.22	EURO	-2.8%	0.7%	0.5%	1.0%	-1.0%	0.6%
4	Global Corporate Bond	0.24	EURO	1.8%	0.3%	-6.5%	-0.7%	-1.5%	-0.4%
5	Cautious Growth	0.35	EURO	1.4%	-0.7%	-2.2%	-3.0%	-0.1%	-1.8%
6	Growth	0.30	EURO	6.4%	-1.1%	5.3%	-1.7%	4.7%	-1.2%
7	Global Equity	0.26	EURO	12.3%	-0.5%	11.7%	-0.1%	9.1%	-0.2%
8	Emerging Market Equity	0.21	EURO	2.1%	-1.7%	1.1%	-1.0%	1.3%	-1.5%

Notes:
***The fees include all investment costs including white-labelling and could fluctuate +/-0.05% around this figure as managers, asset sizes and strategies change.**

Performance is net of fees. Past performance is no indication of future performance. Please refer to the latest factsheets on the member website to see the latest performance figures and fees.

The above fund options are put together as white-labelled funds, meaning there are a number of independent external investment managers managing the assets under the structure of each fund option. Some of these funds have a number of different managers managing different elements of each fund. These are sometimes termed as multi-asset and/ or multi manager fund. The objective is to offer suitable diversified investment options at a reasonable expense by putting together different asset classes, sometimes using a combination of managers with different styles. Both active and passive managers are used.

The Directors keep the investment managers who manage the underlying fund assets under review. Subject to independent investment advice, from time to time, the **Directors** reserve the right to make changes to the funds and the managers that invest the underlying assets without consulting the Members.

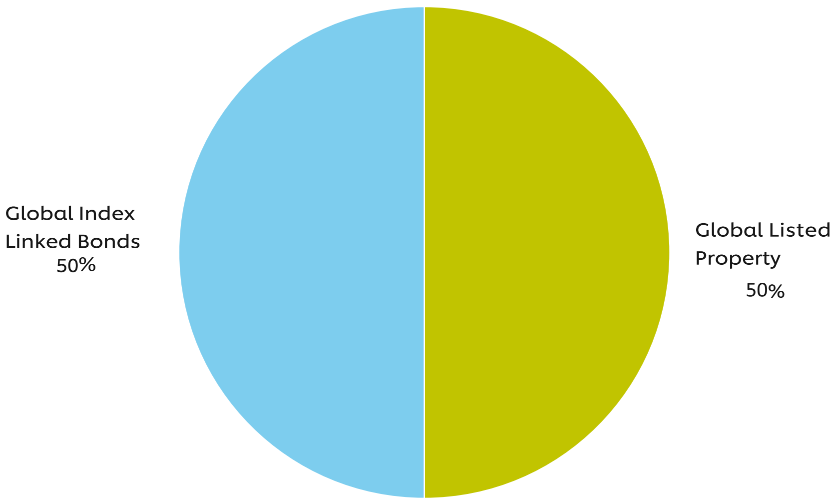
The **Plan Administrator** has the ability to create a customised investment strategy for each **Member** either directed by the **Member** in the "Help me do it" route via the web portal or by the **Directors** if the **Member** has opted for the "Do it for me" route. As a **Member** you will not see the underlying components of the multi-asset fund but will see on the web portal in which of the above Eight funds you have invested. Details of the funds, including: underlying investment managers, total expenses as % of assets, performance and investment in different asset classes will be available on the **Member website**.

Cash fund

This fund primarily aims to protect the amount of capital you originally invested. It may also generate an investment return. The fund will invest in short term deposits and/or cash type instruments available in money markets, e.g. short term Treasury Bills and issued by a range of governments, institutions and banks. The investment return will be broadly in line with the returns offered by a bank, building society or similar accounts might achieve. Cash investments typically do not fall in value, but they tend to offer the lowest rate of return over the long-term and may not keep pace with inflation.

Real Assets fund

This fund aims to generate investment returns broadly in line with the return of the Consumer Price Index over the long-term. This fund will initially be invested in Government Inflation Linked bonds (bonds where the coupon payment broadly follows the return of an Inflation index) and listed Real Estate Investment Trusts (REIT). In the future this fund could extend its investment into commodities over time. In the past these asset classes over the long term have broadly kept pace with consumer prices.



Global Corporate Bond fund

This fund aims to generate a return broadly in line with corporate bonds issued by highly rated companies based primarily in the developed World. **Bonds** issued by companies are expected to generate higher returns than government bonds as there is higher risk associated with corporate bonds. Corporate bonds have a greater risk of default (credit risk) and they are less liquid (liquidity risk).

Bonds generally are not expected to generate as high returns as **Equities** over the long-term, and they offer little protection from unexpected changes in inflation unless linked to an inflation index.

Global Equity Fund

This fund primarily invests in a range of global equities primarily listed in developed markets and aims to achieve returns similar to the average returns measured across worldwide stock markets located in the developed world.

In the short term, **Equities** may undergo dramatic price movements. However, in the long-term, Equities have historically achieved higher returns than **Bonds** and cash.

Emerging Market Equity fund

This fund mainly invests in a range of **Equities** listed on the stock markets of the Emerging World. Emerging
Markets are countries or regions mainly in the developed world (such as China, Brazil, India, Russia, South Africa etcetera) which are growing rapidly into majority economies. These developing markets can be volatile, and investing in these companies can result in dramatic rises and falls in value.

For a description of the Cautious Growth Fund, Growth Fund and Annuity Proxy Fund please refer to the 'Do it for me' section.

FEES

The fees which are applicable to you in the Plan are as follows (fees are correct as of 1 January 2024 and may change in the future):

Type of fee	Amount	How fee is charged
Investment fund options	See page 15	Fee is already taken into account in unit price of fund
Switch between "do it for me" and "help me do it"	No administration charge*	-
Switch between fund options ("help me do it")	No administration charge* for 2 switches per year. Further switches may incur a charge at the discretion of the Directors	-
Automatic switches in the Default lifecycle	No administration charge*	-
Administration fee from Plan Administrator	0.20% per annum	Fee is deducted in quarterly instalments from your **Account**

*** Whilst there is no administration fee there will be a transaction cost which arises from buying and selling assets.**

RISK AND RETURN

All types of investments carry risk. The more you know about the different types of risk associated with investment, the better you can manage your investments to protect yourself against risk at different stages in your career.

There are five key types of risk that you need to consider:

Inflation Risk

This is the risk of inflation eroding the buying power of your **Account**. It is particularly significant when saving over the long-term.

Capital Risk

This is the most widely understood type of investment risk: the risk of asset values falling. It is what people mean by saying 'shares can go down as well as up'.

Liquidity Risk

This is the risk that investments are in assets that are not readily realisable, when you wish to withdraw or switch them.

Credit (or counterparty/default) Risk

When investing in **Bonds**, credit (or counterparty/default) risk is the possibility that a bond issuer will default, by failing to repay the principal and interest in a timely manner, or its credit rating to be downgraded.

Annuity Conversion Risk

This is the risk of your Account not moving in line with the price of buying an **Annuity**. This is because the price that an insurer will charge you to provide an **Annuity** varies with long-term interest rates and life expectancy.

LENGTH OF TIME FROM RETIREMENT AGE

For most people, it is appropriate to have an investment strategy that changes as you approach retirement age. The particular strategy you choose will depend on your personal circumstances, and should take account of any other benefits and assets you have built up (in the form of other investments in shares, property, etc). The following guidelines are designed to provide a general overview of typical investment choices at different life stages.

When you are a long way from retirement age, say more than 10 years, you need to build up your Account. This means earning investment returns that beat inflation in the long-term. Growth assets, including Equities, would be appropriate at this stage.

As you approach retirement age, say within 10 years, you need to focus on protecting your **Account** against sharp movements, while continuing to earn as good returns as possible to boost the value of your **Account**. A combination of **Equities** and **Bonds** is likely to be appropriate.

When you are close to retirement age, say within the last year or two, you will want to focus on protecting your **Account**. By this time, your **Account** should probably be fully invested in **Bonds**.

As you can see, your investment strategy needs to take account of how investments perform over the long term. Over the long-term, higher risk investments such as **Equities** usually have a higher expected return than lower risk investments such as **Bonds**, however at the risk of a higher loss in value of the investment over the short-term.

DIVERSIFICATION

The Plan recognises that **Members** should aim to diversify their assets to protect their investments. No single type of investment can be expected to be the best performer under all circumstances. The Plan offers you a range of pooled investment products in different asset classes to help protect you from market risk. Diversification is already built into some of the funds because they invest in a wide range of securities, depending on the product chosen.

Within the fund options, there are two styles of management:

1. Active management – the manager aims to outperform a particular market index (or benchmark) through country/industry allocation and/or stock selection decisions.

2. Passive management – the manager aims to replicate a particular market index (or benchmark). The expected return is therefore close to the index return less expenses.

The fees for passive management are typically lower than active management. Active management, however, offers the possibility of achieving returns higher (and also lower) than the benchmark whereas passive management is expected to achieve a return close to the benchmark. The **Directors** use both styles to construct the "help me do it" offering.

PROTECTING YOUR INVESTMENTS

The investment managers managing the funds are carefully chosen, and regularly reviewed. The process covers both a qualitative review and a quantitative analysis of the investment manager's ability to add value in the future. The **Directors** may change the investment managers at any time, and may decide to make other products available to you in the future.

ENVIRONMENTAL SOCIAL AND GOVERNANCE (ESG)

The **Directors** are required under EU legislation to disclose the manner in which Sustainability Risks (as defined below) are integrated into the investment decision and the results of the assessment of the likely impacts of Sustainability Risks on the returns of the **Plan**.

Sustainability Risk means an environmental, social or governance (ESG) event or condition that, if it occurs, could cause an actual or a potential material negative impact on the value of the investments made by the **Plan**.

Please visit https://theunileverpensionplan.com to read the **Plan's** Sustainability Statement and its Statement of Investment of Investment Principles.

OTHER INFORMATION

TECHNICAL DETAILS

The **Unilever Pension Plan** was established originally in Luxembourg on 3rd May 2000 to benefit from pension legislation to accommodate international pension plans. The **Unilever Pension Plan** has a multi-compartment structure whereby each compartment is legally ringfenced. The International Compartment (or "Plan") is operated to provide defined contribution benefits for international employees as well as some local employees based in various EU countries. Since October 2023, the Plan was transferred to the Unilever Belgian pension plan (also called "Unilever Pension Plan") as a new legally ringfenced compartment within the Belgian plan. The legal entity in Belgium is called an OFP (Organisation for Financing Pensions). Belgium has similar pensions legislation to Luxembourg to safeguard pension plans and to provide local supervision through the local regulator, the FSMA. It also has a similar governance model whereby the OFP is governed by a Board of Directors of the OFP which constitutes current and former Unilever pensions experts. The Board are overall responsible for the good governance and running of the OFP.

Although the Plan is registered in Belgium, your plan benefits are still subject to the maximum limits imposed by the Irish Revenue and to the requirements of the Ireland Pensions Act 1990 (and any subsequent amendments). Should you need to contact the Irish Pension Authority, the contact details are:

Verschoyle House
28/30 Lower Mount Street Dublin 2
Telephone: (01) 613 1900
Email: info@pensionsauthority.ie
Website: www.pensionsauthority.ie

TAX & SOCIAL SECURITY

Your benefits are subject to Irish legislation and Irish Revenue rules.

DATA PROTECTION- PRIVACY NOTICE

The **Directors** of the **Unilever Pension Plan** OFP (UPP) are required to collect and use personal data in order to administer the plan effectively. For the purpose of this section, the **Directors** of the UPP are referenced as the "UPP". The UPP is the 'Data Controller' within the meaning of GDPR (the European General Data Protection Regulation) and decide which personal data is processed, the reason for the processing and the way in which the personal data will be processed.

Purpose of processing personal data

The UPP uses the personal data of plan **Members** and beneficiaries, including spouses/partners and children where applicable ('Data Subjects'). In addition, the UPP can process the personal data of any person that the UPP conducts business with such as suppliers and professional advisers.

The personal data processed by the UPP is used to administer the plan effectively, in order to calculate and pay benefits due to its **Members** and beneficiaries. The legal grounds for the processing of the personal data, is the performance of an agreement to which the data subject is a party and the legal and contractual obligation to carry out the processing. This includes but is not limited to pension agreements. If appropriate personal data is not received by the UPP, the plan may be unable to provide some or all of the benefits to which a **Member** is entitled.

In addition, the UPP uses the personal data for:
- maintaining or being able to maintain contacts with those involved;
- informing data subjects about their personal situation, including information about the pension scheme(s) applicable to them, the amount of pension accrual/benefit and the consequences of changes in work or private situation;
- the management of the UPP;
- internal analyses;
- compliance with legal obligations to which the data subject and/or the pension fund are subject.

PERSONAL DATA USED

The UPP collects only adequate, relevant and necessary personal data that is needed for the effective administration of the plan. All personal data that the UPP collects, records or uses in any way will be the subject of appropriate safeguards to ensure that the UPP complies with data protection laws. The UPP will ensure that any third parties, who carry out activities on its behalf, have implemented adequate safeguards for the protection of the personal data that the UPP is responsible for.

The UPP records:
- the third parties to whom personal data has been provided;
- the personal data that has been provided to these third parties.

All personal data will be treated confidentially and handled with care. The systems and data bases are protected in order to prevent unauthorised parties from gaining access to the "Data Subjects" personal data. All individuals processing personal data are obliged to keep this data confidential.

SOURCES OF PERSONAL DATA

The data processed by the UPP is provided primarily by the "Data Subjects" themselves. Information may also be provided by **Employers** of plan **Members**, other pension schemes and pension providers, independent financial advisers, local government agencies and any other advisers with whom the UPP communicate in relation to the administration of the plan.

PERSONS TO WHOM THE PERSONAL DATA MAY BE DISCLOSED

The UPP may disclose personal data to third party providers, where required, in order to administer the plan, and to regulatory authorities, insurers and **Employers** of the "Data Subjects". These third parties may transfer personal data outside the European Economic Area. The UPP has contracts with all third parties confirming that the service providers agree to comply with certain obligations under the data protections laws, primarily in relation to security measures surrounding the data that they process for the UPP.

RETENTION PERIOD

Personal data will be retained as long as the "Data Subjects" can assert any rights with respect to the UPP. In practice, this means that personal data is retained for a period of time in accordance with local legislation for the purpose of administering the plan.

"DATA SUBJECTS" RIGHTS

All "Data Subjects" have the right to inspect his or her personal data and is entitled to have his or her personal data corrected or deleted. If a "Data Subject" wants to exercise this right or wish to contact the UPP about their personal data, they should submit a written application to the UPP Plan Secretary. This application should be addressed to:

UPP Plan Secretary:
Chris Middleton
Unilever Pension Plan OFP
Boulevard Industriel 9, 1070 Brussels, Belgium
Email: Chris.Middleton@unilever.com

The UPP is obliged to provide the requested data, within one month of receipt of the request, and will do so free of charge. This period may be extended by two further months where necessary, but the UPP will inform the "Data Subject" of any such extension within one month of receipt of the request, together with the reasons for the delay.

If it turns out that the stakeholder's personal data is incorrect, incomplete or irrelevant then he or she is entitled to submit an additional request to have his or her data amended, added to or to have deleted any data that is considered not to be relevant. The UPP will grant this request as soon as possible, if and in so far as checks have shown, that the request is well-founded.

If the "Data Subject" does not agree with the way in which the Directors of the UPP are fulfilling their obligations under the privacy legislation then the "Data Subject" can submit a complaint to the Data Privacy Officer (DPO) of the UPP.

Mr. Yves Van Hecke
DPO – Unilever Pension Plan
Sint-Michielskaai 9
2000 Antwerp
Belgium
yvanhecke@me.com or Pensions.Belgium@unilever.com

If the "Data Subject" does not agree with the opinion of the Data Privacy Officer Directors of the UPP, the "Data Subject" can submit a complaint to:

Data Protection Authority
Drukpersstraat 35
1000 BRUSSELS
Belgium
contact@apd-gba.be

CHANGES TO PRIVACY NOTICE: The UPP reserves the right to amend the privacy notice in the light of changes in legislation or regulations or as the result of case law.

LEGAL NOTICES

Please keep in mind that:

All statements about future investment performance or aims or objectives of any particular investment fund do not guarantee that the performance or aim or objective will be achieved, and; where statements about the future performance are based on past experience or performance, there is no guarantee that past experience will be repeated in the future.

The **Directors**, reserve the right to add or remove investment fund options within the scope of the Belgian regulatory framework without prior consultation with **Members**. Should an investment fund option be replaced the **Directors** are obliged to write to the **Members** affected and suggest alternative options.

No liability is accepted by the **Directors**, Unilever or their investment providers for any error or omission in any information provided by or on behalf of any investment provider whether its policy or investment products or otherwise and whether in this guide, via any website or otherwise.

No Liability is accepted by the **Directors** or Unilever for any delay in investing or disinvesting any amounts contributed or credited to your **Account**, where such delay is caused by circumstances outside the control of, as the case may be, the **Directors** or Unilever.

No liability is accepted for any loss arising from any delay or failure by the **Directors** to achieve their target for giving effect to any instructions for investing or disinvesting all or any part of your **Account**, subject to the provisions of the instructions for investing or disinvesting all or any part of your **Account**, subject to the provisions in the plan rules. For further information please consult the plan rules.

This guide summarises in broad terms, certain provisions of the policy documents issued by the investment providers to the **Directors**. The guide confers no rights to benefits under the IPP documentation.

If there are differences between the Plan rules and the summary set out is this document then the Plan rules will prevail over the summary. A copy of the plan rules is available on the **Member website**.

PLAN CONTACTS

There may be questions that you'd like to ask, or issues that you need assistance with in relation to your employment with the **Company**. Your point of contact in this instance is the Unilever Ireland HR Team.

If you have any questions about the plan benefits, how to use the website or your latest **Account** statement, please contact the **Plan Administrator**, Unilever Ireland HR team or the Plan Secretary.

Plan Administrator:
Previnet
Via E. Forlanini, 24 - 31022 Preganziol (TV) – Italy
Member website: https://webint.previnet.it/skyway-unilever

Unilever Ireland HR team:
Tania Kelly
Email: Tania.Kelly@unilever.com (for questions related to contributions or changing elections)

Plan Secretary:
Chris Middleton
Unilever Pension Plan OFP
Boulevard Industriel 9, 1070 Brussels, Belgium
Email: Chris.Middleton@unilever.com (for technical and benefit related questions)

If you have a complaint and none of the above contacts can help you, the **Directors** have established an Internal Dispute Resolution Procedure (IDR) to deal with certain complaints or disputes in relation to the Plan. The **Directors** will try to resolve any dispute but in the event they are unable to do so, the complaint or dispute may be submitted to the Pensions Ombudsman for review at:

The Office of the Pensions Ombudsman
36 Upper Mount Street
Dublin 2
www.pensionsombudsman.ie