



Unilever Basis of Preparation 2023

For sustainability metrics selected for independent limited assurance

Table of Contents

1. Introduction.....	3
2. Scope.....	3
2.1 Sustainability performance measures.....	4
2.2 Additional non-financial metrics.....	5
2.3 Environment and Occupational Safety performance measures.....	5
3. Data sources.....	7
4. Sustainability performance data preparation.....	7
4.1 Climate: Total greenhouse gas emissions 2021.....	7
4.2 Climate: 100% renewable electricity.....	17
4.3 Climate: Replace fossil-fuel derived carbon with renewable or recycled carbon in all our cleaning and laundry product formulations by 2030.....	18
4.4 Nature: Deforestation-free supply chain in palm oil, paper and board, tea, soy and cocoa by 2030.....	19
4.5 Nature: Help protect and regenerate 1.5 million hectares of land, forests and oceans by 2030.....	20
4.6 Plastics: 25% recycled plastic by 2025.....	22
4.7 Livelihoods: Spend €2 billion annually with diverse businesses worldwide by 2025.....	24
4.8 Livelihoods: Ensure that everyone who directly provides goods and services to Unilever will earn at least a living wage or income by 2030.....	25
5. Additional non-financial metrics.....	26
5.1 95% of packaged ice cream to contain no more than 22g of sugar per serving by 2025.....	26
5.2 95% of packaged ice cream to contain no more than 250Kcal per serving by 2025.....	26
5.3 Halve food waste in our operations by 2025.....	27
6. Environmental and Occupational Safety performance data preparation.....	29
6.1 Water: Quantity of water abstracted by manufacturing sites.....	29
6.2 Water: Emissions of chemical oxygen demand (COD) by manufacturing sites.....	30
6.3 Greenhouse gas emissions and energy use by manufacturing sites.....	31
6.4 Waste: Total waste (hazardous and non hazardous) disposed by manufacturing sites.....	32
6.5 Occupational safety: Reduce workplace injuries and accidents (fatalities).....	33
6.6 Occupational safety: Reduce workplace injuries and accidents (Accident rate: Total Recordable Frequency Rate).....	34

1. Introduction

PricewaterhouseCoopers LLP (PwC) has been appointed to provide independent limited assurance of selected Unilever sustainability, additional non-financial and Environmental and Occupational Safety (EOS) performance measures. This Basis of Preparation document sets out how these sustainability and EOS performance measures, described in Section 2 below, have been prepared and reported, including their reporting periods.

The selection of Unilever sustainability, additional non-financial and EOS performance measures for independent limited assurance is explained in the 'Independent Assurance' section of Sustainability online. <https://www.unilever.com/planet-and-society/sustainability-reporting-centre/independent-assurance/>

Our performance measures and the performance results achieved are described in full in the Annual Report & Accounts <https://www.unilever.com/investors/annual-report-and-accounts/> and in our Environmental and Occupational Safety (EOS) performance and sustainability performance indicators document <https://www.unilever.com/planet-and-society/sustainability-reporting-centre/sustainability-performance-data/>.

Unlike financial accounting standards, currently there are no industry norms or globally recognised established practices for measuring and evaluating performance data of this type. While these practices are evolving, it is important therefore to understand the approach we have taken with our data. We have established objective measurement techniques, including appropriate estimates and assumptions, for our performance data.

2. Scope

This document summarises the definition, scope and data preparation for the performance measures listed below. The preparation of the sustainability, additional non-financial and EOS performance measures is detailed in Sections 4, 5 and 6 respectively. Unless otherwise indicated, the performance data includes newly acquired businesses as soon as the appropriate processes and systems are implemented to enable consistent data collation and Unilever Group level consolidation.

Operations categorised as joint ventures or investments are excluded from the scope of all performance measures, unless otherwise indicated. The results of disposed businesses are included in the performance measures up to the date of disposal.

We ensure that appropriate procedures are in place to report performance data, in all material respects, as set out in this document. These procedures ensure that:

- the reported information reflects our performance;
- the data is meaningful and is consistent with the stated definitions and scope;
- any specific exclusions are stated clearly and explained;
- any assumptions we make as well as our accounting and calculation methods are clearly described; and
- the level of transparency is sufficient to enable users to have confidence in the integrity of our reporting.

2.1 Sustainability performance measures

Indicator	Performance Measure	Reported performance result
Climate:		
Total greenhouse gas emissions 2021	Total Greenhouse Gas ("GHG") emissions, measured in metric tonnes of CO ₂ -equivalent (tCO ₂ e), between the period from 1 October 2020 to 30 September 2021.	121.12 million tonnes CO ₂ e
100% renewable electricity by 2030	Percentage of electricity generated from renewable resources at operational sites in 2023 (this covers the period 1 October 2022 to 30 September 2023).	92%
Replace fossil-fuel derived carbon with renewable or recycled carbon in all our cleaning and laundry product formulations by 2030	The total number of newly contracted partnerships to develop renewable or recycled carbon surfactants or renewable or recycled precursor feedstocks, between 1 January 2023 and 31 December 2023.	4
Nature:		
Deforestation-free supply chain in palm oil, paper & board, tea, soy and cocoa by 2023	The percentage of order volumes of palm oil (excluding Indian orders), paper and board, tea, soy and cocoa that meet Unilever deforestation free requirements in the period from 1 October 2023 to 31 December 2023 plus percentage of order volumes of palm oil for India for the period from 1 December 2023 to 31 December 2023.	97.5%
Help protect and regenerate 1.5 million hectares of land, forests and oceans by 2030	The total hectares of land, forest and ocean (as measured by ocean floor area) that Unilever programmes help protect and/or regenerate, reported annually as a cumulative total as at 31 December 2023.	0.3 million
Plastics:		
25% recycled plastic by 2025	Total tonnes of recycled plastic purchased as a percentage of total tonnes of plastic packaging used in products sold between 1 October 2022 to 30 September 2023.	22%
Livelihoods:		
Spend €2 billion annually with diverse businesses worldwide by 2025	The aggregate of the monetary value in euros of spend with Tier 1 suppliers that are either verified as a diverse business by an approved certification body or have self-declared as a diverse business, in the reporting period from 1 January 2023 to 31 December 2023.	€1.1 billion
Ensure that everyone who directly provides goods and services to Unilever will earn at least a living wage or income by 2030	The estimated total monetary value of Dedicated Collaborative Manufacturing contracts signed with a requirement to pay a living wage from 1 January 2021 to 31 December 2022, expressed as a percentage of the estimated total monetary value of all unexpired Dedicated Collaborative Manufacturing contracts.	90%

2.2 Additional non-financial metrics

Indicator	Performance Measure	Reported performance result
95% of packaged ice cream to contain no more than 22g total sugar per serving by 2025	The percentage of Unilever packaged ice cream product sales by volume, that contain no more than 22 grams ("g") sugar per serving, in the period 1 October 2022 to 30 September 2023.	89%
95% of packaged ice cream to contain no more than 250 kcal per serving by 2025	The percentage of Unilever packaged ice cream product sales by volume, that contain no more than 250 kilocalories ("Kcal") per serving, in the period 1 October 2022 to 30 September 2023.	94%
Halve food waste in our operations by 2025	The percentage change of food waste in our operations (measured in kilograms of food wasted per tonne of food handled) between the period measured from 1 January 2019 to 31 December 2019 ("2019 baseline") and the period measured from 1 January 2023 to 31 December 2023.	-30%

2.3 EOS performance measures

EOS Indicator	Performance Measure	Reported performance result
Water:		
Reduce water use in manufacturing	Water abstracted in m ³ per tonne of production in 2023 (1 October 2022 to 30 September 2023).	1.54
	Change in the volume of water in m ³ abstracted in 2023 (1 October 2022 to 30 September 2023) compared to 2008 (1 January 2008 to 31 December 2008).*	-29,615,852
	Percentage change in the water abstracted per tonne of production in 2023 (1 October 2022 to 30 September 2023) compared to 2008 (1 January 2008 to 31 December 2008).*	-48%
	Emissions of chemical oxygen demand (COD) in kg per tonne of production in 2023 (1 October 2022 to 30 September 2023).	1.01

* The baseline 12-month reporting period is comparable to the 12-month reporting period for 2023.

EOS Indicator	Performance Measure	Reported performance result
Energy use and GHG emissions:		
Reduce GHG emissions from manufacturing	CO ₂ emissions from energy use in tonnes (market based) in 2023 (1 October 2022 to 30 September 2023).	454,254
	CO ₂ emissions from energy use in tonnes (location based) in 2023 (1 October 2022 to 30 September 2023).	1,410,665
	CO ₂ emissions from energy use in kg per tonne of production (market based) in 2023 (1 October 2022 to 30 September 2023).	25.94
	Change in the tonnes of CO ₂ from energy use (market based) in 2023 (1 October 2022 to 30 September 2023) compared to 2008 (1 January 2008 to 31 December 2008).*	-2,331,628
	Percentage change in CO ₂ from energy use (market based) per tonne of production in 2023 (1 October 2022 to 30 September 2023) compared to 2008 (1 January 2008 to 31 December 2008).*	-82%
	Energy use in gigajoules per tonne of production in 2023 (1 October 2022 to 30 September 2023).	1.15
Waste:		
Reduce waste from manufacturing	Hazardous waste in kg per tonne of production in 2023 (1 October 2022 to 30 September 2023).	0.24
	Non-hazardous waste in kg per tonne of production in 2023 (1 October 2022 to 30 September 2023).	0.04
	Total waste sent for disposal per tonne of production in 2023 (1 October 2022 to 30 September 2023).	0.28
	Change in the tonnes of total waste sent for disposal in 2023 (1 October 2022 to 30 September 2023) compared to 2008 (1 January 2008 to 31 December 2008).*	-146,190
	Percentage change in the total waste sent for disposal per tonne of production in 2023 (1 October 2022 to 30 September 2023) compared to 2008 (1 January 2008 to 31 December 2008).*	-96%
Occupational safety:		
Reduce workplace injuries and accidents	Number of fatal accidents in 2023 (1 October 2022 to 30 September 2023).	1
	Accident rate: Total Recordable Frequency Rate (TRFR) per 1,000,000 man – hours in 2023 (1 October 2022 to 30 September 2023).	0.58

*The baseline 12-month reporting period is comparable to the 12-month reporting period for 2023.

3. Data sources

Our objective is to gather and report reliable and robust data. We are committed to providing transparency on the quality of the data where we consider there are matters which are material to users of the information. The information we report is subject to internal review processes and, where relevant and/or required, peer review. All performance measures in the above tables, 2.1, 2.2 and 2.3 are subject to independent limited assurance unless specifically noted.

Sustainability performance measures and additional non-financial metrics

Our data reporting systems for Unilever sustainability performance measures and additional non-financial metrics are evolving and we continue to work to align data recording and reporting methods across the Unilever Group. This includes working with third parties where we rely on their data to provide input and support our performance.

EOS performance measures

Every year we collect data on key measures of environmental performance. This is collated and analysed using a web-based Environmental Performance Reporting tool (EPR). Since 2008, we have reported our CO₂ emissions with reference to the GHG Protocol.^(a)

For the reporting period 1 October 2022 to 30 September 2023, 218 manufacturing sites in 61 countries reported environmental performance data. In some cases, multiple factories occupy one manufacturing site.

For the two occupational safety performance measures, we collect data from our manufacturing sites and non-manufacturing sites via our Occupational Safety (OS) tool. For the reporting period 1 October 2022 to 30 September 2023, 481 sites reported occupational safety performance measures.

(a) The Greenhouse Gas Protocol Initiative is a multi-stakeholder partnership of businesses, NGOs, governments and others convened by the World Resources Institute (WRI), US-based environmental NGO, and the World Business Council for Sustainable Development (WBCSD), a Geneva-based coalition of 200 international companies. Launched in 1998, the Initiative's mission is to develop internationally accepted greenhouse gas (GHG) accounting and reporting standards for business and to promote their broad adoption.

4. Sustainability performance data preparation

Sections 4.1 to 4.8 detail the basis of preparation for each sustainability performance measure.

4.1 Climate: Total greenhouse gas emissions 2021

Performance measure:

Total Greenhouse Gas ("GHG") emissions, measured in metric tonnes of CO₂-equivalent (tCO₂e), between the period from 1 October 2020 to 30 September 2021.

Definitions:

Total GHG emissions: Emissions from activities conducted in our operations and from purchasing (also referred to as "upstream") and sales (also referred to as "downstream") activities beyond our operations e.g. transportation of raw materials used in our products, consumers using our products. Emissions are categorised into three 'scopes' as defined by the GHG Protocol Corporate Standard:

- **Scope 1:** Emissions from sources owned or controlled by Unilever e.g. fossil fuels that are used/combusted in our operations ("direct emissions") including:
 - generation of energy (electricity, heat or steam) e.g. combustion of fossil fuels in controlled boilers, furnaces, vehicles;
 - refrigerant consumption (emissions relate to fugitive losses);
 - methane and nitrous oxide from biogenic fuels;
 - sulphur hexafluoride (SF₆) used in high-voltage equipment such as electrical insulators in grid connections.

CO₂ emissions from the combustion of biomass are excluded as the capturing of CO₂ by the vegetation during growth are considered to offset emissions from combustion.

- **Scope 2:** Emissions from the use/combustion of energy sources not owned or controlled by Unilever to generate electricity or steam, which is purchased by Unilever for use in our operations. The emissions physically occur at the location where the energy is generated ("indirect emissions").
- **Scope 3:** Emissions from activities outside of our operations, occurring from sources not owned or controlled by Unilever ("indirect emissions"), relating to our purchasing of products and services and sales of our products, in the following categories (based on the GHG Protocol):

- **Category 1 Purchased goods and services:**
Includes emissions from the following:
 - Ingredients and packaging purchased by Unilever: Emissions relating to the production and transportation of the ingredient or packaging material from “cradle to gate” i.e. farming (cultivation of the crop/rearing of the animal/production of fertilisers) or mining (e.g. extraction) of raw materials (“cradle”), processing and transportation to Unilever (“gate”). We include emissions from transportation of materials from the supplier to Unilever in Category 1 instead of the recommended GHG Protocol category, Category 4, as we are unable to separate these emissions from all transportation emissions involved in the supply of the material. Emissions not directly associated with the production of the raw material are excluded in line with the GHG Protocol e.g. head office, sales or marketing functions, construction of infrastructure e.g. the factory in which processing is performed.
 - Collaborative manufacturers: Emissions from all activities involved in the production of finished goods for Unilever such as purchase of ingredients, packaging and manufacturing of the product.
 - Water supply to our operations: Emissions relating to the treatment and supply of water purchased for use in our operations.
 - Other purchased goods and services: Emissions from purchased goods and services not for resale such as media placement, IT services and equipment, outsourced services, office supplies, repairs and maintenance and associated equipment, which cover all value chain activities necessary to provide such products or services, by industry sector i.e. Scope 1, 2 and 3 emissions of the supplier. We exclude emissions relating to trade spend, rent, employee salaries, memberships, tax, interest, depreciation in line with the GHG Protocol.
- **Category 2 Capital goods:** Emissions relating to purchased goods as described above that are capitalised and recorded as assets on the balance sheet.
- **Category 3 Fuel and energy-related activities:** Emissions from the extraction, production, transportation of the energy sources/fuels used to generate energy for our operations and emissions relating to the generation of electricity which is lost during transmission (“transmission and distribution losses”).
- **Category 4 Upstream transport and distribution:**
 - Warehouses/Distribution centres: Scope 1 and 2 emissions of warehouses and distribution centres used by Unilever but owned or controlled by a third party. Scope 3 emissions are excluded in line with the GHG Protocol. Emissions are apportioned based on storage use where use is partial.
 - Transport:
 - Emissions from transporting Unilever products, in vehicles/vessels not owned or controlled by Unilever, between Unilever manufacturing site and Unilever distribution centre (primary transport) and from a Unilever warehouse to a customer warehouse (secondary transport) where the transport is paid for by Unilever. Transportation includes cross-border by road, rail, ocean;
 - Emissions capture activities from “Well to Tank”, which includes emissions from extraction, production, transportation and combustion of fuels used in transport and excludes emissions from the construction of vehicles used for transportation.
- **Category 5 Waste generated in operations:** Emissions from disposal of solid waste such as finished goods, raw materials and packaging disposed, and water discharge from our operations.
- **Category 6 Business travel:** Emissions from air, road and rail travel by employees for business purposes.
- **Category 7 Employee commuting:** “Well to tank” emissions from employee travel from home to the office excluding emissions related to employee homeworking.
- **Category 8 Upstream leased assets:** Emissions from the operation of assets leased by Unilever (as a lessee) such as vehicles, buildings, office printers are included in Scope 1 and 2 emissions, hence, no emissions are included in this category.
- **Category 9 Downstream transport and distribution:**

- Transport of Unilever products, by vehicles/vessels not owned or controlled by Unilever, that is not paid for by Unilever e.g. from customer warehouse to customer store, consumers travelling to and from stores to purchase products. It is assumed that there is no cross-border transport. Emissions capture activities from "Well to Tank" which includes emissions from extraction, production, transportation and combustion of fuels used in transport and excludes emissions from the construction of vehicles used for transportation in line with the GHG Protocol;
- Emissions from energy consumption for storage of products in customer warehouses and stores not paid for by Unilever;
- Emissions from Unilever owned ice cream freezers leased to customers to store ice cream products are included in Category 13.
- **Category 11 Use of sold products:** Emissions from the use of Unilever products by consumers, including:
 - Direct consumer use emissions from the release of HFC propellants from the use of aerosol deodorants and hairsprays in the US;
 - Emissions from the generation of electricity used by consumers to power water purifiers;
 - Indirect consumer use emissions from products such as shampoo, soap/body wash, washing powder/liquid which involve the use of energy.
- **Category 12 End-of-life treatment of sold products:** Emissions from disposal of products after consumer use, comprising i) ingredients – we assume all ingredients are biodegradable and ii) packaging – we assume either incineration with energy recovery and biodegradation of petrochemicals to CO₂e or that the packaging is recycled.
- **Category 13 Downstream leased assets:** Emissions from Unilever owned ice cream cabinets leased to retailers for storing ice creams i.e. emissions are generated outside of our operations.
- **Category 14 Franchises:** Emissions from the use of our products by OMO laundromat franchises in Brazil.

Emissions from sale of Ben & Jerry's ice-creams by franchises are included in Category 9.

Two categories of Scope 3 emissions are excluded as they are not material:

- Category 10 "Processing of sold products": Unilever sales of by-products to a third party for further processing are very small and not material to Unilever's sales of finished goods.
- Category 15 "Investments: Minority interests in a number of companies and financial institutions which are collectively not material.

Our operations: Owned or leased sites and assets e.g. vehicles controlled by Unilever.

Greenhouse gas emissions measured in CO₂-equivalent: GHGs included in the metric include all seven GHGs as required by the GHG Protocol standard: Carbon Dioxide (CO₂), Methane (CH₄), Nitrous Oxide (N₂O), Hydrofluorocarbons (HFCs), Perfluorocarbons (PFCs), Sulphur hexafluoride (SF₆) and Nitrogen Trifluoride (NF₃). These gases are combined into a single CO₂-equivalent (CO₂e) measurement unit by applying Global Warming Potential (GWP) values obtained from the Intergovernmental Panel on Climate Change (IPCC) Assessment Report for Scope 1 and 3 and market-based factors obtained from the International Energy Agency (IEA) in the GHG Protocol for Scope 2.

Global Warming Potential (GWP): A measure of a greenhouse gases global warming potential in relation to CO₂ (which has a global warming potential of 1).

Energy Attribute Certificates (EACs): Market-based instruments that authenticates that a consumer procures a certain proportion of energy generated from a renewable source. These include Renewable Energy Certificates (RECs), International Renewable Energy Certificates (IRECs), European Guarantee of Origin (GOs).

DEFRA: UK government department for Environment, Food and Rural Affairs (DEFRA) responsible for environmental protection, food production and standards, agriculture, fisheries and rural communities. DEFRA provides an annual database of GHG emission factors.

Collaborative Manufacturing (CM): Manufacturing of products by third party companies.

Material Flow Analysis (MFA) system: A system built internally to calculate the emissions of ingredient and packaging materials procured by Unilever.

Business Data Lake (BDL): Tool aggregating spend and purchases volume data from key transactional systems.

SAP PLM: SAP Product Lifecycle Management system is the system used by Unilever to house and manage all product formulations and specifications.

Extended Environmental Input Output (EEIO)

model: A third party tool containing a set of spend-based, country and sector specific carbon conversion factors that combine economic trade data and national industry-level carbon emission data to estimate carbon emissions based on spend.

GLEC Framework: Global Logistics Emission Council Framework for Logistics Emissions Methodologies is an external, globally recognised framework, aligned with the GHG Protocol, used by companies to calculate logistics emissions.

TKBlue: Third party tool which uses the GLEC Framework and all updates to the framework to calculate GHG emissions from logistics.

Forestry, Land, Agriculture "FLAG" emissions:

Emissions from the production of agricultural raw materials relating to land use change and land management.

Non-FLAG emissions: Emissions associated with the conversion or processing of the agricultural raw material into the purchased material, from when the material leaves the farm to when it reaches the Unilever site.

Biogenic Fuels: Fuels produced by biological materials such as plants (e.g., biomass, biogas, liquid biofuels).

Scope:

Total GHG emissions, except for Scope 3 Categories 10 and 15 which are not material, from the activities of entities included in the Unilever consolidated financial statements.

Performance data preparation and assumptions:

Data collection and calculation:

Data collection and calculation of Scope 1 and 2 emissions is performed by the Safety, Health and Environment ("SHE") team. Data collection and calculation of Scope 3 emissions and the addition of total Scope 1, 2 and 3 emissions is performed by the Business Operations Sustainability ("BOS") team.

Data collection is from both internal sources and systems, which are maintained by the relevant business owners, and external sources, based on industry accepted standards where available. Calculations of total emissions by Scope and Category (for Scope 3) are performed manually in excel spreadsheets except where another system is stated.

Scopes 1 and 2

Scope 1 and 2 emissions are calculated for all manufacturing sites and the majority of logistics and office sites using environmental data from the Environmental Performance Reporting ("EPR") system. The remaining sites fall into three categories:

- a) logistics sites, excluding certain Global Business Unit ("GBU") sites, where Unilever is not the single user of the facility and/or where Unilever has less than a minimum storage capacity of 15,000 pallets.
- b) office sites for which environmental data collection is impractical. These sites exclude certain GBU sites.

c) certain GBU logistics and office sites.

The calculation of Scope 1 and 2 emissions for sites reporting in EPR is as follows:

Energy consumption:

- Energy data is taken from meter readings/invoices and captured for each manufacturing, non-manufacturing and logistics e.g. warehouse sites in the Environmental Performance Reporting ("EPR") system. Energy data includes combustion of fossil fuels and biogenics, as well as purchased, generated and sold electricity, heat and steam. EPR contains factors to convert common units of energy (e.g. cubic metres of gas or tonnes of oil) to a standard unit of energy (GJ). EPR summarises and aggregates the energy data into standard reports by site and at regional and global levels.
- Carbon emission factors: Emission factors used to convert energy (GJ) into GHG (kgCO_{2e} per GJ) are obtained from the following sources:
 - Factors for Scope 1 energy sources such as fuels are provided by the Intergovernmental Panel on Climate Change ("IPCC").
 - Factors for Scope 2 purchased electricity and purchased steam are taken from contractual instruments which Unilever has purchased or entered or are provided by suppliers based on their fuel usage, in line with GHG Protocol's Scope 2 Market Based method. Where Energy Attribute Certificates (EACs) are applied, electricity consumption is reported as renewable with an emission factor of zero based on application of RE100 Reporting Guidance 2021.
 - Energy Attribute Certificates (EACs):
 - Annual contracts are agreed with third party suppliers during the first half of each calendar year based on estimated electricity consumption provided by each operational site to the relevant Cluster Safety, Health and Environmental ("SHE") Sustainability team. These are collated by the Group SHE Director and volumes to be contracted in each country agreed with the Procurement team.
 - EACs are purchased after the end of the reporting period once the total electricity purchased and generated has been reviewed and approved by the Group SHE Director. The Procurement team confirms volumes to the supplier and the supplier delivers the EACs to Unilever based on the volume. The electricity against which the

EACs are matched is reported as renewable in EPR.

Refrigerant consumption:

- HFC consumption data is taken from site maintenance records which are captured for each site in EPR.
- Refrigerant Global Warming Potential: The SHE system contains the Global Warming Potential (GWP) factors for each refrigerant type and converts refrigerant losses (in kg) to GHG emissions. GWP factors for HFC refrigerants are provided by the IPCC.

Sulphur hexafluoride (SF₆) emissions from high voltage equipment:

- Amount of SF₆ leaked from electrical insulators is calculated using an estimate of amount of SF₆ across our sites from EPR and an average SF₆ equipment leakage rate based on IPCC Guidelines.
- This is multiplied by the GWP factors contained in the SHE system.

Data collection and calculation of Scope 1 and 2 emissions for vehicles controlled by Unilever e.g. owned and leased vehicles are calculated separately for cars and trucks:

- Unilever owned and leased Cars CO₂e footprint is estimated by multiplying the estimated total annual mileage and CO₂e IPCC emissions factors based on fuel type. To provide a conservative estimate, it is assumed that vehicles are light-duty cars fuelled by diesel where fuel type data is not available.
- Unilever owned and leased Trucks CO₂e footprint is calculated by the logistics team following the methodology as described in 'Data Collection and Calculation - Category 4-Transport'.

The estimation of Scope 1 and 2 emissions for sites not reporting environmental data in EPR is calculated as follows:

Office sites not reporting environmental data in EPR:

The headcount for these office sites are extracted from the global HR system 'Workday' and a total of the headcounts from these sites per regional cluster is calculated.

For each office site reporting in EPR, total headcount is extracted from the global HR system 'Workday' and emissions (tCO₂e) are extracted from the EPR system. For each regional cluster, emissions (tCO₂e) per headcount is calculated.

The calculated emissions (tCO₂e) per headcount are then used to estimate the emissions for these office sites, per utility type on a regional cluster basis.

Logistics sites, excluding certain GBU sites, not reporting environmental data in EPR:

The total storage capacity (number of pallet positions) for these logistics sites is extracted from the global warehouse master list and the total

storage capacity (pallet positions) from these sites per regional cluster is calculated.

For each logistics site reporting in EPR, the total storage capacity (pallet positions) per site is extracted from the global warehouse master list and the emissions (tCO₂e) per utility type are extracted from the EPR system. For each regional cluster, emissions (tCO₂e) per pallet position is calculated per utility type.

The calculated emissions (tCO₂e) per pallet position per utility type are then used to estimate the emissions for these logistics sites per utility type and regional cluster.

Other GBU sites not reporting environmental data in EPR:

Emissions are estimated based on the average emissions from EPR reported for logistics and office sites, multiplied by the number and type of logistics and office sites per GBU site.

Scope 3

Emissions are calculated for each Scope 3 category and summed to calculate total Scope 3 emissions.

Category 1 Purchased goods and services

- Ingredients and packaging purchased by Unilever: Emissions from ingredients are calculated in the MFA system, and emissions from packaging calculated in excel, by multiplying volumes of purchased ingredients and packaging by emission factors, as follows:
 - Purchased volumes of ingredients in kg are extracted from BDL into the MFA system. Purchased volumes of packaging are extracted from BDL into excel. Where packaging volumes are not purchased in kg e.g. purchased in pieces, standard conversion factors are used to convert into kg;
 - "Cradle to gate" emissions factors in kgCO₂e per kg of material, separated into FLAG and non-FLAG for ingredients, are provided by Unilever Safety and Environmental Assurance Centre (SEAC) and input/uploaded into the MFA system. Emission factors are based on IPCC AR6. They are calculated using externally recognised Life Cycle Analysis ("LCA") software, Life Cycle Inventory ("LCI") databases such as Ecoinvent and the World Food Life Cycle database, supplemented with other models and supplier specific data where available, and are updated annually. Where no emission factors are available for specific packaging materials, an average of known emission factors is used. Where emission factors don't include transport from the supplier to Unilever, these are separately estimated and added to total emissions;
 - As FLAG and non-FLAG emission factors are not readily available in LCI

- databases, SEAC calculates and categorises emission factors as FLAG and non-FLAG as follows:
- FLAG - Land use change: Emission factors are obtained from the World Food Life Cycle database for the key agricultural ingredients, representing over 60% of our agricultural ingredients purchases and the most significant potential sources of land use change;
 - FLAG - Land management: Due to the complexity of agricultural supply chains and the highly derived forms of ingredients purchased, for the same key agricultural ingredients, SEAC analyses the activities within the LCI databases and determines those relating to FLAG or non-FLAG, to manually calculate the emissions accordingly;
 - For processed agricultural ingredients purchased in small volumes e.g. dehydrated apple, final processing (e.g. dehydration) is assumed to be non-FLAG, with the remaining emissions designated as FLAG;
 - For highly processed agricultural ingredients, e.g. sweeteners, for which processing (non-FLAG) represents the majority of emissions, all emissions are designated as non-FLAG.
- Collaborative manufacturing (“CM”): Emissions are calculated by multiplying volumes of purchased ingredients and packaging by emission factors, as follows:
 - CM production volumes in tonnes (net weight excluding packaging i.e. volume relates to ingredients) per product category are extracted from BDL into the MFA system;
 - CM packaging volumes are estimated using conversion factors (kg of packaging per kg of ingredients for each product category) provided by SEAC;
 - Emission factors for ingredients (by FLAG and non-FLAG), packaging and manufacturing in tCO₂e per product category are provided by SEAC.
 - Water supply to our operations:
 - Manufacturing sites: Annual water consumption in m³ for each manufacturing site is extracted from the EPR system. This is multiplied by emission factors in kgCO₂e per m³ of water consumed obtained from DEFRA to calculate total annual emissions;
 - Non-manufacturing sites (offices, data centres and R&D sites): Annual water consumption is estimated by multiplying the annual number of FTEs per non-manufacturing site, extracted from the HR system, by the industry benchmark for water consumption in m³ per FTE per year obtained from the Construction Industry Research and Information Association (CIRIA) ‘Water Key Indicators and benchmarks for offices and hotels’ database. The estimated annual water consumption by non-manufacturing site is multiplied by emission factors in kgCO₂e per m³ obtained from DEFRA to calculate total annual emissions;
 - Logistics sites: Annual water consumption is estimated by multiplying the total floor area in square feet used by Unilever (which is estimated by obtaining the average floor area per pallet and multiplying by total number of pallets used by Unilever) by the industry benchmark for water consumption in gallons per square foot of floor area obtained from the Energy Information Administration (EIA) Commercial Buildings Energy Consumption Survey (CBECS) for water. Total estimated annual water consumption is multiplied by emission factors in kgCO₂e per m³ obtained from DEFRA to calculate total annual emissions;
 - Other purchased goods and services: Annual spend (in Euros) split by spend category and country is obtained from the BDL and converted into GBP. Spend by category is manually mapped to spend categories in the EEIO model and multiplied by the relevant emission factor per £1,000 spend by category in the EEIO model to calculate total emissions.
 - Estimated emissions for GBU entities not reporting in all centralised systems: total emissions (tCO₂e) for purchased goods and services calculated above per Business Group (“BG”) divided by total Unilever turnover (Euro’m) per BG extracted from iFinance excluding GBU entities not reporting in all centralised systems, multiplied by turnover (Euro’m) for GBU entities not reporting in all centralised systems extracted from iFinance.

Category 2 Capital goods

Emissions are calculated following the same process described above for “Other purchased goods and services”.

Category 3 Fuel and energy-related activities

Total emissions are calculated as the sum of emissions from:

- Energy sources/fuels used to generate energy for our operations and the generation of electricity which is lost during transmission:
 - Annual energy consumption in our operating sites is obtained from EPR by site and multiplied by Well-to-tank (“WTT”) energy emission factors, transmission and distribution (“T&D”) emission factors and WTT T&D emission factors obtained from DEFRA and IEA to calculate total emissions;
 - Estimated emissions for logistics sites not reporting in EPR are calculated by taking the total emissions calculated above for logistics sites reporting in EPR divided by total storage capacity (number of pallet positions) of all logistics sites reporting in EPR obtained from the global warehouse master list multiplied by total storage capacity of logistics sites not reporting in EPR;
 - Estimated emissions for non-manufacturing sites not reporting in EPR are calculated by taking the total emissions calculated above for non-manufacturing sites reporting in EPR divided by total headcount per non-manufacturing site reporting in EPR, obtained from the global HR system (‘workday’) multiplied by the total headcount of sites not reporting in EPR.
- Energy sources/fuels used for company leased/owned vehicles: Annual distance in kms is obtained from the Global Fleet Registry for leased/owned cars and annual fuel consumption in litres from TKBlue for leased/owned trucks. The kms travelled by leased/owned vehicle kms is converted to fuel consumption in litres using a conversion factor obtained from published data. The fuel consumption by owned/leased cars and trucks is multiplied by WTT emission factors in kgCO₂e per litre from DEFRA to calculate total emissions.
- Estimated emissions for GBU entities not reporting in all centralised systems: total emissions (tCO₂e) for fuel and energy-related activities calculated above per BG divided by total Unilever turnover (Euro’m) per BG extracted from iFinance excluding GBU entities not reporting in all centralised systems, multiplied by turnover (Euro’m) for GBU entities not reporting in all centralised systems extracted from iFinance.

Category 4 Upstream transportation and distribution

Total emissions are calculated as the sum of emissions from:

- Logistics sites: total emissions calculated for logistics sites reporting in EPR divided by total storage capacity (number of pallet positions)

of all logistics sites reporting in EPR obtained from the global warehouse master list multiplied by total storage capacity of logistics sites not reporting in EPR.

- Transport: Unilever regional logistics teams collect the following data from transport management systems and records it in spreadsheets:
 - Distance travelled;
 - Number of load shipments;
 - Unilever share of shipments (full truck load or partial load);
 - Weight of goods;
 - Transport mode information: transport provider, type of transport equipment, fuel type;
 - Temperature condition of the transport.
- This data is uploaded by regional logistics teams into TKBlue. GHG emissions are calculated within TKBlue using emission factors and formulae contained in the GLEC Framework which are specific to the mode of transport used, type of fuel, temperature, tonnes transported, and distance travelled. Emissions by region are consolidated manually by the global logistics team to calculate total emissions from transport.
- Estimated emissions for GBU entities not reporting in all centralised systems: total emissions (tCO₂e) for upstream transportation and distribution calculated above per BG divided by total Unilever turnover (Euro’m) per BG extracted from iFinance excluding GBU entities not reporting in all centralised systems, multiplied by turnover (Euro’m) for GBU entities not reporting in all centralised systems extracted from iFinance.

Category 5 Waste generated in operations

Emissions are calculated by multiplying total waste generated by the relevant emission factors:

- Total waste generated from operations is calculated as:
 - Manufacturing sites: The SHE Environmental Reporting Manager extracts solid waste and water discharge volumes per manufacturing site from the EPR System. Solid waste categorised in EPR as “recycled” or “reused” is assumed to all be recycled, whilst the remainder is assumed to be disposed to landfill;
 - Logistics sites: Total floor area used by Unilever (estimated in Category 1 – Water Supply) is multiplied by Industry benchmarks for physical waste production in pounds per square foot, obtained from the National Solid Waste Association to estimate total waste volumes. Water discharge and treatment volumes are assumed to be the same as the water supply volumes

estimated in Category 1. It is assumed that 60% of waste is recycled and 40% disposed to landfill;

- Non-manufacturing sites: The total number of FTEs per non-manufacturing site, obtained from the HR system, is multiplied by the industry benchmark for physical waste production in tonnes per FTE per year, obtained from the Waste and Resources Action Programme (WRAP), to estimate physical waste volume in tonnes by geographical area. It is assumed that 60% of waste is recycled and 40% disposed to landfill.
- Emission factors per waste treatment type (recycled or disposed to landfill) in kgCO₂e per kg of waste are obtained from DEFRA. Emission factors per waste treatment type in kgCO₂e per kg are multiplied by the total waste volumes per waste type to calculate total emissions.
- Estimated emissions for GBU entities not reporting in all centralised systems: total emissions (tCO₂e) for waste generated in operations calculated above per BG divided by total Unilever turnover (Euro'm) per BG extracted from iFinance excluding GBU entities not reporting in all centralised systems, multiplied by turnover (Euro'm) for GBU entities not reporting in all centralised systems extracted from iFinance.

Category 6 Business travel

Total emissions are calculated manually in excel as the sum of emissions from:

- Air travel: Emissions from air travel are provided by the external travel services provider, American Express Global Business Travel.
- Road: Total spend (Euros) on car rental is extracted from the BDL and converted into GBP. The total distance travelled is estimated by dividing the total spend on car rental by an average car rental price for one day, assumed based on published car rental prices, and multiplying by an average distance travelled per car rental per day, assumed based on published data. The total distance travelled is multiplied by emission factors in kgCO₂e per km which are obtained from DEFRA.
- Rail: Total spend on rail travel (Euros) is extracted from the BDL and converted into GBP. Spend is multiplied by the relevant emission factor in kgCO₂e per £1,000 spend by category in the EEIO model to calculate total emissions.
- Estimated emissions for GBU entities not reporting in all centralised systems: total emissions (tCO₂e) for business travel calculated above per BG divided by total Unilever turnover (Euro'm) per BG extracted from iFinance excluding GBU entities not

reporting in all centralised systems, multiplied by turnover (Euro'm) for GBU entities not reporting in all centralised systems extracted from iFinance.

Category 7 Employee commuting

Total emissions are calculated manually in excel as follows:

- Total commuting distance travelled by employees by mode of transport is estimated by multiplying the total number of desk-based and non-desk-based FTE's, obtained from HR systems, by the industry average distance travelled per transport mode, obtained from the UK Government's "Commuting Habits" survey. It is assumed that desk-based employees spend 60% of their time working from home.
- The total estimated commute distance travelled by mode of transport is multiplied by emission factors in kgCO₂e per km obtained from DEFRA.

Category 9 Downstream transport and distribution

Total emissions are calculated as the sum of emissions from:

- Transport of Unilever products, by vehicles/vessels not owned or controlled by Unilever, that is not paid for by Unilever: Emissions are estimated using data for transport paid for by Unilever (see Category 4) as follows:
 - The distance travelled for transporting products from Unilever warehouse to customer warehouse or store where the transport is paid for by Unilever, is obtained by region, mode of transport and temperature (ambient or frozen). The average distance travelled for frozen and ambient transported products, is calculated;
 - The average distance travelled from Unilever warehouse to customer warehouse, not paid for by Unilever, and consumers travelling to and from stores to buy products, is estimated to be approximately 50% of transport paid for by Unilever based on the assumption that the network of points of sale are denser than the network of distribution centres;
 - The GHG emissions in gCO₂e per kg of products transported from Unilever warehouse to customer warehouse or store where the transport is paid for by Unilever, is obtained by region and temperature. The average GHG emissions per kg for frozen and ambient transported products, where paid for by Unilever is calculated;

- The proportion of average distance travelled where not paid for by Unilever vs average distance travelled, where paid for by Unilever, is multiplied by the average GHG emissions per kg where transport is paid for by Unilever, to obtain the estimated GHG emissions per kg of products transported, where not paid for by Unilever;
- This is multiplied by the total volume of transported products, which is the sum of: 1) volumes of finished goods produced by Unilever sites (net weight excluding packaging), obtained from the EPR system, 2) volumes of packaging purchased, which are assumed to be sold in the same quantity (refer to Category 1) and 3) volumes of CM ingredients and packaging purchased (refer to Category 1), by temperature type to obtain total emissions.
- Energy consumption for storage of products in customer warehouses and stores, not paid for by Unilever:
 - Customer warehouses: The total floor area used by pallets storing Unilever products in retailer warehouses in m² is estimated by multiplying total transported volumes (see above) and assumptions for average pallet capacity, surface area, number of pallets per stack, and time spent by products in the warehouse. This is multiplied by market benchmarks for natural gas and electricity consumption in kWh/m² per year in warehouses obtained from the Chartered Institution of Building Services Engineers' (CIBSE) Benchmarks for mixed use and industrial buildings to estimate energy consumption in kWh. This is multiplied by the natural gas emission factor in tCO₂e per kWh from DEFRA and the global grid emission factor in kgCO₂e per kW of electricity from IEA's electric grid factors to calculate total emissions;
 - Customer stores: Warehouse energy consumption is multiplied by the difference between the CIBSE market benchmarks for warehouse and supermarket natural gas and electricity consumption to estimate the point-of-sale (supermarket) energy consumption per Unilever product. The estimated energy consumption is multiplied by the emission factors obtained above to calculate total emissions.
- Emissions from freezer cabinets not owned by Unilever to store in-home ("IH") ice cream products in customer stores, are calculated by SEAC and Ice Cream BG team as follows:
 - For ice cream cabinets in 14 key countries, emissions are calculated annually for a representative sample of IH products, which is a clustering of similar products, as follows:
 - Annual energy consumption in kWh of an average retail freezer cabinet and a share of volume occupied by IH products is provided by Ice cream BG team based on a review of external data;
 - The number of consumer uses of IH ice cream products, stored in the freezer cabinets, is calculated by country, based on the total sales volumes of the representative sample of products;
 - Average energy consumption per consumer use is calculated by dividing annual energy consumption by the number of consumer uses;
 - This is multiplied by country-specific emission factors for electricity which are obtained from SEAC and based on IEA production data, to calculate total emissions from freezer cabinets per country.
 - The total emissions from freezer cabinets in 14 key countries is multiplied by the proportion of sales volumes of OOH consumer uses in the 14 key countries to total Ice cream BG sales volumes, to calculate total emissions from OOH freezer cabinets.
- Estimated emissions for GBU entities not reporting in all centralised systems: total emissions (tCO₂e) for downstream transport and distribution calculated above per BG divided by total Unilever turnover (Euro'm) per BG extracted from iFinance excluding GBU entities not reporting in all centralised systems, multiplied by turnover (Euro'm) for GBU entities not reporting in all centralised systems extracted from iFinance.

Category 11 Use of sold products

Emissions from the use of products sold are calculated as the sum of the following:

- Direct consumer use emissions from the release of HFC propellants from the use of aerosol deodorants and hairsprays in the US: HFC propellant volumes purchased for Unilever-produced aerosol products, extracted from the BDL, and HFC volumes for aerosol products manufactured by CMs, provided by the Personal Care and Beauty and Wellbeing R&D team, are multiplied by

- emission factors in kgCO₂e per kg of HFC propellant obtained from the IPCC AR6 report.
- Emissions from the generation of electricity used by consumers to power water purifiers (PureIT devices), which are sold in India: The quantity of water purifiers sold, provided by the PureIT sales team, is multiplied by lifetime electricity consumption in kWh per unit, obtained from the Life-cycle Assessment study performed by SEAC to estimate the total electricity consumption of water purifiers sold. This is multiplied by the grid emission factor in kgCO₂e per kW of electricity for India, obtained from IEA.
- Indirect consumer use emissions are calculated for a representative sample of products, based on a clustering of similar products within 14 key countries. Consumer use (i.e. the consumed amount per individual portion, single use or serving of a Unilever product by one person) is determined based on either consumer habits studies or on-pack recommendations. In cases where relevant consumer habits studies are unavailable, internal expert opinion is also used where necessary. The GHG emissions for indirect consumer use of the representative products is summed in each country and extrapolated across the sales of un-clustered products at a category and country level to calculate total emissions in the 14 countries. The total Unilever emissions for indirect consumer use are calculated per BG by extrapolating total emissions of the 14 countries based on total sales per BG.

Category 12 End-of-life treatment of sold products

Emissions from the end-of-life treatment of products sold are calculated as the sum of the following emissions:

- Disposal of products manufactured in Unilever sites:
 - Ingredients: Emissions from ingredient biodegradation are calculated in the MFA system by multiplying purchased ingredient volumes in kg's (refer to Category 1), extracted from the BDL, by biodegradation emission factors in kgCO₂e/kg obtained from SEAC for those ingredients identified as containing fossil-derived carbon. Production volumes contain water for which there are no end-of-life emissions, hence purchased ingredients volumes is used in the calculation;
 - Packaging: Emissions from disposal of packaging of sold products is calculated by multiplying purchased packaging volumes (see Category 1) by emission factors for general waste treatment in kgCO₂e per tonne of material obtained from DEFRA.
- Disposal of products manufactured by collaborative manufacturers:
 - Ingredients: Emissions from ingredient biodegradation are calculated by multiplying the CM production volumes in tonnes from the BDL by end-of-life emission factors provided by the SEAC Sustainability Scientist. For packaging, the BOS Climate Manager estimates the volume of CM packaging using conversion factors (kg of packaging per kg of ingredients for each product category) provided by the SEAC Sustainability Scientist. The BOS Climate manager multiplies the packaging volume by a unique average waste emission factor sourced from Defra.
- Estimated emissions for GBU entities not reporting in all centralised systems: total emissions (tCO₂e) for end-of-life treatment of sold products calculated above per BG divided by total Unilever turnover (Euro'm) per BG extracted from iFinance excluding GBU entities not reporting in all centralised systems, multiplied by turnover (Euro'm) for GBU entities not reporting in all centralised systems extracted from iFinance.

Category 13 Downstream leased assets

Emissions from Unilever owned ice cream cabinets, used to store out of home ("OOH") ice cream products are calculated by the SEAC and R&D Ice Cream teams as follows:

- The master list containing the number of ice cream cabinets, maintained by R&D Ice Cream team, is updated for cabinets purchased during the reporting period by obtaining purchases data from the procurement system.
- For ice cream cabinets in 14 key countries, emissions are calculated annually for a representative sample of OOH products, which is a clustering of similar products, as follows:
 - Annual energy consumption in kWh of ice cream cabinets in each country is obtained from the technical specifications recorded in a catalogue of ice cream cabinets maintained by procurement;
 - The number of consumer uses of OOH ice cream products, stored in the freezer cabinets, is calculated by country, based on the total sales volumes of the representative sample of products;
 - Average energy consumption per consumer use is calculated by dividing annual energy consumption by the number of consumer uses;
 - This is multiplied by country-specific emission factors for electricity which are

obtained from SEAC and based on IEA production data, to calculate total emissions from freezer cabinets per country.

- The total emissions from freezer cabinets in 14 key countries is multiplied by the proportion of sales volumes of OOH consumer uses in the 14 key countries to total Ice cream BG sales volumes, to calculate total emissions from OOH freezer cabinets.

Category 14 Franchises

The number of franchise stores and their size in square feet is obtained from the OMO brand team, and the average size of each store is calculated. The average energy consumption (electricity and natural gas) per m² in US retail buildings (no appropriate data for Brazil available) is obtained from an external online database and multiplied by the average size of a franchise store to estimate energy consumption in kWh per franchise store for heating and lighting. Electricity consumption for the operation of washing and drying machines in franchise stores is estimated using assumed total loads of clothes washed and assumed electricity consumption per load. Energy consumption by franchise store and from washing and drying machines is multiplied by the natural gas emission factor in tCO₂e per kWh, obtained from DEFRA and the Brazil grid emission factor in kgCO₂e per kWh of electricity, obtained from IEA to calculate total estimated emissions from natural gas and electricity.

Calculation:

Total GHG emissions is calculated as the sum of Scope 1, 2 and 3 GHG emissions. The calculation is reviewed and approved by the VP Climate and Nature Fund and Sustainable Sourcing.

Appendix A: GHG Protocol Scope 3 categories

No.	GHG Protocol Scope 3 category	Included in performance measure
1	Purchased goods and services	Yes
2	Capital goods	Yes
3	Fuel- and energy-related activities	Yes
4	Upstream transportation and distribution	Yes
5	Waste generated in operations	Yes
6	Business travel	Yes
7	Employee commuting	Yes
8	Upstream leased assets	Yes (in scope 1 & 2)
9	Downstream transportation and distribution	Yes
10	Processing of sold products	No, not material

11	Use of sold products	Yes
12	End-of-life treatment of sold products	Yes
13	Downstream leased assets	Yes
14	Franchises	Yes
15	Investments	No, not material

4.2 Climate: 100% renewable electricity

Performance measure:

Percentage of electricity generated from renewable resources at operational sites in 2023 (this covers the period 1 October 2022 to 30 September 2023).

Definitions:

Electricity generated or purchased to be used at Unilever's operational sites is recorded under various categories. Purchased electricity is reported as grid electricity, certified green electricity and electricity from third parties; electricity generated on-site is reported as renewable sources, such as solar PV, hydropower and wind power, and fossil sources, such as natural gas and fuel oil. Each energy use is converted to gigajoules (GJ) using standard conversion factors.

The percentage of renewable electricity used in operational sites is calculated from GJ of renewable electricity divided by GJ of all electricity purchased and generated.

GJ of total electricity is the sum of GJ of all electricity sources that enter the operational site, either directly from third parties or via the national electricity grid, plus GJ of electricity generated on-site.

'Renewable' electricity is generated from fuels and sources that are excluded from inclusion in scope 1 and scope 2 reporting under the Greenhouse Gas Protocol, e.g., from hydro/solar/wind power, biomass and fuel crops.

Scope:

Sources of electricity included are those where electricity is delivered to the operational site via a cable from a third party, such as the national electricity grid or adjacent electricity producer, plus electricity generated on-site.

Electricity from the following sources at our operational sites are excluded:

- Standby emergency generators and testing power generators;
- Electricity purchased via the national electricity grid and then sold to third parties, usually co-located on the same site, whereby the site is solely acting as a conduit for the electricity due to the location of cabling and junction boxes;

Operational sites covered by the performance measure are:

- Manufacturing sites are included where Unilever has operational control. By

operational control we consider those sites which are owned or leased by Unilever, where Unilever personnel are running/controlling the site and the site manufactures or packs Unilever or third party products or materials used in Unilever products. For new sites being commissioned, the site will have been released for normal production for more than 72 consecutive hours; quality norms will have been achieved over a similar time period while running at rated throughput, with all sections / modules within the plant able to perform to rated parameters; technology guarantee checks will have been performed by technology providers and R&D sign-off obtained.

- Non Manufacturing sites: All R&D sites and data centres are included. We don't collect energy data from all our offices as we have many small office sites for which data collection is impractical. We collect energy data representing approximately 85% of total energy used by our offices.
- Logistics sites which are owned or leased by Unilever as the sole user of the facility under a contract minimum of a year or more and where the energy is paid for directly by Unilever.

Performance data preparation and calculation:

Data Preparation:

- Electricity generation data is taken from fuel consumption data reported in the EPR (Environmental Performance Reporting) system plus on-site meters for non-fuel sources such as solar PV, hydropower and wind power. Where fuels are used to produce both electricity and heat (e.g., in Combined Heat & Power (CHP) plants or fuel oil used in electricity generators or thermal boilers), electricity output is reported either from meters, where installed, or by estimate based on common usage at each relevant operational site.
- Purchased electricity use data is taken from meter reads/invoices and captured for each operational site in the EPR system.
- The EPR system contains factors to convert common units of electricity (e.g. kWh, MWh) to a standard unit of energy (GJ). This data includes purchased electricity from all sources.

Renewable Energy Certificates (RECs):

- Where RECs are purchased to match purchased electricity, electricity consumption is reported as being renewable based on application of RE100 Reporting Guidance 2021.
- Annual contracts for RECs are put in place with third party suppliers during H1 of each calendar year based on estimated electricity consumption provided by each operational site to the relevant Cluster SHE team. These are collated by the Group SHE Director and volumes to be contracted in each country agreed with the MBS Procurement team.

- Once annual reporting has been completed in Q1 of the following year, the Group SHE Director confirms final electricity volumes to MBS Procurement so that exact volumes of RECs can be delivered.

Data Calculation:

- The Group SHE Director compiles data from the EPR system, which summarises and aggregates the electricity data into standard reports by operational site and at regional and global levels.
- The Group SHE Director ensures that RECs have been applied in accordance with the schedule of contracts implemented by MBS Procurement.
- Calculation of renewable content is carried out on spreadsheet by dividing the renewable electricity by the total electricity using usage data from EPR.

4.3 Climate: Replace fossil-fuel derived carbon with renewable or recycled carbon in all our cleaning and laundry product formulations by 2030.

Performance Measure:

The total number of newly contracted partnerships to develop renewable or recycled carbon surfactants or renewable or recycled precursor feedstocks, between 1 January 2023 and 31 December 2023.

Definitions:

- **Fossil fuels:** Coal, crude oil, natural gas, and shale gas.
- **Cleaning and laundry product formulations:** The combination of ingredients within products in the Fabric Cleaning, Fabric Enhancers, and Home & Hygiene categories of Unilever's Home Care division, which are used for the purposes of cleaning premises and washing and caring for clothing. Product formulations exclude packaging.
- **Renewable carbon:** Carbon from biomass such as palm and other vegetable oils, sugar, and algal oil, and the direct air capture of C1-based gases (carbon dioxide and methane) from the atmosphere, where the carbon sources are aligned with Unilever's sustainability codes and sourcing scheme rules, including the Sustainable Agriculture Code, Responsible Innovation Code and Zero Deforestation Commitment.
- **Recycled carbon:** Feedstock carbon that is obtained from the reprocessing of existing carbon-based materials or the capture of industrial C1-based off-gases (carbon dioxide, carbon monoxide, and methane), where the carbon sources are aligned with Unilever's sustainability codes and sourcing scheme rules, including the Responsible Innovation Code.

- **Surfactant:** Chemical ingredients which are the primary cleaning agents within Home Care cleaning and laundry product formulations.
- **Precursor Feedstock:** A chemical ingredient which is needed to make a surfactant; to be combined with one or more other precursor feedstock in a chemical process to make the surfactant.
- **Newly contracted partnerships to develop:** New contracts or renewed or extended contracts that increase scale and/or renewable carbon and recycled carbon scope which are one of the following:
 - Signed Joint development Agreements with surfactant or precursor feedstock suppliers and or commercial technology development partners to develop new technologies for surfactants or precursor feedstocks.
 - Signed Partnership Growth agreements with surfactant or precursor feedstock suppliers, to generate resource allocations and governance models to help develop renewable or recycled carbon surfactants and / or their precursor feedstocks.
 - Signed Commercial Contracts to supply small volumes of renewable or recycled carbon surfactant and /or their precursor feedstocks, to be utilised in pilot projects to test feasibility and scalability of technology.

Performance Data Preparation and Assumptions:

The process for data collection, aggregation and calculation is:

A spreadsheet is maintained by the Procurement Home Care Director that contains the list of suppliers and commercial technology development partners with whom we have signed newly contracted partnerships to develop renewable or recycled carbon surfactants and / or their precursor feedstocks. The partnership start and end date and the date that the partnership is signed, are recorded.

The spreadsheet is reviewed and signed off by the Home Care Procurement Vice President and Home Care R&D Head of Clean Future Science and Technology.

Calculation:

The total number of newly contracted partnerships to develop renewable or recycled carbon surfactants or renewable or recycled precursor feedstocks, between 1 January 2023 and 31 December 2023.

4.4 Nature: Deforestation-free supply chain in palm oil, paper and board, tea, soy and cocoa by 2023.

Performance measure:

The percentage of order volumes of palm oil (excluding Indian orders), paper and board, tea, soy and cocoa that meet Unilever deforestation free

requirements in the period from 1 October 2023 to 31 December 2023 plus percentage of order volumes of palm oil for India for the period from 1 December 2023 to 31 December 2023.

Definitions:

Palm oil: Palm oil refers to crude palm oil, palm kernel oil, derivatives and fractions such as palm stearin or palm olein.

Paper and board: Wood fibre derived packaging materials.

Tea: Leaf Tea and other leaf tea material such as tea powders.

Soy: The oil and protein that is extracted from or within the seeds of the soybean.

Cocoa: The cocoa beans and the cocoa powder, cocoa butter, cocoa liquor that is extracted from cocoa beans.

Deforestation: Loss of natural forest as a result of: i) conversion to agriculture or other non-forest land use; ii) conversion to a tree plantation; or iii) severe and sustained degradation.

Conversion: A change of a natural ecosystem to another land use or profound change in a natural ecosystem's species composition, structure, or function, as further defined in Unilever's People & Nature Policy Guidelines.

Deforestation-free: materials are determined to be deforestation-free through one of the following means:

- An independent third-party certification body has provided confirmation to Unilever that the supplier meets the requirements of the Unilever Deforestation Free Verification protocols* for each of palm oil, soy and cocoa (not applicable for paper and board and tea). The validity period of third-party verification is assumed to be 15 months from the date of verification unless there is any evidence to the contrary, OR
- The supplier has received a third-party certification from one of a list of approved certification bodies that meet Unilever Deforestation-free requirements. Approved certification bodies and their certification validity periods are listed in the Unilever Deforestation-Free Scheme Rules*, OR
 - The materials come from locations or countries that are considered to have had a negligible risk of recent deforestation. The Negligible Risk Protocol* outlines the countries and locations that are of negligible risk: For palm oil this is as set out in the Negligible Risk Protocol
 - For soy this is as set out in the Negligible Risk Protocol

*Available on www.unilever.com

- For tea this is as set out in the Negligible Risk Protocol
- Not applicable for cocoa and paper and board.

Deforestation-free factor: Is either:

- a) a number between 0 (0%) and 1 (100%) indicating the percentage of the volume ordered as deforestation free in the period from 1 October to 31 December 2023, and 1 December to 31 December 2023 for palm oil purchased by the Unilever India business unit, by suppliers who have been deemed to be capable of supplying deforestation free raw materials, by an independent third party certification body and have confirmed this to Unilever, or
- b) 1 (100%) for all certified materials or materials coming from locations or countries of negligible risk.

Deforestation - free tag: A tag in an excel spreadsheet that identifies suppliers as a deforestation-free supplier.

Deforestation-free suppliers list: List containing deforestation free suppliers and their latest respective deforestation-free factor for the orders in the reporting period.

Scope:

All materials purchased by Unilever entities, excluding the following types of volumes:

- Raw materials purchased by third parties and who manufacture finished products for Unilever.
- Materials used in the agricultural production of other purchased materials e.g. soy fed to dairy cattle.
- Raw materials which are included as an ingredient or used in the manufacturing process of purchased materials or produced with multiple interchangeable feedstocks, e.g. glycerine, cocoa in cookies, paper in labels, key agricultural crops within fragrances and flavours.
- Palm only: small-volume materials where the palm oil incorporation (allocation factor) of the GLI material is < 0.2 (20%).
- Small volume suppliers: where the total annual volume is <500 tonnes per supplier for soy, <250 tons per supplier for Tea, <300 tonnes per supplier for cocoa, <1,000 tonnes per supplier for paper and board and <1,000 tonnes for palm, cumulative of all materials purchased from that supplier within the year and, when aggregated, the volumes from all small-volume suppliers represent less than 5% of the total purchased volume of that material.

The process for data collection, aggregation and calculation for the reporting period 1 October to 31

December 2023 and 1 December 2023 to 31 December 2023 is as follows:

Deforestation-free suppliers list:

The deforestation-free suppliers list is maintained by Business Operations Sustainability Manager who inputs the deforestation-free factor received from the supplier for the orders in the reporting period and deforestation-free tag for each supplier based on the definition of deforestation-free materials.

The deforestation-free suppliers list used for this reporting was reviewed by the Business Operations Sustainability Nature Director.

Deforestation-free volumes:

The Business Operations Sustainability Manager and UniOps IT Manager extracts the order volumes by supplier of palm oil, tea (excluding Indian orders), soy, cocoa, paper and board from the No-D Reporting System and order volumes by supplier of tea for India from the India tea procurement system. Suppliers of deforestation-free volumes are identified by matching to the deforestation-free suppliers list. Deforestation-free volumes are calculated by multiplying the volumes purchased from each deforestation-free supplier by the supplier's deforestation-free factor.

The Business Operations Sustainability Manager aggregates the total volume, in tonnes, of materials tagged as deforestation-free to calculate the total deforestation-free volumes.

Total ordered volumes:

The Business Operations Sustainability Manager sums the purchased volumes, in tonnes, of the palm oil, paper and board, tea, soy and cocoa to obtain total order volumes, from 1 October to 31 December 2023 for palm oil, paper and board, tea, soy and cocoa, except for palm oil purchased by the India Business Unit which will be from 1 December to 31 December 2023.

Calculation:

The Business Operations Sustainability Manager divides the total deforestation-free volumes by the total purchased volume, in tonnes, of palm oil, paper and board, tea, soy and cocoa and multiplies this by 100.

The calculation is reviewed by the Business Operations Sustainability Nature Director and approved by the VP Business Operations Sustainability.

4.5 Nature: Help protect and regenerate 1.5 million hectares of land, forests and oceans by 2030

Performance measure:

The total hectares of land, forest and ocean (as measured by ocean floor area) that Unilever

programmes help protect and/or regenerate, reported annually as a cumulative total as at 31 December 2023.

Definitions:

Help protect land, forests, and oceans: Activities supported by Unilever's programmes designed to protect and restore land, forests and ocean (as measured by ocean floor area), where:

- Protect: conserve areas of land, forest, or ocean (as measured by ocean floor area) by preventing conversion of natural ecosystems.
- Restore: improve ecosystem quality, including enhancing or repairing ecosystem structure and / or functions of degraded or deforested land or degraded ocean (as measured by ocean floor area).

Help regenerate land, forests, and oceans:

Activities supported by Unilever's programmes designed to regenerate areas from which Unilever sources raw materials, by contributing to at least two of the five impact areas described in Unilever's Regenerative Agriculture Principles (climate, soil, water, income or biodiversity).

Unilever's Programmes:

Programmes that:

- Operate within a defined geographical area.
- Are approved by the VP Climate & Nature Fund and Sustainable Sourcing.
- Are either operational as at 1 January 2021, or began operating after that date and before 31 December 2023.
- Are operational or have been operated:
- Directly by Unilever, based on a defined programme plan committing Unilever resources to the development, management, and execution of the programme, and/or
- By a third-party, enabled with the help of Unilever through a contractual commitment, where the area reported by Unilever as protected and / or regenerated is relative to the level of the commitment (financial or in-kind resources), and is transparent.

Operational: At least one of the programme activities has commenced, demonstrated through use of budgeted financial or in-kind resources. Hectares of land, forest or ocean floor are counted in the performance measure when at least one of the programme activities to restore and protect in line with principles outlined in Unilever's People and Nature Policy, and/or regenerate activities in line with Unilever's Regenerative Agricultural Principles, have commenced.

Scope:

All land, forests, and ocean areas

Performance data preparation and assumptions:

Data collection:

For Unilever programmes that are operational:

- Every 6 months, the Protect and Regenerative Agriculture Managers collect, collate, or review data on the programme names, the date from when the programme was operational, the geographic areas of operation, and the hectares of land, forest, and ocean floor in the Protect and Regenerate Metric Registry (P&R Registry):
 - Being newly helped to be protected, restored and/or regenerated through Unilever programmes initiated or expanded during the current reporting year:
 - Where Unilever is enabling a third-party operated programme, Unilever counts a proportional share of the total area protect, restore and/or regenerate, consistent with Unilever's level of commitment.
 - Where a programme is phased over multiple years, only that share of the total programme which is newly operational in the current reporting year is included.
 - Still being/have been helped to be protected, restored and/or regenerated through Unilever programmes which were initiated in prior reporting years.
 - No longer being helped to be protected, restored and/or regenerated during the current reporting year, due to the programmes having failed to maintain the status of any previously protected, restored and / or regenerated area(s).

Where the quality of the land is impacted by a force majeure event such as lightning strikes/extreme weather events (e.g. fires, flooding, windthrow, etc) the area still counts towards the goal, as long as the protection/restoration/regeneration activity resumes after the force majeure event.

Data consolidation: The total cumulative hectares the Unilever programs help protect, restore and/or regenerate as at 31 December 2023 is calculated in the P&R Registry by the Global Sustainable Sourcing Impact and Assurance Manager as:

- Sum of the total areas of land, forest, and ocean floor:
 - Being newly helped to be protected, restored and/or regenerated.
 - Still being/have been helped to be protected, restored and/or regenerated.
- Subtracted by any hectares no longer helped to be protected, restored and/or regenerated.

The reports, supporting documentation and calculations are shared with the VP Climate & Nature Fund and Sustainable Sourcing for review and approval.

Calculation:

The hectares of land, forests, and oceans (as measured by ocean floor area) that Unilever programmes help to protect or regenerate aggregated as at 31 December 2023, reported annually as a cumulative total.

4.6 Plastics: 25% recycled plastic by 2025

Performance measure:

Total tonnes of recycled plastic purchased as a percentage of total tonnes of plastic packaging used in products sold between 1 October 2022 to 30 September 2023.

Definitions

Plastic: Refers to materials consisting of a polymer to which additives or other substances may have been added and which can function as a main structural component of final packaging. Unilever's packaging comprises a range of different plastics, comprising both rigid (such as PET, PP, HDPE bottles) and flexible (such as laminated pouches, sachets and tubes) forms.

Plastic packaging used in products sold: Refers to plastic contained in the primary and secondary packaging of products that are sold by Unilever to the customer/consumer. For packaging which is made of multiple materials, those that are predominantly plastic by weight are defined as plastic packaging. This means that when each material within the packaging is considered separately, if plastic is the single greatest material by weight, the whole item is considered "plastic packaging". Conversely, if plastic is not the single greatest material by weight within a packaging item, the whole item is not considered "plastic packaging".

Recycled plastic: Refers to post-consumer recycled resin ("PCR") which has been recovered from post consumer plastic waste or from the distribution of products to customers and has been converted by an organisation known as a "recycled resin supplier" back into its original material through either a mechanical or chemical recycling process.

PCR purchased: Refers to PCR that is purchased in two different ways:

- Directly purchased from the supplier: Unilever buys PCR directly from the recycled resin supplier and sells it to the convertor, an organisation which uses the PCR to manufacture packaging components e.g. bottles, lids supplied to Unilever.
- Purchased via a third party: The convertor purchases PCR from the recycled resin supplier based on price and quantity agreed by Unilever with the recycled resin supplier and

Unilever buys the packaging components containing the PCR from the convertor. There are also limited cases where Unilever specifies the quantity only.

Since Unilever does not directly buy all the PCR used in its packaging components and hence does not have full visibility of the tonnes of PCR purchased by convertors, PCR purchased refers to a combination of the tonnes of PCR purchased directly by Unilever and estimated tonnes of PCR purchased by third parties who buy the PCR directly. Unilever determines the estimated PCR using forecast production data in the period plus the packaging specifications provided to the convertor.

Scope

The performance measure includes recycled plastic purchased and products sold in 27 countries: Argentina, Australia, Brazil, Canada, Chile, China, Egypt, France, Germany, India, Indonesia, Italy, Japan, Mexico, Netherlands, Nigeria, Pakistan, Philippines, Poland, Russia, South Africa, Spain, Thailand, Turkey, United Kingdom, United States and Vietnam.

Products for which sales volumes are not included in Unilever's 4 core systems/databases are not included in the performance measure. Any Pepsi Lipton joint venture products included in those systems are also not included.

We estimate that the performance measure covers approximately 84% of Unilever's total plastic footprint.

Performance data preparation and assumptions:

Calculate total tonnes of PCR purchased directly PCR purchased directly from suppliers is separately identifiable in each of the four regional procurement systems. At the end of the reporting period the volume of PCR purchased by region and by supplier is extracted from each procurement system.

Calculate estimated total tonnes of PCR purchased by third parties to make our products

The global procurement packaging team maintains quarterly forecasts of the tonnes of PCR to be purchased by region, which form part of the global procurement financial forecasts and are used by regional procurement teams for contracting with the recycled resin suppliers and convertors regarding the PCR to be purchased.

The regional forecasts are prepared at either category or country level and are calculated based on the following data input by country procurement/supply chain teams and country R&D teams:

- Weight of the material
- % PCR required to be included
- Forecast pieces of packaging component to be produced
- Estimated wastage (e.g. 3%)

- Timing of production

Each region has different source systems e.g. different systems are used for production forecasting, and each region uses different assumptions in their forecast e.g. different assumptions for wastage.

At least every quarter, the forecasted tonnes of PCR to be purchased are reviewed and updated by the regional procurement and R&D teams to reflect any changes in the tonnes of PCR required based on: the % PCR to be included in the material, the timing of production, changes in production volumes.

Total PCR forecasted volumes is calculated by the Global Procurement Packaging team as the sum of the regional forecasts for each quarter in a centralised spreadsheet.

At the end of the reporting period, the global procurement packaging team performs checks of the forecast volumes as follows:

- Volumes of PCR purchased directly from suppliers:
The forecast volume number is reconciled to the actual volume number reported and total forecast number adjusted to effectively register actual volumes. Ie the adjusted global forecast.
- Volumes of PCR purchased via a third party:
The estimated volume of PCR purchased is then calculated by adding or deducting the actual volumes from the total adjusted forecast. The regional procurement teams ask a sample of convertors/recycled resin suppliers to confirm the volume of PCR purchased/used in packaging for Unilever products. Any differences between tonnes of PCR confirmed by the convertor/recycled resin suppliers and forecast tonnes are investigated and if necessary, volumes are adjusted to reflect the PCR volume purchased confirmed by the convertor.

Calculate total PCR purchased

The actual tonnes of PCR purchased directly by region and the estimated volumes of third party purchases are summed to calculate total PCR purchased.

PCR purchased directly from suppliers represents 26% with third party purchases representing 74% of total PCR purchased.

The calculation is reviewed by the Global Procurement Director.

Calculate tonnes of plastic packaging used in products sold by Unilever

The volumes of products sold (number of cases and tonnes), net of product returns, is extracted from Unilever sales systems for each country in scope.

For each product sold, the product code is used to extract the required packaging details from the Unilever specification system. This includes

- Type of packaging (e.g. bottle, cap, tube, flexible packaging)
- Packaging manufacturing technology used (e.g mono-layer bottle)
- Packaging material classification (e.g. aluminium, plastic etc)
- Packaging material type (type of plastic e.g HDPE, PET)
- Weight of each type of packaging (grams)

This data is recorded for each product in a database. All sales of products with non-plastic packaging are discarded. For plastic packaging components which contains some non-plastic elements, the weight of the non-plastic elements is re-classified as the predominant plastic component in that packaging.

The packaging weight for each product sold is calculated by multiplying the number of units sold by the packaging weight per unit.

Approximately 6% of products based on sales volumes do not have the complete information required to undertake the calculations. Information is considered to be complete if all the required packaging weights are complete and within an accepted range for the type of packaging as determined by R&D packaging experts and validated by the R&D Packaging Directors. Where the information is incomplete, values are automatically allocated based on the average of the most similar products available with complete data - products in the same Unilever category, country, brand and with the same type of packaging and packaging material type. A list of all those products which did not have complete information so new values have been applied is reviewed by the before mentioned packaging experts.

Calculate total tonnage of plastic packaging sold

The weight of all packaging classified as plastic for each product sold is calculated by multiplying the number of units sold by the packaging weight. This is summed to provide the total tonnes of plastic packaging used in products sold.

Calculate the percentage of plastic recycled material

The total tonnes of recycled plastic purchased is divided by the total tonnes of plastic packaging used in products sold by Unilever multiplied by 100 to obtain the percentage recycled plastic used in our products.

The metric owner reviews this calculation on an annual basis.

4.7 Livelihoods: Spend €2 billion annually with diverse businesses worldwide by 2025

Performance measure:

The aggregate of the monetary value in euros of:

- Spend with Tier 1 suppliers that are either verified as a diverse business by an approved certification body or have self-declared as a diverse business, in the reporting period from 1 January 2023 to 31 December 2023.

Definitions

Spend with Tier 1 suppliers: The total amount invoiced to Unilever for goods and services (expressed in Euros based on the average exchange rates for the reporting year), excluding VAT, during the reporting period, based on invoices received in the reporting period.

Tier 1 Suppliers: A company, organisation, self-employed individual (inclusive of smallholder farmers) or a contractor that has invoiced Unilever for the delivery or provision of goods or services within the reporting period. This includes third-party manufacturers producing products for Unilever, logistics providers and service providers.

Diverse business: A diverse business is one which is 51 percent or more owned, managed and controlled by members of diverse groups in the country in which they operate. Diverse groups, also referred to as underrepresented or minority groups, are groups of people who have been designated as historically excluded as per country-specific information. These include:

- Women
- Persons with disability
- LGBTQI+ community
- Additional country-specific designations such as: Race/ethnicity, religion, veterans and indigenous people.

Women, Persons with Disability & LGBTQ (unless recognition of any such group is prohibited or restricted under applicable law in the country)) are universal diverse groups. Additional country-specific diverse groups, such as veterans, youth & ethnic minority groups etc., will be reviewed and approved by local HR teams.

- **Certified:** A supplier that has a certificate issued by a certification body that has been approved by the Chief Procurement Officer, confirming that it is diverse business.
- **Self-declared:** A Tier 1 supplier that has signed a self-declaration form, confirming that it is diverse in line with the above definition based on the country of business registration, which has a maximum two-year validity period.

Unilever's CASS Freight Payment database: A database of aggregate spend on logistics suppliers in North America.

Unilever's Electronic Measurement and Analytics

Solution ("ELMA"): The online reporting platform for the submission, review and approval of diverse supplier spend data and supporting information from across all in-scope countries.

Indirect Procurement Analytics (IPA): Unilever database of aggregate spend for Marketing & Business Services (MBS), Capex, Maintenance, Repair & Operations (MRO), and logistic spend (except North America).

B2S: Unilever database of aggregate spend for collaborative manufacturing (manufacturing of Unilever products by a third-party company).

Business Data Lake (BDL): Unilever database of aggregate spend for raw materials, and packaging materials.

Scope:

All Unilever businesses except for businesses acquired by Unilever not yet integrated into Unilever core spend systems.

Performance data preparation and assumptions:

The process for data collection, aggregation and calculation each quarter is as follows:

Diverse Supplier identification

- A Tier 1 diverse supplier list is maintained by the Unilever Social Sustainability Director. In addition, records of certificates & self-declarations from third parties are retained as evidence that the suppliers are diverse.
- Each quarter the Unilever Social Sustainability Director extracts new Tier 1 suppliers from the Unilever spend databases (BDL, B2S, IPA, and CASS Freight Payment) and determines whether they need to be added to the Tier 1 diverse supplier list ensuring there is the appropriate evidence.

Extraction of spend

- Tier 1 suppliers: Spend by supplier since 1 January to the end of the quarter is extracted from BDL, B2S, IPA, and CASS Freight Payment databases.

Aggregation and calculation of diverse supplier spend

- Tier 1 diverse supplier spend: Suppliers in the Tier 1 diverse supplier listing are matched to the spend by supplier in BDL, B2S, IPA, or CASS Freight Payment extracts using supplier codes, to obtain the spend for each diverse supplier.
- Spend on diverse suppliers is counted for the period from 1 January to the end of the quarter where there is a valid certificate or self-declaration at the end of the quarter, even if these are valid for part of the period. For suppliers who do not have a valid certificate or self-declaration at quarter end their spend is

not counted, unless the certification or self-declaration is undergoing renewal.

- The spend for Tier 1 suppliers is summed to obtain the total spend on diverse businesses from 1 January to the end of the quarter.

For the reporting period from 1 January 2023 to 31 December 2023, the supporting documentation and calculation is uploaded into Unilever's Electronic Measurement and Analytics Solution ("ELMA") for review and approval by the VP Business Operations Sustainability.

4.8 Livelihoods: Ensure that everyone who directly provides goods and services to Unilever will earn at least a living wage or income by 2030

Interim Performance Measure:

The estimated total monetary value of Dedicated Collaborative Manufacturing contracts signed with a requirement to pay a living wage from 1 January 2021 to 31 December 2022, expressed as a percentage of the estimated total monetary value of all unexpired Dedicated Collaborative Manufacturing contracts.

Definitions:

Dedicated Collaborative Manufacturing (DCM): A 3rd party company that manufactures Unilever branded goods on behalf of Unilever, at a facility that only produces goods on behalf of Unilever.

Estimated total monetary value: The estimated contracted amount, to be paid by Unilever over the full contract period, expressed in Euros. The estimated contracted amount is based on pre-agreed prices and an estimated volume of goods from Unilever procurement planning forecasts and buyers' knowledge.

iCAT - Tool capturing Unilever buyers' inputs of contract details and estimated contract amounts.

Signed by Unilever with a DCM: A Contract is considered as signed when it includes a wet or electronic signature from the DCM and is approved in Unilever's systems.

Living Wage Requirement: a standard terminology provision within the contract between Unilever and the DCM that obliges the DCM to pay all workers a Living Wage from the agreed date and throughout the length of the contract period thereafter, with agreement that all workers will be paid a Living Wage within 5 years from the signing of the contract.

Worker – employees of the DCM is inclusive of contract workers or those employed through labour agencies working on manufacturing products or providing services for which the DCM invoices Unilever.

Living Wage: Unilever uses the Living Wage definition from Global Living Wage Coalition which defines it as "the remuneration received for a standard workweek by a worker in a particular place, sufficient to afford a decent standard of living for the worker and her or his family. Elements of a decent standard of living include food, water, housing, education, health care, transportation, clothing, and other essential needs including provision for unexpected events."

Living Income: For individuals that are not earning a wage (i.e. a rate per work period), but that receive an income for the provision of the goods or services, the 'Living Income' measure will be used, which assesses the net annual income required for a household in a particular place to afford a decent standard of living for all members of that household. Achieving a Living Income may include the payment of a 'reference price' for the goods or services procured. For ease of reference in this document the term "Living Wage" will include "Living Income" where this is applicable.

Reference price: a price paid to an individual which is equivalent to the Living Wage rate for the time employed to produce the goods or deliver the services that Unilever is sourcing, net of their costs of production.

Living Wage Standard: a methodology on a list supplied by IDH-The Sustainable Trade Initiative of recognised bodies who calculate and publish the Living Wage rates respective to particular geographies.

Scope:

All Unilever contracts with a DCM except for contracts signed by companies acquired by Unilever which have not yet been integrated into Unilever's standard procurement systems.

Performance data preparation and assumptions:

The process for data collection, aggregation and calculation is:

- Data on the applicable Living Wage rate, respective to any given country or relevant regions within a country, is obtained from a Living Wage Standard that has been recognised.
- A database is maintained by the Procurement Collaborative Manufacturing team listing all contracts with DCMs, the estimated contract monetary values, extracted from the iCAT tool on a date subsequent to the reporting period end, and showing whether the contract has included the Living Wage Requirement or not and from what date.

Calculation:

Sum of the estimated monetary value of contracts with DCMs signed with a requirement to pay a living

wage from 1 January 2021 to 31 December 2022, divided by the sum of the estimated total monetary value of all unexpired contracts with DCMs.

5. Additional non-financial metrics

Sections 5.1 to 5.3 detail the basis of preparation for each additional non-financial metric.

5.1 95% of packaged ice cream to contain no more than 22g of sugar per serving by 2025

Performance measure:

The percentage of Unilever packaged ice cream product sales by volume, that contain no more than 22 grams (“g”) sugar per serving, in the period 1 October 2022 to 30 September 2023.

Definitions:

Serving: The quantity (g) of a packaged single-serve ice cream product consumed on a single occasion by a single person or 100ml when sold in packaging aimed at multi-consumption moments such as tubs or logs.

Sales by volume: The total weight (excluding packaging), measured in tonnes, of Unilever packaged ice cream products sold.

Unilever packaged ice cream products: All ice-cream sold by Unilever except sales through distributors’ own brand (DOB) products.

Distributors’ own brand (DOB) products (private label products): Products that are manufactured by Unilever for specific customers who put their own labels on the products.

Threshold for 22g of sugar per serving: The threshold value for sugar is established by Unilever nutrition experts and approved by the VP Diet & Health Nutrition & Ice Cream business group, in line with external global and regional standards e.g. WHO, that are important for human health. A product that contains no more than the 22g of sugar threshold value per serving of packaged ice cream is considered to be compliant.

Unilever’s sales system (“CoRe”): A database of global sales volume, in tonnes per SKU for Unilever Products.

Unilever’s Product Specification Management system (PLM): A database used by product formulators to record product composition and nutritional information for Unilever Nutrition and Ice

Cream products. PLM automatically calculates and stores sugar values for each SKU.

Unilever’s Nutritional data system: A database that aggregates Unilever Nutrition and Ice Cream sales volume data from CoRe and product specification data from PLM. It calculates and stores the grams of sugar per serving for each SKU.

Scope:

The performance measure covers all Unilever packaged ice creams, except sales from SKUs:

1. Having different product codes in different systems which means that the required nutritional data cannot be accessed.
2. Part of acquired businesses whose data is not integrated into Unilever’s core systems. Sales from newly acquired companies are included within two years from acquisition date.

Products out of scope in 2023 represent 2.6% of packaged ice cream sales volumes.

Performance data preparation and assumptions: Data collection, analysis and calculation

- The grams of sugar per serving for each SKU is calculated in the Nutritional data system. Products with no more than 22g of sugar at the end of reporting period, are marked as compliant.
- The total sales volumes for all compliant Unilever packaged ice cream products is extracted and summed in a separate document.
- The percentage is calculated using Unilever’s total volume of packaged ice cream products.
- The supporting documentation and calculation are uploaded into Unilever’s online secure reporting platform (ELMA) for review by the Director of Nutrition Standards and approval by the VP Diet & Health Nutrition & Ice Cream business group.

Calculation:

The volume of packaged ice cream products that contain no more than 22g sugar per serving, divided by the total volume of packaged ice cream products.

5.2 95% of packaged ice cream to contain no more than 250Kcal per serving by 2025

Performance measure:

The percentage of Unilever packaged ice cream product sales by volume, that contain no more than 250 kilocalories (“Kcal”) per serving, in the period 1 October 2022 to 30 September 2023.

Definitions:

Serving: The quantity (g) of a packaged single-serve ice cream product consumed on a single occasion by a single person or 100ml when sold in

packaging aimed at multi-consumption moments such as tubs or logs.

Sales by volume: The total weight (excluding packaging), measured in tonnes, of Unilever packaged ice cream products sold.

Unilever packaged ice cream products: All ice-cream sold by Unilever except sales through distributors' own brand (DOB) products.

Distributors' own brand (DOB) products (private label products): Products that are manufactured by Unilever for specific customers who put their own labels on the products.

Threshold for 250Kcal: The threshold value for calories is established by Unilever nutrition experts and approved by the VP Diet & Health Nutrition & Ice Cream business group, in line with external global and regional standards e.g. WHO, that are important for human health. A product that contains no more than the 250Kcal threshold value per serving of packaged ice cream is considered to be compliant.

Unilever's sales system ("CoRe"): A database of global sales volume, in tonnes per SKU for Unilever Products.

Unilever's Product Specification Management system (PLM): A database used by product formulators to record product composition and nutritional information for Unilever Nutrition and Ice Cream products. PLM automatically calculates and stores calorie values for each SKU.

Unilever's Nutritional data system: A database that aggregates Unilever Nutrition and ice Cream sales volume data from CoRe and product specification data from PLM. It calculates and stores the Kcal per SKU.

Scope:

The performance measure covers all Unilever packaged ice creams, except sales from SKUs:

1. Having different product codes in different systems which means that the required nutritional data cannot be accessed.
2. Part of acquired businesses whose data is not integrated into Unilever's core systems. Sales from newly acquired companies are included within two years from acquisition date.

Products out of scope in 2023 represent 2.6% of packaged ice cream sales volumes.

Performance data preparation and assumptions: Data collection, analysis and calculation

- The Kcal per SKU is calculated in the Nutritional data system. Products with no more than

250Kcal at the end of reporting period, are marked as compliant.

- The total sales volumes for all compliant Unilever packaged ice cream products is extracted and summed in a separate document.
- The percentage is calculated using Unilever's total volume of packaged ice cream products.
- The supporting documentation and calculation are uploaded into Unilever's online secure reporting platform (ELMA) for review by the Director of Nutrition Standards and approval by the VP Diet & Health Nutrition & Ice Cream business group.

Calculation:

The sales volume of packaged ice cream products that contain no more than 250 Kcal per serving, divided by the total sales volume of packaged ice cream products.

5.3 Halve food waste in our operations by 2025

Performance measure:

The percentage change of food waste in our operations (measured in kilograms of food wasted per tonne of food handled) between the period measured from 1 January 2019 to 31 December 2019 ("2019 baseline") and the period measured from 1 January 2023 to 31 December 2023.

Definitions:

This performance measure covers both food and inedible parts associated with food.

Food refers to any substance, whether processed, semi-processed or raw, in solid or liquid form that is intended for human consumption. This includes beverages and any substance that has been used in the manufacture, preparation, or treatment of food and beverages (e.g. palm oil). Food also includes material that has spoiled and is therefore no longer fit for human consumption.

Inedible substances refer to components associated with a food that, in a particular food supply chain, are not intended to be consumed by humans. Examples of inedible parts associated with food could include bones, rinds, tea leaves. Inedible substances do not include packaging.

Food waste refers to discarded or unused food and inedible substances that are sent to the following destinations:

- Co/Anaerobic digestion
- Composting
- Controlled combustion with/without energy recovery
- Land application
- Landfill
- Sewer/wastewater treatment

At our manufacturing sites, ingredients (raw and semi-processed materials, such as egg yolks and tomato paste), are used to manufacture food and refreshments products (“finished goods”). Our logistics sites are used to store ingredients (for use in manufacturing sites) and finished goods.

In our manufacturing sites, food can become food waste when it is discarded or unused, either as ingredients during the manufacturing process e.g. spillage, left in pipes or as finished goods e.g. products not passing quality checks.

In our logistic sites, food can become food waste when it is discarded or unused – either as ingredients or finished goods e.g. damaged or expired stock.

Food sent to the following destinations is not counted as food waste (referred to as “re-used food”):

- Food that re-enters the food supply chain e.g. resent to our suppliers, sent to another third party such as food donations.
- Food that is re-purposed for animal feed.
- Food that is sent for bio-based materials/biochemical processing.

Food handled is the food contained in finished goods that are sold to customers, as well as food waste and re-used food.

The definitions of “food”, “food waste”, “re-used food” and “food handled” are in accordance with Food Loss and Waste Accounting and Reporting Standard (FLW Standard), a protocol developed by the Food Loss and Waste Partners (amongst others Consumer Goods Forum, World Resource Institute and United Nations).

Scope:

The performance measure covers manufacturing sites and logistics sites (warehouses and distribution centres) which is where most of the food waste occurs in Unilever operations.

Operational sites covered by the performance measure are:

- Manufacturing sites where Unilever has operational control i.e. those sites which are owned or leased by Unilever and where Unilever personnel are running/controlling the site, and where the site manufactures or packs Unilever or third-party products or materials used in Unilever products. For new sites being commissioned, the site will have been released for normal production for more than 72 consecutive hours; quality norms will have been achieved over a similar time period while running at rated throughput, with all sections / modules within the plant able to perform to rated parameters; technology guarantee

checks will have been performed by technology providers and R&D sign-off obtained.

- Logistics sites which are owned or leased by Unilever or – where owned by a third party – Unilever-owned ingredients and finished goods are stored. This includes finished goods produced by third party manufacturers.

The performance measure excludes:

- Food waste relating to third party manufacturing and/or packaging of our products because we lack access to the site food waste data.
- Food used in or sold by canteens in manufacturing or logistics sites.
- Food purchased offsite for consumption onsite by employees e.g. for lunch.
- Non-manufacturing sites (offices, R&D sites and data centres)

Performance data preparation and assumptions:

The calculation of the percentage change in food waste is undertaken as follows:

- a) Calculate the total kilograms of food waste:

At manufacturing sites, the kilograms of food waste (raw materials and finished goods) data in kilograms (kg) is obtained as follows:

- Food waste that leaves via the sewer after it has been treated in a water treatment plant is reported in the form of Chemical Oxygen Demand (COD) in kg. It is calculated in on-or-off site laboratories.
- For all other destinations, food waste data is obtained from weighbridge tickets, which are either generated after weighing on-site or after weighing at an external waste provider.

Food waste (in kg) and COD (in kg) are recorded in Unilever’s Environmental Performance Rating (EPR) System. The EPR system summarises and aggregates the data into standard reports by manufacturing site.

For waste at manufacturing sites that produce both food and non-food products, food waste and non-food waste are not reported separately. Therefore, the total food waste (kg) is calculated by multiplying the site’s total waste production (in kg) by the percentage of food production (calculated as total food production volume (kg) divided by total production volume (kg) at that site).

At logistics sites, food waste e.g. damaged or expired stock (including those produced at third party manufacturers) cannot be measured/weighed as waste destinations are not tracked. However, the value (in Euros) of the waste is recorded in our finance systems.

Food waste in kg is calculated as: Value (in

Euros) of food waste / Average standard price (the price to make and distribute our products) per kg of a representative sample of food products. This calculation is performed manually on excel spreadsheets.

Total food waste is the sum of food waste at manufacturing sites and the food waste at logistics sites, reported in kilograms.

b) Calculate the total tonnes of food handled:

Total food handled is the sum of total food sales, total food waste and total re-used food, reported in tonnes.

Total food sales in tonnes is the total sales volumes of food and refreshment products, recorded in our finance system.

At our manufacturing sites, re-used food (in kg) is recorded in Unilever's Environmental Performance Rating (EPR) System and converted into tonnes.

c) Calculate the percentage change in food waste:

Food waste is expressed per tonne of food handled which is calculated as total food waste divided by the total food handled.

The percentage change in food waste is total food waste per tonnes of food handled in 2023 less total food waste per tonne of food handled in the 2019 baseline divided by the total food waste per tonne of food handled in the 2019 baseline.

6. Environmental and Occupational Safety performance data preparation

Sections 6.1 – 6.6 detail the basis of preparation for each Environmental and Occupational Safety (EOS) performance measure.

6.1 Water: Quantity of water abstracted by manufacturing sites

Performance measures:

- Water abstracted in m³ per tonne of production.
- Change in the volume of water in cubic meters (m³) abstracted in 2023 (1 October 2022 to 30 September 2023) compared to 2008 (1 January 2008 to 31 December 2008).
- Percentage change in the volume of water abstracted per tonne of production in 2023

(1 October 2022 to 30 September 2023) compared to 2008 (1 January 2008 to 31 December 2008).

Definitions:

Each factory records water abstracted for use in manufacturing from various sources. These sources are classified as; municipal/piped sources, groundwater (direct abstraction by site), surface water (direct abstraction from river or lake), brackish/saline sources (direct abstraction from estuary or sea), water delivered to site by tanker, non-contact cooling water (any source).

Total water abstracted is the sum of these sources, measured in cubic metres.

We calculate water abstracted per tonne of production, based on total water abstracted in cubic metres divided by the sum of production volume in tonnes reported by each manufacturing site.

Scope:

Manufacturing sites included in the performance measures are those which meet all the following criteria:

- The site is owned or leased by Unilever.
- Unilever personnel are running/controlling the site.
- The site manufactures or packs Unilever or third-party products or materials used in Unilever products.
- Production lines on new sites are only included once fully commissioned, which occurs once there has been sign-off by technology providers and R&D sign-off.

A manufacturing site may have one or more factories. Reporting will be performed for individual factories on a manufacturing site when the above conditions are met for one or more of the factories on the site.

Manufacturing sites excluded from the performance measures are those that meet the following criteria:

- Sites which are owned by Unilever but are run by third party companies.
- Sites owned by third parties that produce (pack or make) our products.
- Sites that are under commissioning. Indicators for when a site is still under commissioning, includes:
 - Site not been released for normal production for more than 72 consecutive hours.
 - No quality norms being achieved over a similar time period while running at rated throughput.

- Not all sections / modules within the plant being able to perform to rated parameters.
- Site not yet being depreciated.
- Technology guarantee checks not yet performed.
- Sites where decommissioning has started.

Non-manufacturing sites are offices, research laboratories and marketing/sales organisations.

Water used at our manufacturing sites from the following sources are excluded from total water abstracted:

- Rainwater captured and treated on the manufacturing site; and
- Embedded water or water contained in raw materials.

Performance data preparation and assumptions:

Water abstraction data is taken from meter reads/invoices and captured by each manufacturing site in the EPR system. All data is recorded in cubic metres. The EPR system summarises and aggregates the data into standard reports by manufacturing site and at regional and global levels.

6.2 Water: Emissions of chemical oxygen demand (COD) by manufacturing sites

Performance measure:

Chemical oxygen demand (COD) in kg per tonne of production in 2023 (1 October 2022 to 30 September 2023).

Definitions:

COD represents the ingredients and product lost from our manufacturing processes in process wastewaters. It arises mainly during cleaning operations.

COD is widely used by regulatory bodies to control industrial wastewaters and to calculate the correct level of charges for downstream municipal wastewater treatment, which is designed to remove most of the COD before the wastewater is discharged to the environment.

Scope:

Manufacturing sites included in the performance measures are those which meet all the following criteria:

- The site is owned or leased by Unilever.
- Unilever personnel are running/controlling the site.
- The site manufactures or packs Unilever or third-party products or materials used in Unilever products.
- Production lines on new sites are only included once fully commissioned, which occurs once

there has been sign-off by technology providers and R&D sign-off.

A manufacturing site may have one or more factories. Reporting will be performed for individual factories on a manufacturing site when the above conditions are met for one or more of the factories on the site.

Manufacturing sites excluded from the performance measures are those that meet the following criteria:

- Sites which are owned by Unilever but are run by third party companies.
- Sites owned by third parties that produce (pack or make) our products.
- Sites that are under commissioning. Indicators for when a site is still under commissioning, includes:
 - Site not been released for normal production for more than 72 consecutive hours.
 - No quality norms being achieved over a similar time period while running at rated throughput.
 - Not all sections / modules within the plant being able to perform to rated parameters.
 - Site not yet being depreciated.
 - Technology guarantee checks not yet performed.
 - Sites where decommissioning has started.

Non-manufacturing sites are offices, research laboratories and marketing/sales organisations.

The Unilever COD data represents the effluent load discharged from the boundary of the manufacturing site. It is typically calculated from a representative concentration of COD in the wastewater and volumetric flow of the wastewater.

Reuse of COD on-site, for example through irrigation of land on the Unilever site, is excluded from reported COD.

Performance data preparation and assumptions:

The COD load is typically calculated using COD concentration data measured in on site laboratories or those of wastewater treatment companies and volumetric flow data from effluent flow meters on site.

Where direct measurement of COD is not carried out, estimation methodologies are applied by applying a standard conversion factor to COD measurement with reference to BOD (Biological Oxygen Demand) measurements and COD:BOD ratios for sites with similar product output or by using an average COD concentration per tonne of production based on similar manufacturing sites or those obtained during production trials.

The data does not make any allowance for the fact that based on individual site data we estimate that around a further 90% of this material is removed in municipal wastewater treatment plants. Consequently, the COD load which actually reaches the environment is much lower.

6.3 Greenhouse gas emissions and energy use by manufacturing sites

Performance measures:

- CO₂ emissions from energy use (market and location based) in tonnes in 2023 (1 October 2022 to 30 September 2023).
- CO₂ emissions from energy use in kg per tonne of production (market based) in 2023 (1 October 2022 to 30 September 2023).
- Change in the tonnes of CO₂ emissions from energy use (market based) in 2023 (1 October 2022 to 30 September 2023) compared to 2008 (1 January 2008 to 31 December 2008).
- Percentage change in CO₂ from energy use (market based) per tonne of production in 2023 (1 October 2022 to 30 September 2023) compared to 2008 (1 January 2008 to 31 December 2008).
- Total energy use in GJ per tonne of production.

Goal setting and tracking is performed using market-based CO₂ emissions.

Definitions:

Each factory records energy used in manufacturing under various energy sources e.g. gas, oil (Scope 1 sources), purchased electricity and steam (Scope 2 sources) etc. Each energy use is converted to gigajoules (GJ), using standard conversion factors and calorific values.

CO₂ emissions from energy used in manufacturing sites is calculated from energy use in GJ multiplied by the carbon emission factor for each energy type (in kg CO₂ per GJ).

The carbon emission factors for scope 2 emissions are applied in terms of the two methods provided by the GHG Protocol:

1. Location-based: All electricity purchased is converted into CO₂ emissions using the average grid emissions factor for electricity in the country in which it is purchased. Renewable Energy Certificates ("RECs") are not applied to the total Scope 2 emissions.
2. Market-based: All electricity purchased is converted to CO₂ using emissions factors from contractual instruments which Unilever has purchased or entered into. Renewable energy certificates ("RECS") are applied based on RE100 guidance which allows for REC's to be used against electricity consumed in the same country as where the REC's are purchased, or used within the same single market (only Europe and North America).

The total amount of CO₂ emissions is the sum of CO₂ emissions for each energy source. This is measured in tonnes.

CO₂ emissions per tonne of production is the total amount of CO₂ emissions divided by the sum of production volume in tonnes reported by each manufacturing site. This is measured in kg per tonnes of production.

Energy from diesel/LPG used in forklifts, fire trucks and testing power generators on our manufacturing sites is excluded. CO₂ emissions from use of biogenic fuels (biomass, wood pellets, etc.) is also excluded.

Scope:

Manufacturing sites included in the performance measures are those which meet all the following criteria:

- The site is owned or leased by Unilever.
- Unilever personnel are running/controlling the site.
- The site manufactures or packs Unilever or third-party products or materials used in Unilever products.
- Production lines on new sites are only included once fully commissioned, which occurs once there has been sign-off by technology providers and R&D sign-off.

A manufacturing site may have one or more factories. Reporting will be performed for individual factories on a manufacturing site when the above conditions are met for one or more of the factories on the site.

Manufacturing sites excluded from the performance measures are those that meet the following criteria:

- Sites which are owned by Unilever but are run by third party companies.
- Sites owned by third parties that produce (pack or make) our products.
- Sites that are under commissioning. Indicators for when a site is still under commissioning, includes:
 - Site not been released for normal production for more than 72 consecutive hours.
 - No quality norms being achieved over a similar time period while running at rated throughput.
 - Not all sections / modules within the plant being able to perform to rated parameters.
 - Site not yet being depreciated.
 - Technology guarantee checks not yet performed.
 - Sites where decommissioning has started.

Non-manufacturing sites are offices, research laboratories and marketing/sales organisations.

We measure the reduction in CO₂ which is one of the four main GHGs. We do not measure the three other main GHGs because our emissions are negligible. These are: nitrous oxide (produced mainly in nitric oxide manufacture), perfluorocarbons (mainly associated with aluminium and magnesium production) and sulphur hexafluoride (used in some electrical equipment). GHG emissions associated with fugitive losses of HFC refrigerants are not included within the scope of CO₂ emissions from energy used in manufacturing. These are not material compared to emissions from energy used.

Performance data preparation and assumptions:

Energy use data is taken from meter reads/invoices and captured for each manufacturing site in the EPR (Environmental Performance Reporting) system. The EPR system contains factors to convert common units of energy (e.g. cubic metres of gas or tonnes of oil) to a standard unit of energy (GJ). The EPR system summarises and aggregates the energy data into standard reports by manufacturing site and at regional and global levels. The total GJ of all energy used is calculated as the sum of all energy used. Carbon emission factors are used to convert energy used in manufacturing to CO₂ emissions. Carbon emission factors for Scope 1 energy sources such as fuels are provided by the Intergovernmental Panel on Climate Change ("IPCC"). Carbon emission factors for Scope 2 energy sources such as grid electricity, applied according to the location-based method, reflect the country where each manufacturing site is located and are provided by the International Energy Agency (IEA). Carbon emission factors for grid electricity calculated according to the 'market-based method' are determined by contractual instruments which Unilever has purchased or entered into such as RECs, guarantees of origin, power purchasing agreements and utility contracts. Where RECs are applied, electricity consumption is reported as being renewable with an emission factor of zero. Where supplier-specific emissions factors are not available a location-based factor is used. The most recent IEA data set, which usually has a 3 year time lag, is applied to each calendar year e.g. national grid electricity emissions factors used in the calculation of 2023 emissions comes from 2020 IEA data. Factors having been derived from IPCC. Total production volume is obtained from the EPR system.

6.4 Waste: Total waste (hazardous and non hazardous) disposed by manufacturing sites

Performance measure:

- The amount of total waste (hazardous and non hazardous) sent for disposal in kg per tonne of production in 2023 (1 October 2022 to 30 September 2023).
- Change in the tonnes of total waste sent for disposal in 2023 (1 October 2022 to 30

September 2023) compared to 2008 (1 January 2008 to 31 December 2008).

- Percentage change in total waste sent for disposal per tonne of production in 2023 (1 October 2022 to 30 September 2023) compared to 2008 (1 January 2008 to 31 December 2008).

Definitions:

Waste is defined as hazardous or non hazardous as classified under local legislation where the manufacturing site is located.

Disposal of waste refers to solid or liquid wastes that are exported by vehicle from a Unilever manufacturing site to landfill or to incineration without energy recovery.

We calculate kg disposed waste per tonne of production, based on total tonnes of disposed waste divided by the sum of production volume in tonnes reported by each manufacturing site.

Scope:

Manufacturing sites included in the performance measures are those which meet all the following criteria:

- The site is owned or leased by Unilever.
- Unilever personnel are running/controlling the site.
- The site manufactures or packs Unilever or third-party products or materials used in Unilever products.
- Production lines on new sites are only included once fully commissioned, which occurs once there has been sign-off by technology providers and R&D sign-off.

A manufacturing site may have one or more factories. Reporting will be performed for individual factories on a manufacturing site when the above conditions are met for one or more of the factories on the site.

Manufacturing sites excluded from the performance measures are those that meet the following criteria:

- Sites which are owned by Unilever but are run by third party companies.
- Sites owned by third parties that produce (pack or make) our products.
- Sites that are under commissioning. Indicators for when a site is still under commissioning, includes:
 - Site not been released for normal production for more than 72 consecutive hours.
 - No quality norms being achieved over a similar time period while running at rated throughput.

- Not all sections / modules within the plant being able to perform to rated parameters.
- Site not yet being depreciated.
- Technology guarantee checks not yet performed.
- Sites where decommissioning has started.

Non-manufacturing sites are offices, research laboratories and marketing/sales organisations.

The metric does not include:

- Waste from building/demolition projects that are not directly related to production;
- Waste that is kept permanently on-site through recycling, for example, wastes that are mixed with concrete and used as building materials.
- Waste temporarily held on site until an economic batch quantity is available for transportation off-site.
- Waste from innovation and product trials carried out at manufacturing sites.
- Sanitary waste

Performance data preparation and assumptions:

Sites have access to primary waste data. This is typically from weighbridge tickets and invoices from waste providers and is captured by each manufacturing site in the EPR system.

This metric is measured in the same way for all manufacturing sites. The EPR system summarises and aggregates the data into standard reports by manufacturing site and at regional and global levels.

6.5 Occupational safety: Reduce workplace injuries and accidents (fatalities)

Performance measure:

The number of occupational injury or work-related ill-health (WRIH) events which results from exposure to an occupational health and safety hazard(s), in the course of employment which results in death in 2023 (1 October 2022 to 30 September 2023).

Definitions and scope:

The following are referred to as Class A fatalities and are included in the scope of this performance measure:

- Fatal occupational injuries and/or fatal work-related ill-health (WRIH) cases which occur on, or across the immediate external perimeter, of a Unilever site to a Unilever employee, while he/she is on duty, a contractor while he/she is working for Unilever (including on-site third-party operations) or a person visiting the Unilever site.

- Fatal occupational injuries or work-related ill-health (WRIH) which occur while a Unilever employee is away from a Unilever site but on company business (i.e. while on duty).
- We record any of the following types of fatality, categorised as Class B and C separate to those described above. They are not included in the scope of the fatal accident performance measure but are reported separately internally:
- All fatal accidents involving members of the public which are associated with Unilever's own operations and/or associated with a Unilever employee while they are on duty. This does not include outsourced activities undertaken for us by third parties other than any fatal accidents at contract manufacturers/packers which occur while their employees are engaged in work for Unilever.
- In 2013, we introduced the recording of deaths from natural causes and suicides of anyone within a Unilever site. These incidents are only reportable internally.

Occupational safety metrics are recorded for all Unilever manufacturing and non-manufacturing sites (offices, research laboratories and marketing/sales organisation).

Manufacturing sites included in the performance measures are those which meet all the following criteria:

- The site is owned or leased by Unilever.
- Unilever personnel are running/controlling the site.
- The site manufactures or packs Unilever or third-party products or materials used in Unilever products.

Sites that are under commissioning and decommissioning are included.

Manufacturing sites excluded from the performance measures are those that meet the following criteria:

- Sites which are owned by Unilever but are run by third party companies.
- Sites owned by third parties that produce (pack or make) our products.

Performance data preparation and assumptions:

We collect data and report on three categories of fatal accidents: employee on-site, employee off-site and contractor on-site.

In addition to this fatality data, where such accidents may be deemed to be associated with our operations, Unilever also requires its individual organisations/units to report fatal accidents involving members of the public and those which occur at third-party contract manufacturers where they are producing goods and services for us. In

common with other companies in our industrial sector, these incidents are only reportable internally.

6.6 Occupational safety: Reduce workplace injuries and accidents (Accident rate: Total Recordable Frequency Rate)

Performance measure:

The number of occupational accidents per one million hours worked (1 October 2022 to 30 September 2023).

Definitions and scope:

- Accidents are measured as a Total Recordable Frequency Rate (TRFR) per 1,000,000 (one million) man-hours. TRFR is defined as all recordable workplace accidents, which are recordable occupational injuries, excluding only those that require simple first-aid treatment. Injuries which occur while travelling on business are recordable accidents, unless the injured person is commuting (travelling between their home and their normal place of work).
- Recordable workplace accidents included in the TRFR are Employee Class A fatalities plus lost-time accidents (LTA) plus restricted work cases (RWC) plus medical treatment cases (MTC).
- TRFR is the preferred reporting performance measure for accidents at work.
- In line with industry best practice, we include in our definition of an 'employee', temporary staff and contractors who work under our direct supervision.
- Man hours worked includes the total number of paid hours worked by all Unilever site employees.

Occupational safety metrics are recorded for all Unilever manufacturing and non-manufacturing sites (offices, research laboratories and marketing/sales organisation).

Manufacturing sites included in the performance measures are those which meet all the following criteria:

- The site is owned or leased by Unilever.
- Unilever personnel are running/controlling the site.
- The site manufactures or packs Unilever or third-party products or materials used in Unilever products.

Sites that are under commissioning and decommissioning are included.

Manufacturing sites excluded from the performance measures are those that meet the following criteria:

- Sites which are owned by Unilever but are run by third party companies.

- Sites owned by third parties that produce (pack or make) our products.

Performance data preparation and assumptions:

The TRFR calculation is the sum of all recordable accidents (Employee Class A fatalities plus lost-time accidents (LTA) plus restricted work cases (RWC) plus medical treatment cases (MTC)) expressed as a rate per one million man-hours worked.

The number of recordable accidents is recorded for each site in the SPR system.

Information on man-hours worked is obtained directly from personnel in our Human Resources (HR) function or estimated via employee numbers, average number of hours worked, absences and overtime information provided by HR if actual data is not readily available.

