

How SHARES works in Cash Countries

What are Cash Countries?

In some countries, currency controls or local regulations prevent Unilever from offering you actual shares. Instead, the company will award you Share-equivalents which have the same value as actual shares. The difference is that you will be paid the cash value of your 'Share-equivalents', instead of in shares.

How it works:

SHARES works the same as in other countries, except each quarter:

- Your SHARES account will be credited with Investment Share-equivalents and
- For every 3 Investment Share-equivalents, Unilever credits your SHARES account with 1 Match Share-equivalent

Like other SHARES participants, you will have a SHARES account at Computershare, where you can enroll and watch your share-equivalent balances grow.

After the 3-year vesting period, you receive a cash payment via payroll equal to the value of your

- Investment Share-equivalents, plus
- Match Share-equivalents, plus
- Reinvested dividend-equivalents earned on your Investment Share-equivalents and Match share-equivalents during the 3-year vesting period

You can cash-out your Investment Share-equivalents (including dividend-equivalents earned on your Investment Share-equivalents) any time you want. Just submit a "Cash Payout" request on your Computershare account and payroll will provide you a cash payment as soon as practicable. Remember, if you cash-out your Investment Share-equivalents before the end of the 3-year vesting period, you will forfeit your Match Share-equivalents.