

## Remuneration disclosure

Further to Unilever PLC's (the Company) announcement on 26 October 2023, Graeme Pitkethly stepped down as CFO and Executive Director on 31 December 2023 and will retire from employment on 31 May 2024 (the Retirement Date).

Until the Retirement Date Graeme will assist with an orderly transition and handover of responsibilities. On this basis and in accordance with his service agreement and our Remuneration Policy, Graeme Pitkethly:

- will receive fixed pay of €519,275.83 from 1 January 2024 up to the Retirement Date (calculated as 5 months of annual fixed pay of €1,246,262);
- remains eligible to receive a discretionary bonus of up to 180% fixed pay in respect of the 2023 financial year and on a pro rata basis for the 2024 financial year, determined by the Compensation Committee in the normal way and at the normal time dependent on the Company's performance, with 50% of the net annual bonus deferred into shares with a three-year holding period in accordance with the Company's Remuneration Policy;
- will be treated as a good leaver on retirement under the MCIP and PSP long-term share incentive plans meaning that his outstanding awards will remain capable of vesting in accordance with the rules of the relevant plan on their respective vesting dates, subject to Company performance. PSP awards will remain subject to a two-year post-vesting holding period;
- will continue to be eligible for vesting and release of any annual bonus deferral shares in accordance with their terms; and
- will continue to receive contractual benefits through to the Retirement Date, including annual leave, medical insurance cover, death-in-service benefits and tax return preparation services (in respect of all Unilever source income).

All payments are subject to required tax withholdings. This disclosure is made under section 430(2B) of the Companies Act 2006. Full details will be disclosed in the Directors' Remuneration Report within the Annual Report and Accounts as required.

4 January 2024