

Country Specific Information Supplement

Country specific requirements may apply to your participation in one of the Diageo plc employee share plans. The applicable local securities laws and other legislation may impose special requirements regarding the acquisition and holding of Diageo shares. There may also be rules regarding the reporting and repatriation of funds. By participating in the plan, you acknowledge and accept that it is subject to the country specific restrictions and requirements if you reside in any of the countries listed below.

For employees in the European Union & the UK

The following additional information is being provided in order for the offer under the Diageo plc 2014 Long Term Incentive Plan ("Plan") or any other Diageo employee share plan to fall within Article 1(4)(i) of the EU Prospectus Regulation 2017/1129 (the "EUPR 2017/1129"), which is the prospectus exemption for employee share plans.

The securities are being offered by Diageo plc in accordance with the Plan Rules. The reasons for the offer under the Plan are set out in the Plan factsheet. Additional information on Diageo plc including the current share price can be found on the company's website at www.diageo.com. The maximum number of ordinary shares of Diageo plc that can be awarded under all Diageo employee share plans will not exceed 5% of the ordinary share capital of the Company in any rolling 10-year period.

Diageo can decide whether to use newly issued or existing shares in connection with the Plan. Shares acquired under the Plan shall rank equally in all respects with shares of the same class then in issue. Participants in the Plan will only become entitled to any dividends on the shares or be entitled to vote in respect of the shares once the shares subject to Awards vest or, in relation to options, they have exercised those options and they become the legal owner of the shares. Details of the rights attaching to the shares, which are ordinary shares, is set out in the Diageo plc Articles of Association. If you would like a copy of the Articles of Association, please contact the Company Secretary's Department. If you do not have a copy of the Plan Rules and would like one, please contact your HR Business Partner.

For employees in Angola

The offer to participate in the Plan is not public and is only directed at the individuals to whom the offer is specifically addressed. The offer is made at the sole discretion of Diageo plc (not the local employing company) outside of the territory of Angola.

If you choose to self-finance the option exercise price, prior approval is required from the Angolan National Bank ("BNA") for any transfer of funds out of Angola. No approvals are required for RSUs or if you elect to exercise your option using the cashless exercise method via the Online Option Exercise Service (accessed via www.mydiageoshares.com).

For employees in Argentina

As the offer of shares under the Plan is not a public offer, it is not subject to registration with or supervision by any governmental authority in Argentina. The offer is only directed at the individuals to whom the offer is specifically addressed. The Plan is an opportunity to invest in Diageo shares and is not risk free.

You may be subject to additional requirements in respect of the exercise of your purchase rights, and the Company reserves the right to restrict the terms of participation in the Plan if required under local law. Certain restrictions and requirements may also apply if and when you transfer proceeds from the sale of shares or any cash dividends paid with respect to such shares into Argentina. Exchange control regulations in Argentina are subject to change. Prior to purchasing shares or remitting funds into Argentina, you should consult with your personal legal advisor regarding any exchange control obligations you may have in connection with your participation in the Plan.

Under current exchange control rules, individuals may purchase up to US \$200 per month in foreign currency without prior Central Bank approval for investment purposes. If you wish to transfer funds from Argentina for purposes of exercising your options, you will need to complete a currency exchange slip as provided by the bank assisting with the transfer, and a sworn statement indicating the original of the funds used to purchase foreign currency. The bank may also require that other forms and procedures be completed. The Company reserves the right to restrict the terms of participation in the Plan if required under local law. Certain restrictions and requirements may also apply if and when you transfer proceeds from the sale of shares or any cash dividends paid with respect to such shares into Argentina. Exchange control regulations in Argentina are subject to change. Prior to purchasing shares or remitting funds into Argentina, you should consult with your personal legal advisor regarding any exchange control obligations you may have in connection with your participation in the Plan.

When purchasing foreign shares individuals must pay a tax of 30% calculated based on the total transaction amount of the foreign exchange.

Reporting Obligations

You are required to report any cash or share accounts held in a foreign credit institution. The information must

be submitted to the Tax Authorities (on form web service "Information Regime about shares and participations offshore") by July 30.

If you are an Argentinian resident, you are required to report any shareholdings or leadership positions you have in the equity of non-resident legal entities as well. The information must be submitted to the Tax Authorities by July 28, 29 or 30, depending on your tax ID.

In addition, when you buy, sell, transfer or otherwise dispose of your shares, you must register the transaction with the Federal Tax Administration within 10 business days.

For employees in Australia

Diageo plc is granting share-based awards to Eligible Employees (as defined in the Plan rules) in Australia pursuant to the Plan rules and in accordance with the below.

Any advice given by Diageo plc, or any of its associated bodies corporate, in connection with awards made pursuant to the plan does not take into account your objectives, financial situation or needs. You should consider obtaining your own financial product advice from a person who is licensed by the Australian Securities and Investments Commission ("ASIC") to give such advice.

We undertake, on request, at no charge and within a reasonable time, to provide you with a full copy of the rules of the Plan and the trust deed for the Diageo plc employee benefit trust.

If an Eligible Employee is granted an option pursuant to the Plan rules, the option price is calculated using the average Diageo plc closing share price on each of the three trading days prior to the grant date. The Australian dollar equivalent of that price can be calculated by applying the GBP/AUD exchange rate published by the Reserve Bank of Australia, which is accessible at this link <http://www.rba.gov.au/statistics/frequency/exchange-rates.html>.

As Diageo plc shares are listed on the London Stock Exchange, you can access the market price of ordinary shares by visiting the website of the London Stock Exchange which is accessible at the following link: <http://www.londonstockexchange.com/prices-and-markets/markets/prices.html>, and the Australian dollar equivalent of that price by applying the prevailing GBP/AUD exchange rate published by the Reserve Bank of Australia, which is accessible at the following link: <http://www.rba.gov.au/statistics/frequency/exchange-rates.html>.

Risk warning

There is a risk that Diageo plc shares may fall as well as rise in value through movement of equity markets. Market forces will impact the price of Diageo plc shares and, at their worst, their market value may become zero if adverse market conditions are encountered. The price

of Diageo plc shares may be below the exercise price for the duration of the period in which you are able to exercise the options awarded to you under the Plan. In such a scenario, the value to you of those options would be nil. As the price of the Diageo plc shares is quoted in GBP, the value of those shares to you may also be affected by movements in the GBP/AUD exchange rate.

Please also note that your awards are subject to the Plan rules and the terms of your award, which may provide, among other things, that vesting of your award is conditional on the satisfaction of one or more conditions linked to performance.

Offer made without disclosure

The offer constituted by the granting of share-based awards, if received in Australia, is made without disclosure to investors in reliance on exemptions available under ASIC Class Order 14/1000.

Data protection

We expressly inform you that, if you participate in the Plan:

- you consent to your employing company in Australia any of its related bodies corporate or any third party, collecting the personal information (including sensitive information) necessary to administer the plan and disclosing any personal information necessary to administer the plan to the company, any of its related bodies corporate or any third party engaged to assist in implementing the Plan, who may be situated in or outside Australia including in jurisdictions that may not afford your information the same level of protection as under Australian laws do; and
- your employing company in Australia will not be required to take steps to ensure that the Company, its related bodies corporate or any third party engaged to assist in implementing the Plan do not breach the Australian Privacy Principles.

Reporting Obligations

There are no exchange control restrictions, but there is a reporting requirement to the Australian Transaction Reports and Analysis Centre (**AUSTRAC**) where funds equal to or greater than AUD 10,000 are transferred (see section 43 of the *Anti-Money Laundering and Counter-Terrorism Financing Act 2006* (Cth) (**AML/CTF Act**)). In addition, international funds transfers (regardless of the value of the funds transfer) are also required to be reported to AUSTRAC in certain circumstances (see sections 45 and 46 of the AML/CTF Act). If an Australian bank is assisting the participant with the transaction, the bank will file the report on the participant's behalf. If there is no Australian bank involved in the transfer, the participant will be required to file the report.

You are required to report any cash or share accounts held in a foreign institution where the value of the asset is more than AUD 50,000. The information must be submitted to the Tax Authorities by October 31. The threshold applies at any time during the tax year. The

deadline may be extended if filing through a registered tax agent.

For employees in Austria

You are required to report any cash or share accounts held in a foreign institution where the value of the asset is more than EUR 5,000,000. The information must be submitted to the Austrian National Bank (OeNB) by December 31.

Additionally, if you hold securities outside of Austria, reporting requirements will apply if the value of such securities exceeds EUR 30,000,000 as of the end of any calendar quarter. Furthermore, if you hold cash in accounts outside of Austria, reporting requirements can apply if the aggregate transaction volume of such cash accounts exceeds EUR 10,000,000. Interest income must also be reported regardless of the amount.

For employees in Belgium

You are required to report any cash or share accounts held in a foreign credit institution. The information must be submitted to the SPF (Federal Public Services of Foreign Affairs) by June 30.

This report, as well as additional information on how to complete it, can be found on the website of the National Bank of Belgium.

For employees in Brazil

General information

The Plan is not a public offer in Brazil and the offer is only directed at the individuals to whom the offer is specifically addressed. The Plan and the securities acquired under the Plan have not been, and will not be, publicly issued, placed, distributed, offered or negotiated in the Brazilian capital markets and, as a result, will not be registered with or supervised by the Brazilian Securities Commission (*Comissão de Valores Mobiliários*, the "CVM") or any other any governmental authority in Brazil. Therefore, any shares acquired under the Plan will only be offered or sold in Brazil in circumstances which do not constitute a public offering, placement, distribution or negotiation under Brazilian capital markets regulations.

Reporting obligations

Any remittance of funds abroad by Brazilian residents should be made through a local financial institution duly authorized to deal in foreign exchange in Brazil. In addition to the fees possibly charged by the financial institution for having the foreign exchange transactions liquidated and the corresponding funds remitted abroad, Brazilian Tax on Financial Transactions ("IOF") should be due upon such remittance, at the rate of 0.38% upon the gross amounts involved on the transaction. Funds remitted into Brazil may also be subject to this tax. You should consult with your personal advisor for any additional details on cross-border transactions that may be subject to the IOF.

Employees will need to report any income tax due on vesting of the shares on the Carnê-Leão Form to the tax authorities by the 31st of the month following vesting.

You are required to report any cash or share accounts held in a foreign institution where the value of the asset is more than USD 1,000,000. The information must be submitted to the Central Bank by April 5.

For individual holdings or investments outside of Brazil with a value equal to or greater than USD 100 million, the report must be submitted quarterly, in June, September and December of each year during which such report is due.

For employees in Cameroon

If you choose to self-finance the option exercise price, you will need to obtain approval from the Central Bank for any remittance of funds in excess of one million CFA Franc BEAC. No approvals are required for RSUs or if you elect to exercise your option using the cashless exercise method via the Online Option Exercise Service (accessed via www.mydiageoshares.com).

In addition, any receipt of funds in excess of one million CFA Franc BEAC (including any dividend payment and sale of shares) needs to be reported to the Central Bank and repatriated back to Cameroon.

For employees in Canada

General information

The Plan is being offered in Canada pursuant to certain exemptions applicable under Canadian securities law from the requirement that Diageo prepare and file a prospectus with the relevant Canadian securities regulatory authorities. Accordingly, any resale of securities must be made in accordance with applicable Canadian securities law.

You are permitted to sell shares acquired under the Plan through the designated broker (if any) appointed under the Plan, provided that the resale of shares acquired under the Plan takes place outside of Canada through the facilities of a stock exchange on which the shares are listed.

Reporting obligations

You are required to report any cash or share accounts held in a foreign institution where the value of the asset is more than CAD 100,000. The information must be submitted to the Canada Revenue Agency (on Form T1135, Foreign Income Verification Statement) by April 30.

Employment Considerations

You acknowledge and agree that your period of employment for purposes of the Plan will, except to the minimum extent required by employment standards legislation, be determined without regard to any period of statutory, contractual, common law, civil law or other notice of termination of employment or any period of salary continuance or deemed employment, regardless of whether the termination of employment is otherwise

lawful.

Quebec

The parties have expressly requested that this document, all documents incorporated into it by reference, any notices or other documents to be given under it, and other documents related to it be drawn up in the English language.

Les parties aux présentes ont expressément exigés que la présente convention et tous les documents qui y sont incorporés par renvoi, ainsi que tout avis donné en vertu de la dite convention ou tout autre document qui s'y rapporte, soient rédigés en anglais.

For employees in Chile

General information

The offer to participate in the Plan is made to you as an employee of Diageo and is only directed at the individuals to whom the offer is specifically addressed. The offer is a private offer subject to General Regulation (**Normas de Carácter General**) N° 336 or N°452 as applicable.

Please note that neither the company, nor the Plan, nor the securities offered under the Plan are registered in the Securities Registry or the Foreign Securities Registry maintained by the *Commission for the Financial Markets* ("CMF"), nor are they subject to the supervision of the CMF. Consequently, the issuer is not obliged to disclose or deliver any public information regarding the securities in Chile. The securities may not be publicly offered in Chile unless they are registered in the corresponding securities registry. The offer start date is included in the Plan documents provided to you in respect of this award.

Información General

La oferta a participar en el Plan se ha hecho a usted como empleado de Diageo y va destinada sólo a las personas a las que la oferta va dirigida específicamente. La oferta es una oferta privada sujeta a la Norma de Carácter General N°336-o N°452, según corresponda.

Tenga en cuenta que ni la Compañía, ni el Plan ni los valores ofrecidos bajo el Plan han sido registrados en el Registro de Valores o en el Registro de Valores Extranjeros mantenido por Comisión para el Mercado Financiero ("CMF"), ni están sujetos a la supervisión de la CMF. Consecuentemente, el emisor no está obligado a revelar o proporcionar ninguna información pública en relación con los valores en Chile. Los valores no pueden ser ofrecidos públicamente en Chile a no ser que se registren en el registro de valores correspondiente.

Reporting obligations

You are required to report any cash or share accounts held in a foreign institution. The information must be submitted to the Chilean IRS (on Form 1929) by June 30.

There is no minimum amount for the Foreign Asset Reporting Obligation to the Chilean IRS.

In addition, employees are required to report any cash or share accounts held in a foreign institution where the

value of the asset is more than USD 5,000,000. The information must be submitted quarterly to the Central Bank of Chile (on Annexes 3.1 and 3.2 of Chapter XII of the Central Bank Regulation of Chile). The submission is due within the 45-day period following the end of March, June and September of each year and within the 60-day period after December 31 of each year.

If you repatriate the proceeds from the sale of share, you must notify the Central Bank of any currency transfers for investments in foreign securities exceeding USD 10,000 per transfer and any such transfer has to be made through the Formal Currency Exchange Market. Generally, this notification will be made by the commercial bank handling the transfer.

For employees in Colombia

You are required to report any cash or share accounts held in a foreign institution where the value of the asset is more than COP 127,473,060. The information must be submitted to the Dirección de Aduanas y Impuestos de Colombia (on Form Formulario 160) by August 6.

An annual informative return must be filed with the Colombian Tax Office detailing any assets held abroad (including shares of Capital Stock). If the individual value of any of these assets exceeds UVT 3,580, each asset must be described in detail, including the jurisdiction in which it is located, its nature and its value.

The due date for this reporting changes every year and it depends on the last number of the Tax ID assigned to the individual.

For employees in Costa Rica

The Plan is not a public offer in Costa Rica, and therefore will not require registration with the Costa Rica Authority. The offer is only directed at the individuals to whom the offer is specifically addressed. The Plan is an opportunity to acquire company shares and is not risk free.

For employees in Croatia

An employee is required to send a notification to the National Bank of Croatia in respect of foreign equity investments in certain circumstances, including where the value of the investment in a foreign company exceeds HRK 100,000 in any month. It is the employee's responsibility to confirm his or her personal reporting obligations, an additional review in each particular case may be necessary to determine whether the requirements for such obligation are met.

The form needs to be submitted no later than 30 days after the end of the month in which the equity investment was made.

For employees in Denmark

Any outward remittance may under circumstances be reported by the payment service provider to the Danish Supervisory Authority and/or the Danish Public Prosecutor for Special Economic Crimes.

Foreign Asset Reporting

You are required to report any cash or share accounts held in a foreign institution. The information must be submitted to the Danish Tax Agency (on Form Oplysningskema) by July 1.

There is an exemption from the reporting requirement if the cash or shares are held in accounts in countries which are part of the "Common Reporting Standard Multilateral Competent Authority Agreement" and bilateral exchange agreements, or if the shares are traded through foreign banks who have entered into the Agreement.

For employees in Ethiopia

If you choose to self-finance the option exercise price, you will need to obtain prior exchange approval from the National Bank of Ethiopia in order to remit funds abroad. No approvals are required for RSUs or if you elect to exercise your option using the cashless exercise method via the Online Option Exercise Service (accessed via www.mydiageoshares.com).

For employees in France Reporting Obligations

You are required to report any cash or share accounts held in a foreign institution. The information must be submitted to the Tax Authorities (on Form No. 3916 attached to the Tax Return) by May 15.

Participants with foreign account balances exceeding EUR 1,000,000 may have additional monthly reporting obligations. The Participant should consult with his or her personal tax advisor to determine his or her personal reporting obligations.

Cross-border transactions with a value equal to or exceeding EUR 10,000 which do not use a financial institution, require reporting to the customs and excise authorities.

For employees in Germany General information

Any rights and entitlements pursuant to the Plan are granted on an exclusively voluntary basis. Even if there is a repeated grant of rights and without express notification that the grant is made voluntarily, no legal claim for future grants exists. The grant remains in the complete discretion of Diageo plc. In particular, Diageo plc reserves the right to determine the scope of beneficiaries and the conditions of the Plan.

Reporting Obligations

Cross-border transactions with a value equal to or exceeding EUR 12,500 require minor notifications to the *Bundesbank*. The report must be made by the 5th day of the month following the month in which the payment was received via the website Allgemeine Meldeportal Statistik. The notifications are usually made on your behalf by the local bank that effects the transfer, but you are responsible for satisfying the reporting obligation in the event the bank does not file the notification.

For employees in Hong Kong

The contents of this notice and other Plan documents have not been reviewed by any regulatory authority in Hong Kong. You are advised to exercise caution in relation to the offer under the Plan. If you are in any doubt about any of the contents of these documents, you should obtain independent professional advice.

Neither the grant of, nor the issuance of shares under the Plan, constitute a public offering of securities in Hong Kong; this offer is only available to employees of the Company and its affiliates. The Plan documents and other incidental materials are not intended to constitute a "prospectus" for a public offering of securities under Hong Kong securities laws, are intended only for your personal use, and may not be distributed to any other person.

You agree that you will receive any shares under the Plan as a personal investment. If, for any reason, shares are issued or transferred to you within six months after the grant or offer date, you agree that you will not offer the shares to the public in Hong Kong, or otherwise dispose of any such shares, prior to the six month anniversary of the grant or offer date.

For employees in India

Under the Liberalised Remittance Scheme, an employee is allowed to remit up to a maximum of USD 250,000 per year of foreign currency without the need for Reserve Bank of India ("RBI") approval. Any amounts in excess of the annual USD 250,000 quota will require RBI approval unless the Company is able to fulfill the terms of the General Permission and rely on this exemption rather than the Liberalised Remittance Scheme.

Under the LRS, you are required to file with the RBI form A2 and make remittances through an authorized dealer.

From October 1, 2020, any outward remittance under the LRS, which is for INR 700,000 or more, will be subject to a 5% tax at source ("TCS"), which will be collected by the authorized dealer.

The LRS permits employees to retain and reinvest the income earned abroad either from sale of shares or from dividends paid since no repatriation of such income is required. As a result, as long as the employee does not exceed the permitted annual investment limit, he or she could, in principle, participate in a dividend reinvestment plan without the need for RBI approval.

Under the LRS, the employee is required to file with the RBI a completed form A2 and make his or her remittances through an authorized dealer.

You are responsible for complying with applicable exchange controls laws of India; because these laws may change frequently, you are advised to consult with your personal advisor regarding your obligations.

Any proceeds from the sale of shares acquired under the plan must be repatriated to India 90 days from the date of receipt of such foreign currencies by the bank. The employee will receive a foreign inward remittance certificate ("FIRC") from the bank where the foreign currency is deposited and should retain the FIRC as evidence of the repatriation of funds in the event the Reserve Bank of India or the employer requests proof of such repatriation. Additionally, any employee who receives any foreign currency from dividends is required to remit such funds to India within 180 days from the date of notification of receipt of such foreign currencies by the bank or the date of remittance.

You are required to report any cash or share accounts held in a foreign institution. The information must be submitted to the Tax Authorities (on Form Schedule FA of the Income Tax Return - Form ITR 2) by July 31.

For employees in Indonesia

You are required to report any transfer or receipt of funds in excess of USD 10,000. The notifications are usually made by the local bank effecting the transfer of the funds.

You are required to report any cash or share accounts held in a foreign institution. The information must be submitted to the Tax Authorities by March 31.

For employees in Italy

Cross-border transactions must be reported to the Internal Revenue Service (*'Agenzia della entrate'*). This reporting is automatic if the transfer is effected through a bank or financial intermediary but must otherwise be carried out by the party sending or receiving the funds within Italy.

You are required to report any cash or share accounts held in a foreign institution. The information must be submitted to the Tax Authorities (on Form UNICO, Schedule RW) by November 30.

Foreign Financial Asset Tax Notification.

The value of the financial assets held outside of Italy by Italian residents is subject to a foreign asset tax. Financial assets include shares acquired under the Plan. The taxable amount will be the fair market value of the financial assets assessed at the end of the calendar year or on the last day you held financial assets outside of Italy (tax is levied in proportion to the number of days financial assets are held during the calendar year), and must be reported in Form RM of your annual tax return. You are encouraged to consult with your personal tax advisor about the foreign financial assets tax.

For employees in Japan

You will be required to file a post facto report to the Ministry of Finance (via the Bank of Japan) if the aggregate amount of the shares acquired for any single acquisition is more than JPY 100 million within 20 days of acquiring the shares. You should also report any inbound or outbound transfer of more than JPY 30 million to the Ministry of Finance (via the Bank of Japan or the bank through which the payment is made).

You are required to report any cash or share accounts held in a foreign credit institution where the value of the asset is more than JPY 50,000,000. The information must be submitted to the Tax Authorities (on Form Overseas Assets Reporting) by March 15.

The reporting requirement applies to foreign nationals who are currently resident in and/or have had a domicile in Japan for more than 5 years in the preceding 10 years, as well as those who are currently tax residents. Foreign assets include any assets held by a Japanese resident located outside of Japan that have an economic value even if they have been awarded or acquired outside of Japan. Unvested awards do not need to be included in the report. This filing should be completed even if no individual income tax return is filed.

For employees in Kenya

Under Tax Procedure Act, 2015, the Participant is required to complete and submit a tax registration application to the Commissioner of Income Tax within 30 days of exercise. The registration should be completed through the online portal "I TAX" and is a one-time only registration. The Participant is solely responsible for ensuring compliance with all registration requirements.

For employees in Mexico

The offer is not public and is only directed at the individuals to whom the offer is specifically addressed. The Plan is an opportunity to invest in Diageo shares and is not risk free.

The offer is made at the sole discretion of Diageo plc (not the local employing company) and the offer does not, in any way, imply the existence of any labour relationship between the participant and Diageo plc. Participants acknowledge and agree that the offer does not form part of their contractual remuneration and therefore shall not, under any circumstances or for any purposes, be considered as a labour benefit or integrate with salary for any purposes, nor constitute a term or condition of employment.

You acknowledge and agree that any offer to participate in the Plan is discretionary, and that receiving an offer to participate in the Plan in one year does not guarantee that the participant will receive an offer to participate in the future. Participants further acknowledge that neither Diageo nor your employer is responsible for any decrease in the value of any shares in accordance with your participation under the Plan.

La oferta se realiza a discreción de la Compañía (no del empleador local) y la oferta no implica, de ninguna manera, la existencia de ninguna relación laboral entre usted y la Compañía. Usted reconoce y acepta que la oferta no forma parte de su remuneración o beneficios contractuales y, por lo tanto, bajo ninguna circunstancia ni para ningún propósito, se considerará un beneficio laboral ni se integrará con su salario para ningún fin, ni constituirá un término o Condición de su empleo.

Usted reconoce y acepta que cualquier oferta para participar en el Plan es discrecional, y que recibir una oferta para participar en el Plan en un año en concreto no garantiza la recepción de futuras ofertas. Además, reconoce que ni la Compañía ni su empleador son responsables de ninguna disminución en el valor de las acciones adquiridas en la oferta.

For employees in Netherlands

The offer falls outside of the supervision of the Authority for Financial Markets, and the Company is not required to prepare a prospectus in connection with the offer.

You are required to report any cash or share accounts held in a foreign institution. The information must be submitted to the Tax Authorities (on Form Annual Income Tax Return) by May 1.

All employees considered Dutch residents for tax purposes are required to report foreign assets as these are part of his/her Box 3 net assets.

For employees in Nigeria

If you choose to self-finance the option exercise price, you will need to obtain exchange approval in order to remit funds out of Nigeria. No approvals are required for RSUs or if you elect to exercise your option using the cashless exercise method via the Online Option Exercise Service (accessed via www.mydiageoshares.com).

For employees in the Peru

The offer of the options is considered a private offering in Peru and therefore not subject to registration. For more information concerning this offer, please refer to the Plan Rules and documents made available by the Company.

For in the Philippines

The offer under the Plan does not constitute a public offer as it is an Exempt Transaction under Section 10.2 of the Securities Regulation Code ('SRC'). The securities being offered or sold herein have therefore not been registered with the Securities and Exchange Commission under the SRC. Any future offer or sale thereof is subject to registration requirements under the SRC, unless such offer or sale qualifies as an Exempt Transaction.

For employees in Poland

If you transfer funds in excess of PLN 65,000 the funds must be effected through a Polish bank account or financial institution. You are required to maintain evidence of such foreign exchange transactions for five years, in case of a request for their production by the National Bank of Poland.

Polish residents who hold assets (including shares) outside of Poland whose value is equal to or greater than PLN 7,000,000 are subject to a quarterly reporting obligation, using specific forms available on the website of the National Bank of Poland. In addition, Polish residents are subject to an annual reporting obligation where they hold foreign shares in an amount exceeding 10% of the total voting capital of the company.

For employees in Russia

Reporting for Opening or Changing Foreign Bank Accounts and Foreign Financial Institution Accounts

A Russian resident employee opening, closing or changing details of an account at a bank or other qualifying financial institution located outside Russia is required to notify the Russian tax authorities within one month of the event using the prescribed reporting form(s).

Annual Reporting for Foreign Bank Accounts and Foreign and Financial institution Accounts

Russian residents must file reports of all cash and/or other financial asset transactions performed in their foreign bank or financial institution accounts with the Russian tax authorities by June 1 of each year using the prescribed forms. An exemption from the annual filing requirement may be available for transactions and balances falling below the statutory threshold in accounts held in qualifying countries which share financial information with Russia.

Rights to Receive Funds from Foreign Persons into Foreign Bank Accounts and Foreign Financial institution Accounts

Bank accounts: Effective January 1, 2020 (and applying retroactively to any transaction from January 1, 2018 onward), Russian residents may receive payments from non-Russian residents into previously declared foreign bank accounts provided that the account of the Russian resident is opened with a bank located in a state that is a member of Eurasian Economic Union (i.e., Armenia, Belarus, Kazakhstan, Kyrgyzstan) or a bank located in a jurisdiction that automatically exchanges financial information with Russia.

Financial institution accounts: There are no restrictions on debiting or crediting monetary funds to or from accounts opened with financial institutions located outside of Russia.

Russian tax authorities may request documents showing the basis for the cash transactions. For this reason, it is recommended that any incentive plan and related documentation be reviewed with local counsel before implementation in Russia.

Exchange control laws can be uncertain and subject to change. Therefore, local advice may be required.

Repatriation Requirements

Exchange control laws generally require that proceeds from a Russian resident's overseas investments, as well as any dividends paid on such investments, be transferred to the resident's Russian bank account before being transferred elsewhere. However, effective as of January 1, 2020 (and applying retroactively to any transaction from January 1, 2018 onward), an exemption from this repatriation requirement is available if:

- the account of the Russian resident is opened with a bank located in a state that is a member of Eurasian Economic Union or a bank located in a jurisdiction that automatically exchanges financial information with Russia, and

- the cash payment is made by a non-resident of Russia

Transfers of Funds for the Purchase of Foreign Shares

For the purposes of purchase of foreign shares, employees in Russia are allowed to use accounts opened with banks or other financial institutions either in Russia or abroad, but may be required to provide confirmation documents to Russian bank or other financial institution.

Securities Laws

Information contained in this document and any other document relating to the Plan does not constitute the advertisement or offering of any securities in Russia and shall not be passed on to any third parties or otherwise be made publicly available in Russia. The Company's shares have not been and will not be registered in Russia and are not intended for placement or circulation in Russia.

Foreign Asset Reporting

You are required to report any cash or share accounts held in a foreign institution where the value of the asset is more than RUB 600,000. The information must be submitted to the Russian tax authorities by June 1.

Russian residents are required to notify the Russian tax authorities within one month of opening or closing a foreign account with a bank or financial institution or of changing any account details. Additionally, Russian residents must file reports on cash and other financial asset transactions in their foreign accounts opened with banks and financial institutions with the Russian tax authorities on an annual basis.

There is no filing requirement for a resident if:

1. the account is opened with a bank/financial institution located in a Eurasian Economic Union member country, or in a country which exchanges financial information with Russia, and
2. the amount of incoming or outgoing funds does not exceed RUB 600,000 (or the equivalent amount in foreign currency); or the balance as of the end of the reporting period is not over RUB 600,000 (or the equivalent amount in foreign currency), provided there were no incoming transactions during the reporting period.

The tax authorities can require any supporting documents related to the transactions in a Russian resident's foreign bank account.

General Considerations

Individuals holding public office in Russia, as well as their spouses and dependent children, may be prohibited from opening or maintaining a foreign brokerage or bank account and holding any securities, whether acquired directly or indirectly, in a foreign company. You should consult with your personal legal advisor to determine whether this restriction applies to you.

You understand that your participation in the Plan and acceptance of the offer or award results in an agreement between you and the Company that is completed in *[insert country of parent company]* and that the agreement is governed by the laws of *[insert*

jurisdiction of parent company], without giving effect to the conflict of law principles thereof.

Depending on the development of local regulatory requirements, the Company reserves the right to restrict you to the cashless sell-all method of exercise, whereby all shares subject to the exercised option will be sold immediately upon exercise and the proceeds of the sale, less the exercise price, any taxes and broker's fees or commissions, will be remitted to you in accordance with applicable law. If the Company restricts you to the cashless sell-all method of exercise, you will not be permitted to acquire and hold shares following exercise. The Company reserves the right to provide additional methods of exercise to you.

For employees in Singapore

The grant/offer and the shares to be issued under the Plan shall be made available only to you as an employee of the Company or its affiliate in reliance of the prospectus and registration exemptions set out in the Securities and Futures Act (Chapter 289) of Singapore. It is not made with a view to the shares being subsequently offered for sale to any other party. The Plan has not and will not be lodged or registered as a prospectus with the Monetary Authority of Singapore. You hereby agree that any shares acquired under the Plan will not be offered for sale in Singapore prior to the six-month anniversary of the date of grant, unless such sale or offer is made pursuant to one or more exemptions under Part XIII Division 1 Subdivision (4) of the Securities and Futures Act and is otherwise permitted by the Company.

For employees in South Africa

Diageo has obtained approval from the South African Reserve Bank ("SARB") in order to operate the Plan for employees in South Africa. All employees working or residing in South Africa specifically acknowledge that participation in the Plan is subject to any conditions imposed by the SARB and undertake to comply with all local exchange control regulations.

Exchange control approval to transfer funds

If you choose to self-finance the option exercise price, you will need to obtain additional exchange control approvals from the South African Reserve Bank ('SARB') in order to remit funds abroad. It is your obligation to seek these exchange control approvals from the SARB prior to each separate transfer of funds under the Plan. The applications must be made through the Authorised Dealer in Foreign Exchange at your local bank by completing a standard form provided by the bank. The information required and supporting documents needed will vary depending on whether you use your single discretionary allowance (currently ZAR 1 million) or your annual foreign investment allowance (currently ZAR 10 million).

Please note that no additional approvals are required for RSUs or if you elect to exercise your option using the cashless exercise method via the Online Option Exercise Service (accessed via www.mydiageoshares.com).

Acquisition of shares

You are required to notify the SARB once you acquire shares under the Plan (i.e. on vesting of your RSUs or on exercise of your options). The notification must be made within 30 days of becoming unconditionally entitled to the shares. You will need to complete a standard notification letter, which can be obtained from your local employer.

You will need to obtain approval from the South African Reserve Bank ("SARB") for any outward remittance of funds to acquire shares under the Plan, if the cost of the shares is higher than the participant's annual discretionary allowance of ZAR 1,000,000.

General information

The securities of Diageo offered under the Plan are made subject to the Plan Rules, which can be obtained from your HR business partner, or Diageo South Africa will provide you with a full copy of the Plan Rules on request and free of charge.

For employees in South Korea

If you remit funds out of Korea, you agree to comply with any exchange control requirements, including any necessary confirmation of the remittance of funds with a foreign exchange bank in Korea.

You are required to report any cash or share accounts held in a foreign credit institution where the value of the asset is more than KRW 500,000,000. The information must be submitted to the Korean National Tax Service by June 30.

The reporting is required if the threshold KRW 500,000,000 is exceeded at the end of any month during the tax year.

You should consult with your personal tax advisor to determine whether the country in which you hold such foreign accounts has entered into any intergovernmental agreement with Korea.

For employees in Spain

You are required to report any cash or share accounts held in a foreign institution where the value of the asset is more than EUR 50,000. The information must be submitted to the Ministerio de Hacienda (AEAT) (on Form Modelo 720 and D-6) by March 31.

After such assets are initially reported, the reporting obligation will only apply for subsequent years if the value of any previously reported assets increases by more than €20,000. The reporting must be completed by March 31 following the end of the relevant year. It is your responsibility to comply with these reporting obligations, and you should consult with your personal tax and legal advisors in this regard.

In addition, you are required to electronically declare to the Bank of Spain any securities accounts (including brokerage accounts held abroad), as well as the securities (including shares acquired under the Plan) held in such

accounts if the value of the transactions for all such accounts during the prior tax year or the balances in such accounts as of December 31 of the prior tax year exceeds €1,000,000 under Form ETE (BdE).

Employees holding shares equal or more than 10% of the share capital of the company are required to submit a declaration (on Form D6) to the Directorate of Investments in Spain when acquiring or disposing of company shares on an annual basis during the month of January.

For employees in Switzerland

Neither the grant of the nor the issuance of shares is intended to be a public offering in Switzerland. Neither this document nor any other materials relating to the Plan constitute a prospectus, nor may they be publicly distributed or otherwise made publicly available in Switzerland. Neither this document nor any other offering or marketing materials relating to the Plan have been or will be filed with, or approved or supervised by, any Swiss regulatory authority, including the Swiss Financial Market Supervisory Authority.

For employees in Taiwan

If you are a Taiwanese resident, you may acquire and remit foreign currency into and out of Taiwan up to USD 5 million per year without submission of supporting documentation. If the total annual value of your foreign assets exceeds USD 5 million, you will need to obtain a permit from the Central Bank of Taiwan for any amounts in excess of this limit. If the transaction amount equals or exceeds USD 500,000 in a single transaction, you must submit a foreign exchange transaction form and may also be required to provide supporting documentation to the satisfaction of the remitting bank.

If you are not a Taiwanese resident and do not hold an Alien Resident Certificate, you may acquire and remit foreign currency in and out of Taiwan up to USD 100,000 on a per transaction basis without submitting supporting documentation. If your transaction amount equals or exceeds USD 100,000 in a single transaction, you must submit a foreign exchange transaction form. You are personally responsible to comply with all applicable exchange control requirements in Taiwan.

The remittance of funds for the purchase of shares under the Plan must be made through an authorised foreign exchange bank in Taiwan.

For employees in Thailand

There are no exchange control permits required. For outward remittances of the payment for the shares, an application must be submitted to a commercial bank in a standard form. If a cashless format of payment is used, no application is required to the bank.

For employees in Turkey

The awards are made available only to employees and the offer of participation in the Plan is a private offering. You acknowledge that the Plan and all other materials you

may receive do not constitute advertising or an offering of securities in Turkey. Shares you may acquire under the Plan will not be registered in Turkey. Pursuant to Turkish securities law, selling shares acquired under the Plan within Turkey is not permitted. The shares are currently traded on the London Stock Exchange, which is located outside of Turkey, under the Ticker "DGE" and the shares may be sold through that exchange.

You may be required to engage a Turkish financial intermediary (i.e., a bank or other financial institution licensed in Turkey) to assist with the exercise of your Options and with the sale of shares acquired under the Plan.

Pursuant to Article 15(d) of the Decree No. 32, on the Protection of the Value of the Turkish Currency and Communiqué No. 2008-32/34 on Decree No. 32, Turkish residents may freely (i) purchase and sell securities and other capital market instruments which are traded at the financial markets outside Turkey, with the intermediation of banks, and brokerage entities operating in Turkey; and (ii) transfer the amount of the purchase price of the capital market instruments or any securities, abroad through banks.

It is solely your responsibility to comply with these requirements and you should contact a personal legal advisor for further information regarding your obligations in this respect.

Reporting Obligations

You are required to report any funds transferred abroad exceeding USD 50,000 (or equivalent) to the Central Bank by the bank in Turkey who makes the transfer for statistical purposes only.

For employees in the United Arab Emirates

The brochure and related documents provided to you have not been approved or licensed by the UAE Central Bank or any other relevant licensing authorities or governmental agencies in the United Arab Emirates. You should conduct your own due diligence on the securities. If you do not understand the content of the Plan, the applicable agreements and related documents, you should consult an authorised adviser.

These documents are being issued from outside the United Arab Emirates to a limited number of employees, and must not be provided to any person other than the original recipient and may not be reproduced or used for any other purpose. Further, the information contained in these documents is not intended to lead to the issue of any securities or the conclusion of any other contract of whatsoever nature within the territory of the United Arab Emirates.

For UK employees

Schedule 1 (UK Qualifying Options) of the Plan Rules is a tax-qualifying plan in the UK so that UK income tax relief may be available on the exercise of qualifying share options granted under it to UK resident employees. This enables UK participants to receive an allocation of tax efficient share options up to the maximum limit

(currently GBP 30,000). There is currently no UK tax relief available on the receipt of share awards (RSUs) under the Plan.

Your share options will either be called "approved" or "unapproved" on www.mydiageoshares.com. This reference indicates whether or not your share options have been granted under the tax-qualifying part (Schedule 1) of the Plan, or under the main terms of the Plan Rules.

Share options granted under Schedule 1 of the Plan are subject to the specific rules in Schedule 1 of the Plan. The grant, exercise and lapse of any qualifying share options granted under Schedule 1 of the Plan is governed by the rules in Schedule 1 of the Plan, and is not related to or dependent on the grant, exercise or lapse of any non-qualifying share options or share awards (RSUs) granted under the main Plan Rules.

Please refer to the UK Employee Tax Guide, which is available on www.mydiageoshares.com, for further information.

For employees in the United States

This Country Specific Information supplement constitutes part of a prospectus covering securities that have been registered under the Securities Act of 1933, as amended.

Reporting Obligations

You are required to report any cash or share accounts held in a foreign credit institution where the value of the asset is more than USD 10,000. The information must be submitted to the IRS (on Form 114 (FBAR)) by April 15.

Additionally, you are required to report any "specified foreign assets" on Form 8938 (FATCA) by April 15 if the value of such assets exceeded specified thresholds. The filing threshold for unmarried taxpayers or married taxpayers filing separately is (i) more than USD 50,000 on the last day of the tax year, or (ii) more than USD 75,000 at any time during the year. The thresholds are increased to USD 100,000 and USD 150,000, respectively, for married taxpayers, and further increased for U.S. taxpayers living outside of the United States. You should consult with your personal tax advisor regarding your reporting obligations.

For employees in Venezuela

The Plan is not a public offer and is only directed at the individuals to whom the offer is specifically addressed. The Plan is not subject to registration with or supervision by any governmental authority in Venezuela. The Plan is an opportunity to acquire shares in Diageo and is not risk free.

The exchange control position changes frequently. To avoid issues, it is recommended that employees elect to exercise options using the cashless exercise method via the Online Option Exercise Service (accessed via www.mydiageoshares.com).

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