



UNILEVER UK PENSION FUND

OPTING-IN FORM

We are pleased that you want to join the Unilever UK Pension Fund (the "Fund") after previously deciding it was not for you. Please read this Opting-in Form carefully, complete your personal details and sign the Declaration, and then return the Form to your People Experience Lead.

We will start deducting your pension contributions from the next available payroll. You will then receive a new joiner pack, including confirmation of your Fund start date, from the Fund's administrators. If you have any questions, please contact your People Experience Lead. You can read more about the Fund on the website www.uukpf.co.uk

1. IMPORTANT INFORMATION ABOUT JOINING THE FUND

Career average plan and Investing plan

There are two parts of the Fund that apply to you: the Career average plan and the Investing plan. You build up benefits in the Career average plan and may also build up benefits in the Investing plan at the same time.

Contributions and the Unilever Contribution Arrangement

Your contribution to the Career average plan is 5% of your pensionable earnings between the Career average plan lower and higher levels. Contributions are paid through the Unilever Contribution Arrangement (UCA) which allows you and Unilever to make savings on National Insurance as well as the normal tax relief on pension contributions.

Under the UCA, you agree to a reduction to your gross annual salary by the annual amount of your contributions in return for Unilever paying an equal amount to the Fund together with its own contributions. There is more information about the UCA on the Fund website at: https://www.uukpf.co.uk/app/career_average/active_new/contribution-arrangement

If you do not wish to take part in the UCA, you can still join the plan, but your contributions will be deducted from your earnings instead; they will still qualify for tax relief but not any National Insurance savings. You can opt-out of the UCA by completing the UCA opt out form at the above link.

If you are not eligible for the UCA because the reduction in your gross salary would bring it below minimum wage levels, we will let you know, and your contributions will be deducted from your earnings instead.

Tax protections

If you have applied for protection from the Lifetime Allowance pension tax, or intend to in the future, your decision to join the Fund could prevent you from relying on that protection. If you are uncertain about the implications of joining the Fund or any other related choices, you should speak to an independent financial adviser. No-one involved in running the Fund can give you individual financial advice. You must tell HM Revenue & Customs if you lose your tax protections.

2. YOUR PERSONAL DETAILS

Full name (please print)

Date of Birth

Employee number

National insurance number

Contact number and/or e-mail address

3. DECLARATION

I apply to be admitted as a member of the Unilever UK Pension Fund. I declare that:

- a) The personal details I have completed on this Form are correct.
- b) I understand that membership of the UUKPF is subject to the consent of Unilever PLC.
- c) I understand that it is condition of membership of the Fund that I sign this form and agree to you holding, processing and transferring personal information about me that is required to calculate and pay benefits for me and my dependants. This information may include sensitive personal data. You can find the Fund Privacy Policy at <https://www.uukpf.co.uk/home/privacy>.
- d) I understand that Unilever will take contributions from my salary through the Unilever Contribution Arrangement (UCA). If I am not eligible to agree to a salary reduction under the UCA equal to my contribution rate, then contributions will be deducted from my earnings instead.
- e) I understand that any rights in relation to the Unilever UK Pension Fund (including the Final salary, Career average and Investing plans) are conferred solely on the terms and conditions of the Unilever UK Pension Fund Trust Deed and Rules as amended from time to time in force.

Signed

Date

4. NEXT STEPS

Please return this Form to your People Experience Lead. We will start deducting your pension contributions from the next available payroll. You will then receive a new joiner information pack, including confirmation of your Fund start date, from the Fund's administrators.