

DIAGEO

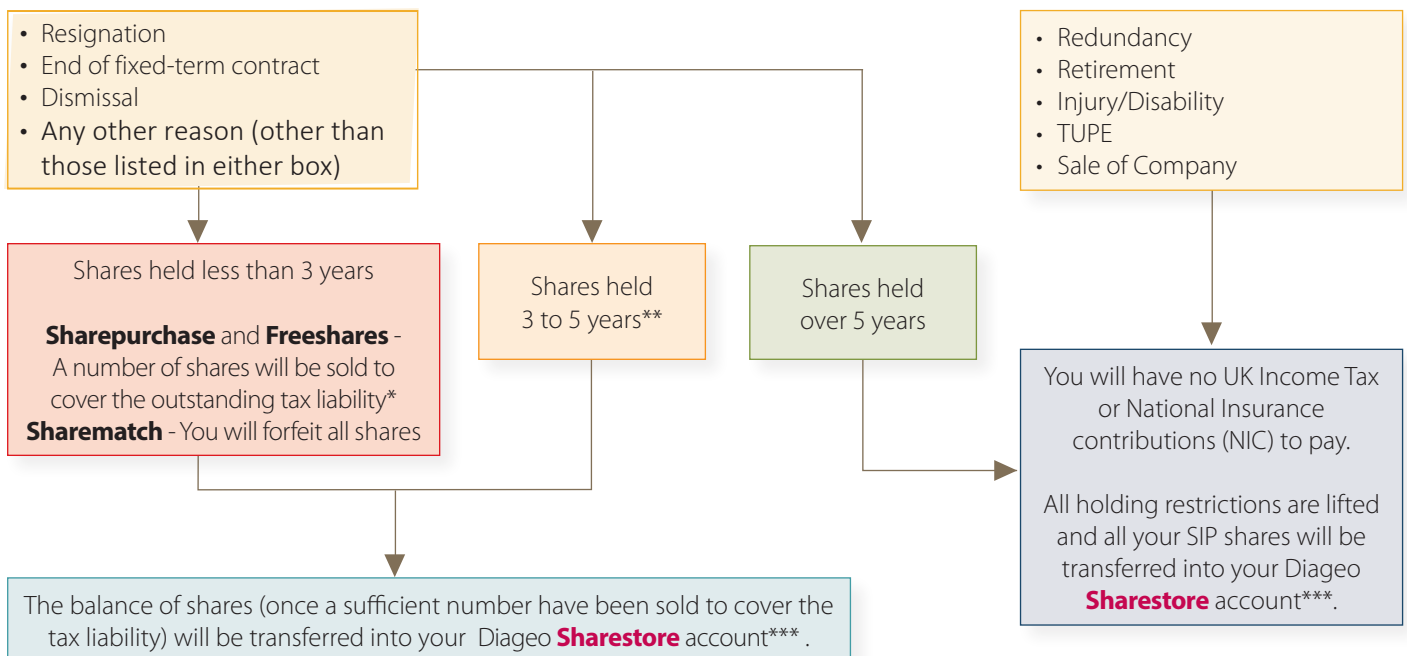
SHARE INCENTIVE PLAN

Leaving Diageo

This factsheet sets out what happens to your Share Incentive Plan (SIP) shares, which is made up of Sharepurchase, Sharematch and Freeshares, if you stop working for Diageo.

Once you've left the business, your shares will automatically be removed from the Plan and transferred into your Diageo Sharestore account (usually within 6 weeks from your leave date).

You'll receive a notification on your MyDiageoShares portal account (usually on the 1st working day of the month following your leave date), directing you to log in and access your 'documents' section for more information on what happens next. This flowchart will help guide you on what happens to your shares, depending on how long you've held them.



*Income Tax and NIC is payable on the market value of the shares on the date they cease to be subject to the Plan. Sufficient shares will be sold to cover this liability. The remaining shares will be transferred into your Diageo Sharestore account.

**Income Tax and NIC is payable on the original market value of the shares at the date of the award (or the value of the shares at the exit date, if lower). Sufficient shares will be sold to cover this liability. The remaining shares will be transferred into your Diageo Sharestore account.

***If you are no longer located within the UK when you leave, you may receive a share certificate which will be posted to your registered address.

To find out more information about Diageo Employee Share Plans including the Share Incentive Plan, please visit www.mydiageoshares.com. If you wish to sell or transfer your shares, you can do so by logging into your employee portal account or via the Shareworks mobile app.