

Diageo Retirement Savings Plan Investment Decision Form

The Diageo Retirement Savings Plan (the Plan) is an important and valuable part of your benefits package from the Company.

You must complete this Investment Decision Form and return it to Irish Life. If you do not return a completed Investment Decision Form, your contributions including any AVCs and Company contributions will be invested in the default option – Option 1, Do it for me – until you provide an alternative instruction.

Final checklist before making your investment choice

- I have read the Investment Guide
- I understand investment performance can go down as well as up
- I understand that I should review my investment approach regularly

ABOUT YOU

Please complete your details below:

Title: _____ Forename: _____

Surname: _____

Telephone: _____

Mobile: _____

Date of birth: _____

PPS number: _____

Payroll number: _____

Home address: _____

Email address (home/work): _____

SELECT YOUR INVESTMENT APPROACH

Complete this section to choose either Option 1 or Option 2 as the investment approach for your Pension Account. If you do not make a selection below, all your contributions including AVCs (if any) and the Company contribution will be automatically invested in Option 1 – Do it for me.

OPTION 1 – DO IT FOR ME

This option provides a ready-made investment approach, which automatically changes your asset mix as you approach retirement. This investment approach is pre-programmed to switch your Pension Account from growth funds to protection funds in the years approaching retirement. For more information about Option 1 and the readymade investment strategy, please see page 9 of your Investment Guide.

or

OPTION 2 – DO IT MYSELF

I will make my own investment selections from the available funds as outlined below, with no automatic switching of funds as I approach retirement. I understand that by selecting this option I will need to monitor my investments on a regular basis. In the table below enter the percentage of your regular contribution (your AVCs, if any, will be invested in the same way) and those from the Company you want to allocate to each of the funds. For more information about Option 2 – Do it myself and the funds available, please see page 10 of your Investment Guide.

FUND	YOUR CONTRIBUTION SPLIT % MUST EQUAL 100%
ILIM Indexed World Equity Fund (partially hedged)	%
High Risk/Return Growth Strategy	%
Medium Risk/Return Growth Strategy	%
ILIM Indexed Corporate Bond Fund	%
ILIM Indexed Eurozone Over 5 Year Bond Fund	%
ILIM EMPOWER Cash Fund	%

Each fund option has an annual management charge (AMC) of 0.55% split between investment charges (0.25%) and administration fees (0.30%).

If you do not complete this section of the form, your contributions will be automatically invested in the default option – Option 1, Do it for me – until you provide an alternative instruction.

INVESTMENT NOTES

- Your investment instructions will be applied as soon as possible after processing has occurred.
- There is no guarantee on the future rate of return of any investment option available under the Plan.
- The value of investments can go down as well as up.
- If you are unsure about how to select the right investment approach, you should seek independent financial advice. If you choose to engage a Qualified Financial Advisor this will be at your own expense and you should ensure they are a registered approved financial advisor by visiting www.qfaboard.ie/qfa_register.asp

Following completion of your enrolment in the Plan you will receive your login details to the Plan Administrator's, Irish Life, online platform www.pensionplanetinteractive.ie – you will have the option to change your investment approach online.

PLEASE SIGN BELOW AND RETURN THIS FORM TO:

Irish Life by emailing code@irishlife.ie or posting to Diageo Retirement Savings Plan, c/o Irish Life, Lower Abbey Street, Dublin 1.

Signed: _____ Date: _____