



The SHARES Plan (the “Plan”)

ENROLMENT AGREEMENT

1. **Election to Participate.** By enrolling in the Plan, I accept all of the following terms and conditions. This includes the global appendix (the “**Global Appendix**” at the back of this agreement, the “**Enrolment Agreement**”) and any special terms and conditions for my country in the country specific wording document (“**Country Specific Wording**”) as well as the terms of the Plan.
2. **Contributions.** I agree to make contributions from my remuneration. I authorize the deduction of such contributions from my paychecks during the Investment Period.
3. **Award of Match Shares.** On the Award Date, I will receive a conditional right to acquire a number of Match Shares (the “**Award**”). At present, the Matching Ratio is 3-to-1 so, for every three Investment Shares I acquire, one Match Share right will be awarded.

Shortly after the Award Date, the Company or the administrator will inform me of the terms of the Award, including the number of Match Shares awarded to me, the Vesting Date(s) and any other terms applicable to the Award.

4. **Holding of Investment Shares and Forfeiture of Match Shares.** I understand that I will receive the Match Shares only to the extent I hold the Investment Shares for the entire Vesting Period. To the extent that I sell, transfer or encumber my Investment Shares during the Vesting Period, I will forfeit the corresponding Match Shares.
5. **Vesting of Award.** On the third anniversary of the Award Date the Award will Vest. Match Shares will then be distributed to me as soon as practicable.
6. **Cash Alternative.** I understand that in certain circumstances the Company may pay me in cash rather than in shares. For further information on this please see the Global Appendix.
7. **Taxes.** I agree that I am personally responsible for any mandatory income tax, social insurance or other tax-related items related to my participation in the Plan (“**Tax-Related Items**”). The Company and/or, if different, my Employer does not guarantee any particular tax treatment in relation to the Plan.

I authorize the Company and, if different, my Employer, or their agents, to satisfy any withholding obligations for Tax-Related Items by any of the following: (a) withholding from my cash remuneration; (b) withholding from proceeds of the sale of Shares acquired under the Plan; (c) withholding a number of Shares to be issued to me under the Plan; or (d) any other reasonable method.

No Shares will be issued to me until arrangements have been made for the payment of any Tax-

Related Items due by me in connection with my participation in the Plan.

8. **General Conditions of the Plan.** I acknowledge and agree that:

- (a) the Plan is offered by the Company on a discretionary basis;
- (b) the Company may decide to terminate or suspend the Plan at any time;
- (c) I am making Contributions and am participating in the Plan on a voluntary basis;
- (d) the opportunity to participate in the Plan is offered to me outside of any employment contract I may have with my Employer and will not be interpreted to form an employment contract with the Company;
- (e) any Shares I may acquire or Awards I may receive under the Plan are not part of my normal or expected remuneration for purposes of calculating any severance, resignation, termination, redundancy, dismissal, end-of-service payments, bonuses, holiday pay, long-service awards, pension or retirement or welfare benefits or similar payments;
- (f) any Award received is personal and is non-transferable;
- (g) the acquisition of Shares carries some financial risk because the value of the Shares can decrease;
- (h) my employment for purposes of the Plan will not include any notice period under local employment laws (including common law, if applicable) in the jurisdiction where I am employed and the Plan Administrator has discretion to determine when my employment terminates for purposes of the Plan;
- (i) if I forfeit Awards, I am not entitled to any compensation or damages and I agree never to institute any claim against the Company or any of its Subsidiaries with respect to the Plan; and
- (j) the Company may amend the Plan and this Enrolment Agreement from time to time without prior notice. I agree to accept such amendments.

9. **No Advice Regarding Plan Participation.** I understand I should consult with my personal tax advisor concerning the application of current (and proposed) tax laws to my particular situation. Further, I understand that the Company is not in a position to advise me whether or not I should participate in the Plan.

10. **Data Privacy.** I understand that in addition to the information on data privacy provided in my employment agreement, I have also read and acknowledge the Unilever Share Plan Privacy Notice (which can be found on the administrator portal) in relation to the holding and processing of personal data (including sensitive personal data) provided by me to any member of the Group, trustee or third party service provider, for all purposes relating to the operation of the Plan and for compliance with applicable procedures, laws and regulations. I note that I can request a translation of the privacy notice from the administrator if required.

11. **Governing Law.** My participation in the Plan, the provisions of this Enrolment Agreement and any Award Terms are governed by, and subject to (a) English law to the extent that I acquire PLC Shares or Awards of PLC Shares and, in such case, the English Courts have non-exclusive jurisdiction over any disputes that may arise; and (b) if I am employed in, or my home country is, the United States, Canada or Puerto Rico, the laws of the State of New York and the New York Courts have exclusive jurisdiction over any disputes that may arise.
12. **Language.** If I have received this Enrolment Agreement or any other document related to the Plan translated into a language other than English and the meaning of the translated version is different than the English version, I agree that the English version will control.
13. **Electronic Delivery and Acceptance.** The Company may decide to deliver any documents related to current or future participation in the Plan by electronic means. I consent to receive such documents by electronic delivery and agree to participate in the Plan, and contract through an on-line or electronic system established and maintained by the Company or a third party service provider(s) selected by the Company.
14. **Severability.** The provisions of this Enrolment Agreement are severable and if any one or more provisions are determined to be illegal or otherwise unenforceable, in whole or in part, the remaining provisions will nevertheless be binding and enforceable.
15. **Insider Trading Restrictions.** Depending on my country, I may be subject to insider trading restrictions and/or “market abuse” laws, which may affect my ability to acquire or sell Shares or rights to Shares (e.g., Awards) under the Plan during such times as I am considered to have “inside information” regarding the Company (as defined under any applicable laws in my country). Any restrictions under these laws or regulations are separate from and in addition to any restrictions that may be imposed under any applicable Company insider trading/share dealing policy. I acknowledge that it is my responsibility to comply with any applicable restrictions.
16. **Re-Enrolment**
Once enrolled, you will be automatically re-enrolled for any future launches of the SHARES Plan, unless you choose to leave the plan. By enrolling and remaining in the plan, you confirm your acceptance of the terms applying to each new launch.
17. **Termination From Unilever**
After leaving the Unilever Group (as defined in the SHARES Plan) and once your final Matching Award vests, you’ll have three months to sell or transfer any shares held in your Computershare account. During this time, you will need to submit your instruction to Computershare as to what you want to do with your shares. If you do not respond before the specified deadline and your shares remain in your Computershare account after the three month deadline, you may be charged a fee by Computershare for the continuing use of the account, and you also understand that your shares may be sold on your behalf, and any sales proceeds may be sent to you (including by cheque to your last known address) or the Company can take any action considered necessary or desirable.

Capitalized terms used but not defined in this document have the meanings set out in the SHARES Plan rules, as amended (the “Plan”). In the event of any inconsistency between the terms of this Enrolment

Agreement and the Plan, the terms of the Plan, will govern. Please refer to the SHARES Frequently Asked Questions (FAQs) for more information on the SHARES Plan.

GLOBAL APPENDIX

Your participation in the Plan is governed by the Plan rules, the Enrolment Agreement including this Global Appendix and the Country Specific Wording (the “**Plan Documents**”), each as amended from time to time. You should also read the Frequently Asked Questions in relation to the Plan.

Capitalised terms that are used without definition in this Global Appendix have the meanings given in the Plan rules or the Enrollment Agreement above.

Adequate Information.

By accepting your Award, you certify that you (i) have been given all relevant information and materials with respect to the Group’s operations and financial condition and the terms and conditions of the Award, (ii) have read and understood such information and materials, (iii) are fully aware and knowledgeable of the terms and conditions of the Award and (iv) completely and voluntarily agree to the terms and conditions of the Award as set out in the Plan documents. The information provided does not take into account your objectives, financial situation or needs. If you do not understand the contents of the Plan documents, you should consult an authorized financial advisor.

The Company undertakes, on request, at no charge and within a reasonable time, to provide you with a full copy of the rules of the Plan.

No Public Offer

This is a private placement directed at officers and eligible employees of the Group, as selected by the Company. The offering is not intended for the general public in any jurisdiction and may not be used for any public offer which requires a prospectus.

Your Award has not been authorised or approved by any applicable securities authorities and may have been offered pursuant to an exemption from registration in your local jurisdiction. The regulatory bodies in your jurisdiction accept no responsibility for the accuracy and completeness of the statements and information contained in the Plan documents and take no liability whatsoever for any loss arising from reliance upon the whole or any part of the contents of the Plan documents.

Resale restrictions

The Shares you may acquire upon settlement of your Award may be subject to restrictions on transfer and resale in your local jurisdiction and/or may be subject to disclosure requirements in your jurisdiction. The Shares may not be offered, sold, advertised or otherwise marketed in circumstances which constitute any type of public offering of securities, unless an exemption applies. You should seek legal advice regarding possible disclosure requirements.

Foreign Asset/Account and Exchange Control Reporting Requirements

Your country may have certain foreign asset and/or account reporting requirements and/or exchange controls which may affect your ability to acquire or hold Shares under the Plan or cash received from participating in the Plan. You may be required to report such accounts, assets or

transactions to the tax or other authorities in your country and it is your responsibility to be compliant with such regulations.

Cash Alternative

In certain circumstances the Company may settle your Award in cash rather than in shares. The jurisdictions in which the Company intends that Awards will be satisfied in cash includes, but is not limited to: Algeria, Bangladesh, Belarus, Bosnia and Herzegovina, Cambodia, China, Colombia, Cuba, Ethiopia, Indonesia, Iran, Ivory Coast, Japan, Laos, Malawi, Mali, Morocco, Mozambique, Myanmar, Saudi Arabia, Sri Lanka, Tanzania, Tunisia, Venezuela, Vietnam and Zimbabwe.

Risk Warnings.

Share price risk: there is a risk that Shares awarded to you under the Plan may fall as well as rise in value. Market forces will impact the price of Shares awarded to you, and in the worst case, the market value of the Shares may become zero.

Currency risk: if the Shares are traded in a currency which is not the currency in your jurisdiction, the value of the Shares to you may also be affected by movements in the exchange rate. There may also be an exchange rate risk in relation to any Plan currency which is held in a currency which is not the currency of your jurisdiction.

Financial information: investors in shares are often given information before they invest to help them decide whether to make an informed decision. There are often rules about the information that should be given to investors, when they are based in different countries. The usual rules do not apply to your Award, because it is made under an employee incentive plan.