UPP OFP DB IRELAND COMPARTMENT 2025 NEWSLETTER

Welcome to the Unilever OFP Pension Plan DB Ireland Compartment ("the Plan") 2025 newsletter, keeping you up to date with Plan developments over the Plan's first full year of operation. We also give a summary of the Annual Report and accounts to the end of the 2024 Plan year.

Chairman's introduction

The 2024 newsletter confirmed the Plan's relocation from Luxembourg(UPP ASSEP) to Belgium(UPP OFP) in Q4 2023. 2024 was the first full year of the Plan's operation in Belgium and since the move the Directors and Irish Committee members have continued to oversee the operations of the Plan, with a particular focus on the governance of the Plan in response to increased regulation.

There has been significant volatility across investment markets during 2024 and in particular to date in 2025. While the funding level of the Plan reduced a little in 2024, it remains well funded and this is kept under regular review by the Committee.

The Company's recent decision to demerge the ice cream business has no material impact on the Plan, other than those impacted employees who joined a new pension arrangement. As one of the impacted employees, Shay Leonard stood down as a Committee member in June 2025. On behalf of my fellow Committee members, I would like to thank Shay for his service to the Plan. We wish him all the best in his future ventures.

Given the small active member population, the Directors of the Plan in conjunction with the Company agreed to invite active and pensioner members to apply to join the Committee to replace Shay. The application process took place in May/July 2025 and it is expected that an appointment will be made in the coming weeks.

We hope that you find the information contained within this newsletter interesting, informative, and most of all reassuring in that the Plan continues to operate efficiently with the full support of Unilever. Please do get in contact if you have any questions regarding the Plan, your benefits, or if there is a topic that you would like to see featured in our next issue.

Liam Mulcahy

CONTENT

Contacts

In order to ensure the administration records of the Plan are kept up to date it is important that you notify us of any changes to your personal circumstances. Please use the contact details below to inform us of any changes, such as change of address or marital status:

PENSIONERS

Pension Payroll helpline
(01) 536 0803
pensionpayroll@mercer.com

ACTIVE AND DEFERRED MEMBERS

Geraldine Perry
(01) 411 8384
geraldine.perry@mercer.com

IPP PORTAL (DC & AVC)

https://webint.previnet.it/skyway-unilever

UPP OFP WEBSITE

https://theunileverpensionplan.com/

Who's who

Advisors & Contacts

Administrator
- Mercer Ireland

Compartment Actuary
- Liam Quigley, Mercer Ireland

Investment Advisors
- Mercer Ireland

Investment Administration Services
- Univest

Investment Managers
- Univest, Blackrock

Custodian
- Northern Trust

Registered Auditor

Ernst & Young

Committee members

Company Appointed:
- Liam Mulcahy (Chair)*
- Jim Reeves

Employee / Pensioner Nominated:
- John McGinley
- Appointment to be confirmed

Independent:
- Gerard Keane

*Also Director of the UPP Board

Unilever

UPP DB Ireland Compartment

Plan Governance

The Digital Operational Resilience Act (DORA) is a legislative framework established by the European Union aimed at enhancing the digital operational resilience of financial institutions including pension schemes. The legislation came into effect in January 2025 and it sets out requirements for institutions to ensure they can withstand, respond to, and recover from various types of ICT (Information and Communication Technology) disruptions and threats. The Directors have worked with their advisors and service providers to comply with these new requirements to ensure the appropriate controls are in place and that regular testing of systems and processes are completed.

Annual Employer Covenant Review

At the July meeting the Committee members completed their annual review of the employer covenant. As part of the review the Committee noted the changes Unilever are currently making to their business. The Committee remain satisfied that the covenant remains strong despite these changes. The Plan continues to be heavily derisked and the funding position remain strong. Consequently, the need for any future company funding is reduced with less reliance on the employer covenant. The Committee are aware that the compartment continues to depend on the support of the Unilever Group.

Combined Report and Accounts for the 12 months to 31 December 2024

The UPP report and accounts have been prepared for the12 month period to 31 December 2024. The accounts are prepared and audited at Board level and comprise all the individual Compartments which form part of the UPP across Europe. The report and accounts for the UPP OFP were approved and signed by the UPP Directors on 12 June 2025.

Local reports comprising the Irish section of the accounts and a Committee report were prepared and signed by the Committee on 25 July 2025. A copy of the reports can be found at https://theunileverpensionplan.com.

Alternatively, they may be inspected on application to the Secretary, Unilever Pension Plan DB Ireland Compartment, Unilever Ireland, 20 River Walk, National Digital Park, Citywest Business Campus, Dublin 24.

A summary of the financial position of the Compartment for the full year along with membership details is shown as follows:

Membership details as at 31 December 2024

Category:	31/12/2024	31/12/2023
Active	31	32
Deferred Pensioners	603	632
Pensioners	828	834
Life Assurance Only*	51	53

* Life Assurance only members are eligible for membership of the UPP International Pension Plan for pension benefits.

Financial summary for the Plan (Irish compartment) year ending 31 December 2024

Contributions and Benefits	
Contributions & other income	€722,624
Benefits and payments to leavers	(€13,526,791)
Administrative expenses	(€1,480,754)
Net (decrease) / additions from dealings with members	**(€14,284,921)**
Net returns on investments	(€3,640,440)
Net (decrease) / increase in fund during the year	**(€17,925,361)**
Net Asset Statement	
Net assets of the Fund at start of period	€308,819,858
Net assets of the Fund at end of period	**€290,894,497**

Plan funding

At each Plan year end the Actuary calculates the funding level at that time.

The Belgian regulator requires the Plan to include a reserve referred to as a "Solvency Margin" catering for unexpected losses that could result from risk benefits (death in service and ill health) that are self-insured under the Plan.

The valuations showed that the Plan was in surplus on both the Long Term Funding Target (LTF), and the Short Term Funding Target (STF) funding measures, as follows:

Figures in €m	31 December 2024		31 December 2023	
	LTF	STF	LTF	STF
Value of liabilities	€240m	€213m	€249m	€220m
Value of assets	€291m	€291m	€309m	€309m
Solvency Margin	€6m	€6m	€7m	€7m
LTF/STF Surplus/ (Deficit) including Solvency Margin	€45m	€72m	€53m	€82m
Funding Level	118%	133%	121%	136%

Investment return for the year was less than assumed, in part driven by a fall in market inflation expectations. The liabilities also decreased to reflect this fall in inflation expectations, although not to the same degree. The overall impact was a reduction in the funding level. The funding level nonetheless remains strong.

The Company and Committee agreed that, given the extent of the surplus at 31 December 2024, no company contribution was required for 2025. The Committee keeps the position under regular review and these reviews have shown that the Plan has continued to maintain a surplus in the first half of 2025.

The next formal valuation date is 31 December 2025.

LTF is based on the value Unilever hold for the Plan in their company accounts, but reflecting the assets actually held by the Plan. It is subject to review by the Committee and approved by the UPP OFP Board of Directors.

STF for pensioner members this is the same as the LTF described above. For active and deferred members, the liability value is based on the prescribed statutory minimum transfer values that would apply in circumstances where an individual requested a transfer of their benefit entitlements out of the Plan.

Investment update

The Scheme hit the final de-risking funding level trigger (105%) of the strategic investment review at the end of June 2022 and de-risked to the final target asset allocation in July 2022. The current strategic asset allocation (SAA) is shown below.

Note that c.85% of the Plan's assets are now invested in lower risk liability matching assets, with the remaining c.15% invested in growth (return seeking) assets. Of this 15%, 5% remains invested in equities:

Current Plan Asset Allocation		
Global Developed Equities	5%	Growth Assets
Diversified Income Assets	10%	
Global Sovereign Bonds	10%	Liability Matching
Global Credit Bonds	35%	
LDI Portfolio (Fixed Income Assets)	40%	

Eurozone inflation trended downwards over 2024 enabling the ECB to ease monetary policy by cutting interest rates. Annual Eurozone inflation was running at 1.97% at end July, below the ECB target of 2%, compared to 2.8% at end-2023. The ECB has now cut its policy rate just below eight times in the last year, and the market view is that the end of the cutting cycle is approaching - if it has not already been reached. Despite this direction of travel for short term interest rates, longer term interest rates rose sharply in Q1 2025, as Germany announced that it was to exempt borrowing for defence purposes and a new infrastructure fund from its conservative "debt brake" rule, which limits the bond issuance of the German government. This was followed in early April by an announcement of high tariffs on foreign imports to the US by Donald Trump, which markets viewed as likely to precipitate a global recession. Inflation expectations fell and interest rates retraced to a degree in Q2 as a result. It is important to note that the sensitivity of Plan fixed income assets (incorporating the LDI portfolio) to movements in interest rates and inflation has been carefully calibrated to largely offset similar exposures in the Plan liabilities. The plan is 90% hedged against inflation and interest rate risk. As a result, on a net (assets minus liabilities) basis, the funding level volatility experienced by the Plan due to the interest rate and inflation movements outlined above has been low.

The Plan's growth asset allocation, c.15% of assets, delivered strongly in 2024, with the more accommodative monetary policy stance by the Federal Reserve and ECB driving a rally in equities and tightening credit spreads. The Plan's equity allocation had a positive return of 27% in 2024, with the Diversified Income Fund up 8%. 2025 has seen some volatility in growth assets year-to-date as a result of the events mentioned above and, more recently, conflict in the middle-east. Global developed equity markets were down 20% year-to-date in April 2025 but have recouped more than half of those losses as at end-June.

Ongoing geopolitical events and uncertainty around the outcome of tariff negotiations could result in further volatility but, with a strong funding level (>100%, estimated on a conservative basis) and a low-risk investment strategy in place, the Plan is well positioned to weather this environment and continue to deliver member benefits into the future.

Active and Deferred member information

CARE limits

For active members of the Plan, pensionable service accrues after 1 May 2014 on a career average basis whereby the pension you build up each year is based upon pensionable salary in that year, subject to a lower and upper limit. Following consultation with the Company the lower and upper limits for 2025 are as follows:

- Lower Level increased to €15,043.60, to reflect the increase in the State Pension.
- Higher Level increased by 4% to €85,396 from €82,112 in 2024.

Active members pay pension contributions based on their Contributory Salary. Contributory Salary is Base pay and shift allowance between 1.5 times the above Lower Level (€22,565 in 2025) and the CARE Higher Level. Any contributions (including AVCs) in excess of the Higher Level, are made to the UPP International Pension Plan (IPP) DC arrangement.

Members with benefits in the IPP can elect to vary their contributions to that arrangement.

IPP Compartment

All contributions paid to the Defined Contribution arrangement, including AVCs, are paid to the IPP Compartment of the UPP. administrator – Previnet. All members should have login information to the new administrator portal which can be accessed at https://webint.previnet.it/skyway-unilever. The Platform can be used to:

- Find out current value of pension
- Change investment options
- Find out more information on the plan (member booklet, annual statements etc)

Your Plan benefits

Where members are electing to take their benefit at point of retirement or on leaving service the administrator will request certain information, such as birth certificates, declaration of other pension benefits which must be provided before any benefit can be paid. It is important to ensure that all documentation is provided at the outset of the process to avoid any unnecessary delays.

The Plan administrator annually issues benefit statements to all active and deferred members. It is important that you notify the administrator of any change in your contact details including an up-to-date email address to ensure you can be contacted regarding your benefits. You can now also access information about the Plan using Mercer OneView. In order to obtain access to the system you must first contact the administrator to request a Personal Access Code (PAC) be provided to you.

Logging on to Mercer OneView

1. Visit https://www.merceroneview.ie
2. Enter the Employer code: **UNILEVER**
3. Enter your Employee ID: This is the member number on your Benefit Statement
4. Enter your Personal Access Code (PAC)
5. Click Submit

Support can be provided to anyone seeking to draw down their benefits from the Plan. Mercer's JustASK member helpline is on hand to answer any questions you have about the Plan, or how to use Mercer OneView. Call +353 (0)1 4118505 on weekdays (excluding holidays) from 09:00 - 17:00.

Pensioner information

Increases to pensions in payment

Pension increases (up to a maximum of 4%) are applied from 1 September each year based on the annual CPI increase for the preceding May which in 2025 was 1.7%. This means that Unilever pensions have increased by 1.7% from 1 September 2025.

For KBF pensions the discretionary increase is 1.13%.

Company pensions have increased from September 2025 in line with CPI above.

Taxation of your pension

If you are in receipt of a pension from the Plan and particularly if you are also in receipt of a pension from another source (including the state pension) it is your responsibility to ensure your tax certificates are up to date and applied correctly.

Your pension pay and tax details for 2024 will be on your December 2024 payslip. You can also request a copy of your Employment Detail Summary by contacting Revenue on 01-7383636 or through MyAccount:

https://www.revenue.ie/en/online-services/services/register-for-an-online-service/register-for-myaccount.aspx

What do you need to register for MyAccount?

- PPS number
- Date of Birth
- Mobile number or landline number
- Email address
- Home address
- You may be asked for the Mercer employer registration number which is **0834206V**.