

Remuneration Disclosure

Further to the announcement on 30 January 2023, Alan Jope stepped down as CEO and Executive Director with effect from 1 July 2023 and will retire from employment on 31 December 2023 (the 'Retirement Date').

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

- will receive fixed pay of €780,390 from 1 July 2023 up to the Retirement Date (calculated as 6 months of annual fixed pay of €1,560,780);
- remains eligible to receive a discretionary bonus of up to 225% fixed pay in respect of the 2023 financial year, determined by the Committee in the normal way and at the normal time dependent on the Company's performance, with 50% of the net annual bonus deferred into shares in accordance with the Remuneration Policy;
- as he is retiring, will be treated as a good leaver under the MCIP and PSP long-term share incentive plans meaning that his outstanding awards will remain capable of vesting in accordance with the rules of the relevant plan on their respective vesting dates, subject to Company performance. PSP awards will remain subject to a two-year post-vesting holding period;
- will continue to be eligible for vesting and release of any annual bonus deferral shares in accordance with their terms; and
- will continue to receive contractual benefits through to the Retirement Date, including annual leave, medical insurance cover, death-in-service benefits and tax return preparation services (in respect of all Unilever source income).

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

3 July 2023