



Unilever UK Pension Fund: Opt-Out Form

Please complete this form if you want to opt out of the Unilever UK Pension Fund (the 'Fund').

At the 2021 choices window between 1 July and 13 August 2021 and in future, you will record your decisions about pension saving via My Reward but will also need to complete and submit this form for your opt-out decision to take effect.

In My Reward:

1. If you de-select the DB Career Average plan you will automatically be entered into the DC Investing plan at the default rate of contribution, being 15% of pensionable earnings, from your Benefits Envelope. You may alter this rate of contribution but it cannot be lower than 11% pensionable earnings.
2. You must de-select the DC Investing plan option in My Reward to opt out of the Fund completely.
3. If you wish to opt out of the Fund entirely then you must also complete and submit this form. You will then receive your Benefits Envelope as taxable cash.

What you need to do now:

- Read the important information about opting out under 'What you need to know'.
- Understand the potential consequences of not saving for your retirement with Unilever's help – see 'My declaration'.
- Make sure you have completed steps 1 and 2 above in My Reward and submitted your choices
- Fill in your details, then sign and date the form.
- Send the form back to the Expert Administration Team (expertadminteam@unilever.com).
- If you have enhanced protection or fixed protection, or if you intend to apply for fixed protection 2016, please read Note 2 below.

What you need to know:

- If you stay opted out, your employer will normally be required by law to enrol you back into the Fund in around three years. If this applies to you, you will be sent separate information nearer the time.
- If you currently have additional life cover and/or voluntary serious ill health cover and want this to continue, you will need to tell us on My Reward and on this form, by ticking the relevant box overleaf. If you do not record this on My Reward and tick the box, any additional life cover and/or voluntary serious ill health cover will cease, but Unilever will still cover you for 4x life cover.
- If you change your job outside of Unilever, your new employer will normally put you back into pension saving straight away.
- If you have another job outside of Unilever, your other employer might also put you into pension saving, now or in the future.
- This form only allows you to opt out of our Fund at Unilever. A separate notice must be filled out and given to any other employer you work for, if you wish to opt out of that employer's pension saving as well.
- We cannot ask you or force you to opt out.
- If for some reason you are asked or forced to opt out, you can tell The Pensions Regulator – see www.thepensionsregulator.gov.uk
- If you change your mind you may be able to opt back in. Write to Unilever if you want to do this.

Your details

Full name
(please print)

National Insurance no.

Date of birth

Employee no.

Address

My declaration

Please tick
as appropriate

1. I wish to opt out of pension saving altogether
2. I currently have additional life cover and wish this to continue
3. I currently have voluntary serious ill health benefit and wish this to continue

- I understand that if I opt out of pension saving altogether, I will stop building up benefits in the Fund and that I (and my dependants) may have a lower income when I retire.
- I also understand that, if I opt out of pension saving altogether, I will no longer be able to pay AVC (Additional Voluntary Contributions) to the external provider or Extra voluntary contributions to the Fund.
- I understand that once I have opted out, I will be able to change my mind and re-join, but this may not necessarily be into the same plan I have opted out from. My employer reserves the right to restrict benefits if I re-join, but subject to the requirements of the auto-enrolment legislation.
- I understand that my employer will not pay contributions to any personal pension scheme I may take out or currently already have.
- I understand the Trustee of the Fund will hold, process and transfer information on this form as required.
- I have personally submitted this form.

Signed

Date

In addition: If you submit this opt-out form within one month of being automatically enrolled into the Fund, you will receive a refund of your contributions.

Note 1: These instructions will take effect from 1 October 2021. It is important to complete the form fully and sign it. We cannot accept an incomplete or unsigned form as a valid opt-out and will return it to you for completion.

Note 2: Please see page 6 of the "Saving for the future with Unilever" leaflet which includes information about being enrolled into the Fund (and not opting out) if you have enhanced protection or fixed protection. This would cause you to lose that protection. Also, if you intend to apply for fixed protection 2016, you should be aware that you will not be eligible for this protection if you have not opted out.

For more information

If you have any questions about opting out, or you need any further information about this form please contact your People Experience Lead or Ask UNA.

If you later change your mind and want to re-join the Unilever UK Pension Fund, please contact your People Experience Lead.

EAT to complete

Date withdrawn from UUKPF

AE Statutory opt-out

Other opt-out