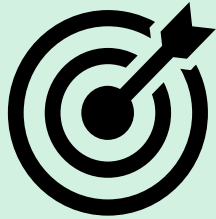


# Performance Share Plan

**MONEY  
MATTERS**

Version 2.0, December 2022

**PSP amount based on  
Target Bonus**



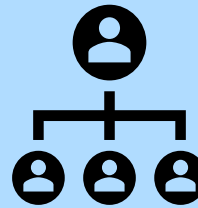
**Work  
Level 2**

Initial PSP  
award is **50%**  
of target bonus

**Work  
Level 3-4**

Initial PSP  
award is **100%**  
of target bonus

**Personal differentiation  
factor**



**Impact**

Adjustment  
made by your  
line manager

**Leadership**

**Future Fit**

**0% to 200% adjustment**

**Vesting period**



**3 years**

**Vests  
immediately**

**Death**

**Award  
pro-rated**

Redundancy  
Ill-health,  
injury,  
disability  
Sale of  
business

**Vests after  
3 years**

**Retirement**  
• Resign  
• Aged 55 +  
• No  
severance  
payment  
• Immediately  
draw pension

**Award  
lost**

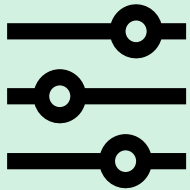
Dismissal  
Resignation

# Performance Share Plan

**MONEY  
MATTERS**

Version 2.0, December 2022

## Business differentiation factor

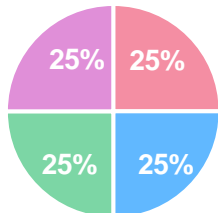


Performance on the  
Unilever Sustainability  
Progress Index

Competitiveness: %  
Business Winning  
Market Share

Return on Investment  
Capital (ROIC)

Cumulative Free Cash  
Flow



**0% to 200% adjustment**

## Investment return



“Dividend Equivalents”

Paid on conditional PSP shares and reinvested

Available on vesting



## Tax



Tax and NI on  
vested PSP  
award



Could impact  
earnings  
related limits

Automatically  
deducted  
from shares'  
value



May be a  
good idea to  
check with a  
tax advisor

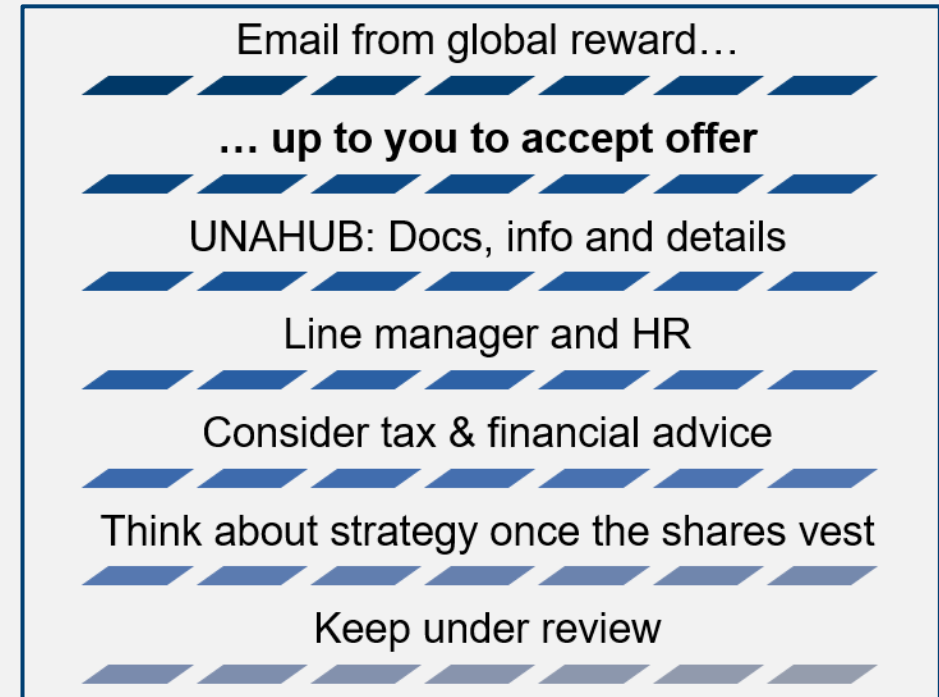
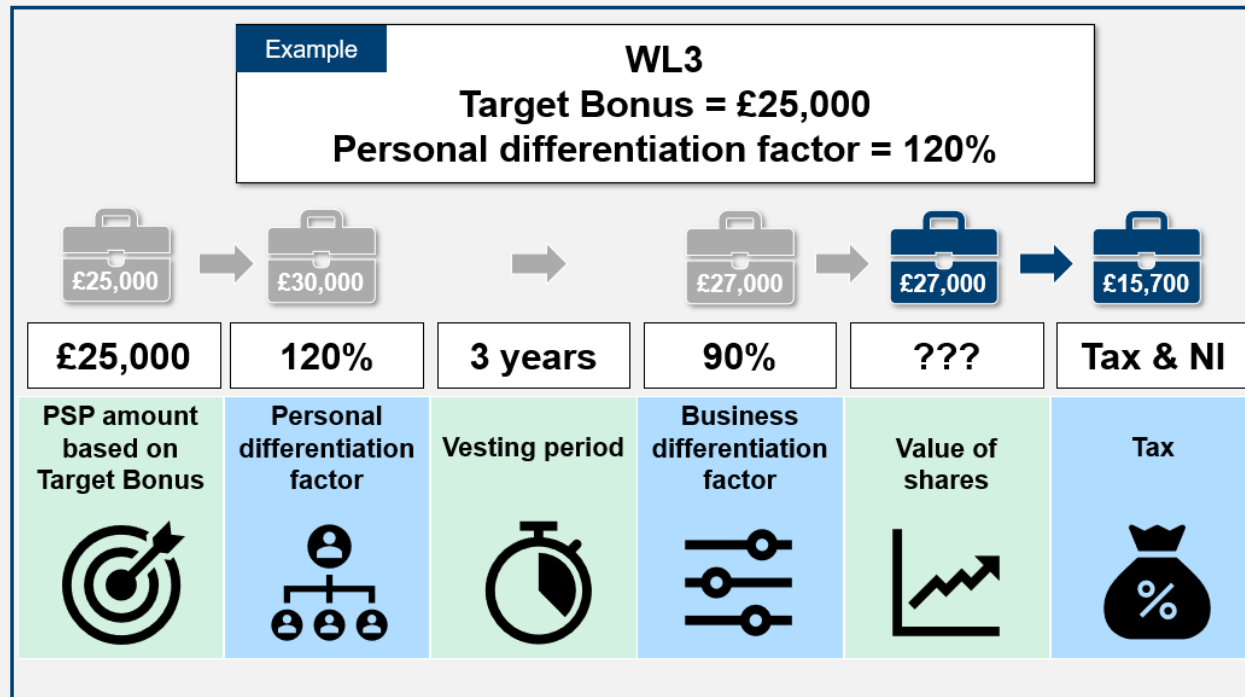
Shares then  
yours to keep  
invested or  
sell



Could build  
up significant  
amounts...

First Actuarial are not financial advisers but are regulated by the Institute and Faculty of Actuaries in respect of a range of investment business activities.  
If you require specific advice or help regarding your financial planning, please contact an Independent Financial Adviser.

# Performance Share Plan



**Further information available at this webpage:**

[Reward Hub](#)