


Performance Share Plan

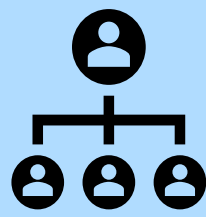
PSP amount based on Target Bonus



Work Level 2	Initial PSP award is 50% of target bonus
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Work Level 3-4	Initial PSP award is 100% of target bonus
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Personal differentiation factor



Impact


Leadership

Future Fit

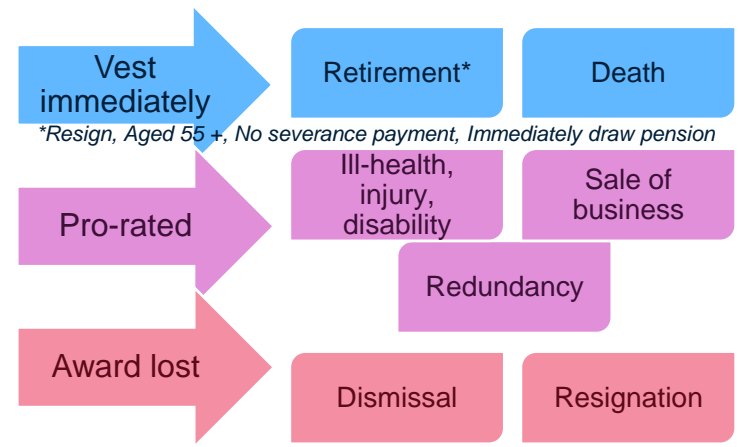
0% to 200% adjustment

Adjustment made by your line manager

Vesting period

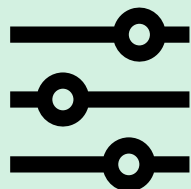


3 years



Performance Share Plan

Business differentiation factor

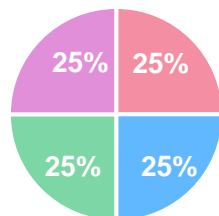


Performance on the Unilever Sustainability Progress Index

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



Automatically deducted from shares' value



Shares then yours to keep invested or sell

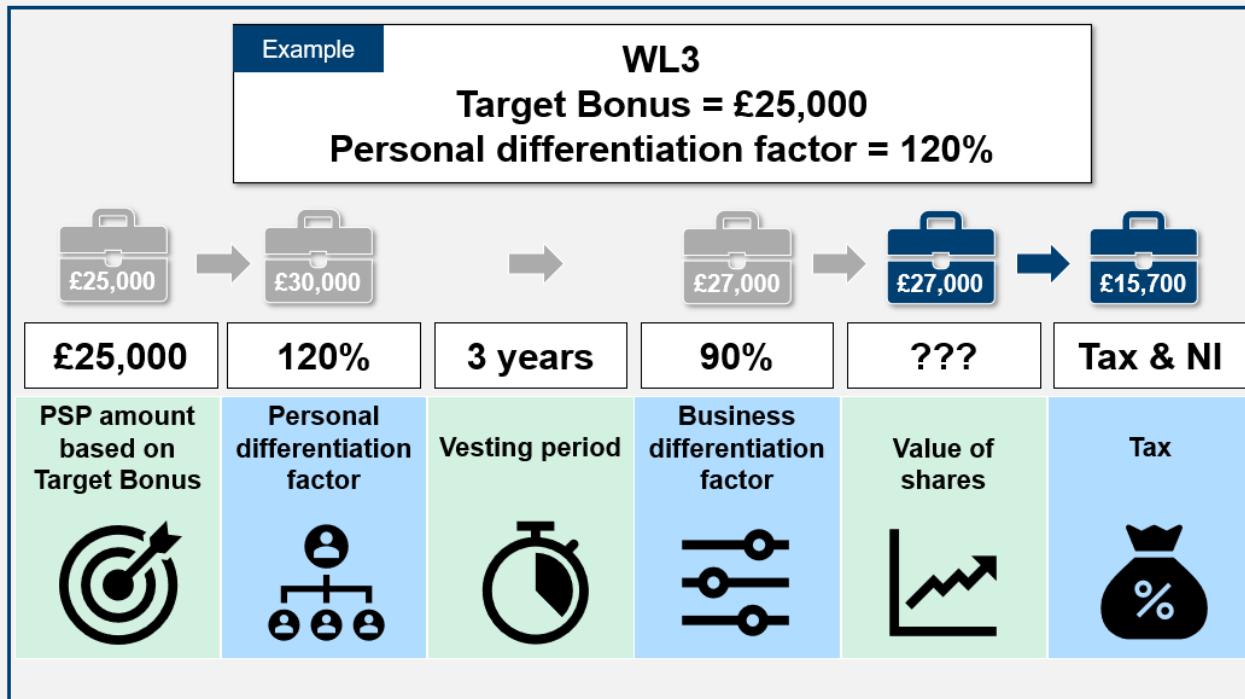


Could impact earnings related limits

May be a good idea to check with a tax advisor

Could build up significant amounts...

Performance Share Plan



Email from global reward...

... up to you to accept offer

UNAHUB: Docs, info and details

Line manager and HR

Consider tax & financial advice

Think about strategy once the shares vest

Keep under review

Further information available at this webpage:
[Welcome to the Executive Share Schemes Page! \(sharepoint.com\)](http://sharepoint.com)