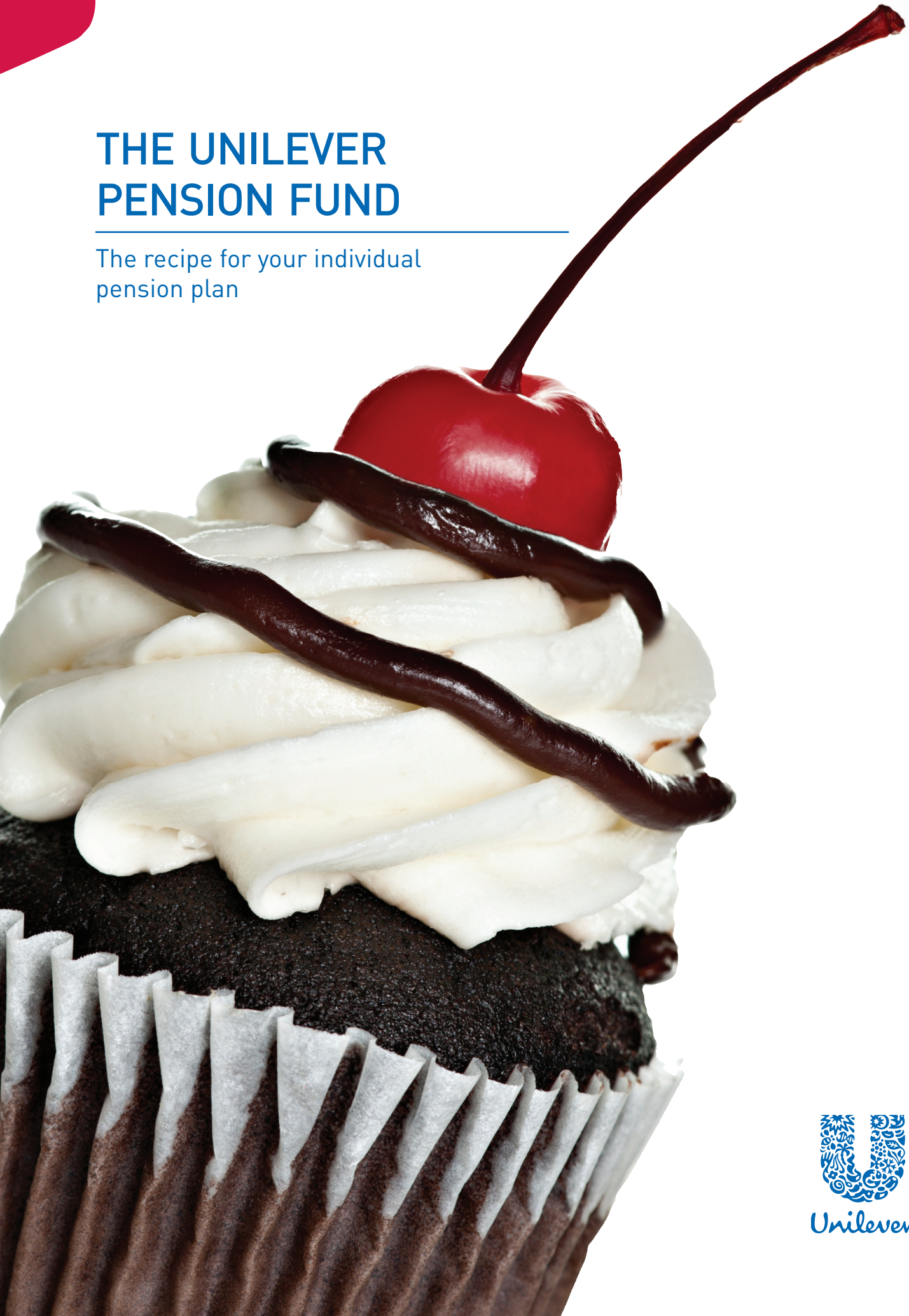


THE UNILEVER PENSION FUND

The recipe for your individual
pension plan



Unilever



THE UNILEVER PENSION FUND

From the basic recipe to the cherry on top

At Unilever, we take pride in the fact that our pension plans come from a single strong source: the basic pension plan acts as the foundation and additional contributions can be added on top, like a cherry. We will work with you to put together a personalised pension package that offers a wealth of options and is fully to your taste – almost like a cupcake!

The basic recipe is the same for everyone

This is where you lay the foundation for your pension plan. The basic principle is that Unilever and you, as the employee, both pay contributions towards your pension. For staff whose pensionable income is lower than the social security ceiling (SSC) (Beitragsbemessungsgrenze West in German) these contributions are paid into the Berolina Pension Fund. If your income is higher, then contributions will also be invested in Unilever's special investment funds. In the basic pension plan you don't need to worry about anything else – everything runs automatically once you are a member of Berolina Basic.

▀▀ A cupcake is a small, appetisingly decorated cake that fits in a cup, hence the name. The bottom part of these delicious treats consists of a light sponge base, which is then topped with a lavish swirl of cream and decorated with sprinkles, flowers, chocolate chips – the sky is the limit. The only rule is that it must be sweet and tempting. ▀▀

The cream topping – this is where you get creative

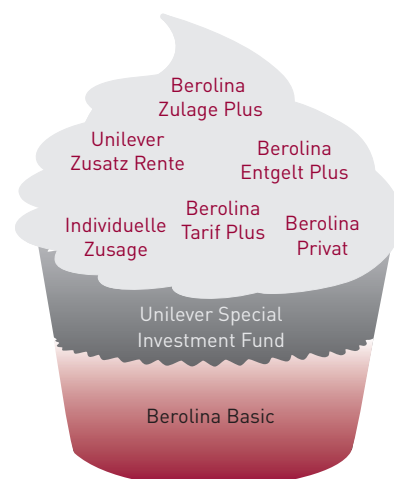
When it comes to additional contributions, you decide what you want. Do you need extra savings in order to maintain your standard of living after you retire? Which supplementary plan suits you best? Unilever offers a broad choice of additional pension options which you can pick and mix according to your individual needs and financial scope. Put the cherry on top of your pension plan!

Lots of options – a recipe for success

Unilever's pension plans offer a wide choice of options to allow you to design your retirement benefits so that they are an ideal match for your situation and lifestyle after you retire. The recipe for success is the same for all employees at Unilever. Take the following ingredients:

- ... a secure, guaranteed interest rate (for policies that start before 2013: 3.5% p.a. plus any bonuses; from 2013: 1.75% p.a. but with higher bonus allocation) for all policies or pension commitments,
- ... extra peace of mind for you and your family after you retire and in the event of invalidity or death,
- ... regular updates so that you can plan ahead easily and effectively.

The result is a pension plan with guaranteed success.



A STRONG PARTNER: BEROLINA

Secure, established, successful

Unilever and the Berolina Pension Fund have been working together for over 70 years, cooperating closely to develop modern, attractive pension solutions that fulfil the needs of our employees. Together, we are strong partners.

A pension fund is an independent insurance company specialising in staff pension plans. Both the employer and employees can pay contributions into this fund if they are members. The Berolina pension fund provides a secure foundation for Unilever's pension plans: Berolina Basic forms the core of Unilever's pension scheme. Supplementary plans offer attractive options to let you compile your own, individual retirement pension.

A strong, flexible partner

The Berolina pension fund is exclusively available for all Unilever Germany Group employees. You'll find that you benefit significantly from the advantages of this pension fund:

- Berolina is a mutual insurance company. The sole beneficiaries of the profits that Berolina makes are the members who are insured through Berolina: benefits include attractive guaranteed interest rates and bonuses. There are no shareholders or any other owners to absorb profits in the form of dividends.
- The lean, efficient administration means that Berolina has an exceptionally cost-effective cost structure – and one that benefits you.

Becoming a member

Berolina is a crucial component in Unilever's pension scheme and all new employees automatically become members of Berolina when they join the company, without having to submit an application form. This ensures that they do not miss out on any Unilever contributions.

A focus on security – and success

In all capital investments the emphasis is on long-term security. For this reason the investments are spread across a wide spectrum: fixed interest securities, property – and shares. The pension fund is audited and supervised by trustees and the (German) Federal Financial Supervisory Authority (BaFin in German), which is also responsible for monitoring banks, insurance companies and capital investment companies.

As an employee of Unilever, you can depend on a guaranteed fixed interest rate. You also receive any surpluses that Berolina makes in the form of bonuses.

Wholehearted commitment to service

As part of its commitment to service, Berolina believes in maintaining a close contact with our staff and pensioners. You will receive annual statements giving details of the current status of your pension plan. And, most importantly, Berolina is there to answer any questions you may have: a quick email or phone call to your dedicated point of contact is all it takes!

THE BASIC RECIPE

Building a foundation together



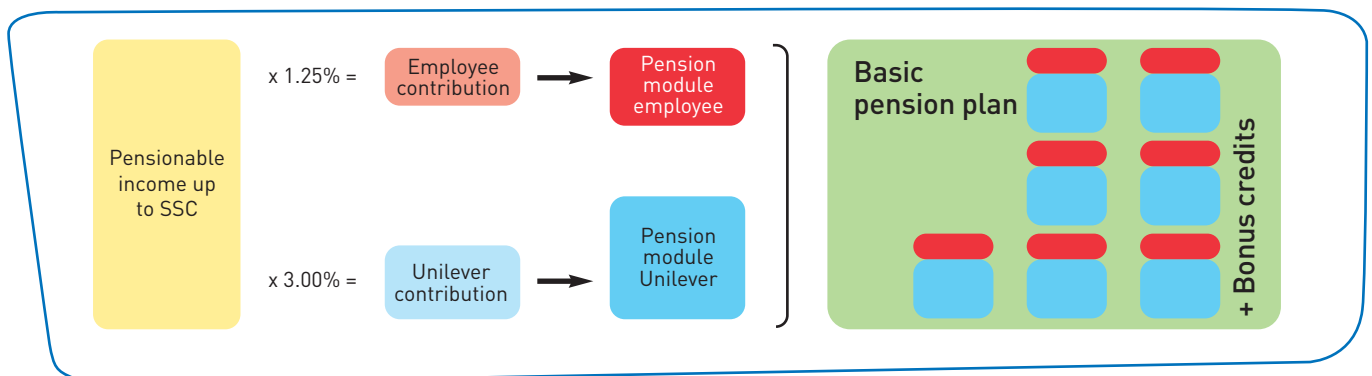
The Unilever Pensions System (UPS) forms the basis of your retirement pension at Unilever. The recipe is simple: we assume responsibility together and build a firm foundation for your future. The contributions are made by you and Unilever together, with Unilever shouldering the larger proportion.

Contributions and value growth

As a Unilever employee, you pay 1.25% of your pensionable salary every month up to the social security ceiling (SSC) and Unilever also makes a valuable contribution of 3% of your pensionable salary - helping you save by more than doubling your own contributions. These amounts are calculated on the basis of long-term salary components including all special payments. The system is really easy and convenient for you - your contribution is automatically

deducted from your monthly net salary and paid directly into Berolina Basic.

All contributions are converted into pension modules. The pension module indicates how much pension you will receive for each annual contribution when you reach 65. An attractive and guaranteed interest rate is paid on all contributions. If Berolina generates a higher profit, then you will receive additional bonus credits.



Contributions above the SSC

You will also receive contributions from Unilever for all income you earn above the social security ceiling - 12% up to double the SSC and 15% for any income above this. Members who earn more than the social security ceiling are not obliged to pay additional mandatory contributions. Contributions for earnings above the SSC are invested by Unilever in a special secured investment fund.

Guaranteed interest rates and bonus credits are the same as those granted by Berolina.

Payment

The final pension which you will receive when you retire comprises all pension modules and bonus credits added together. This pension remains flexible – you can take early retirement or you can defer payment of your pension if you continue to work for Unilever after your 65th birthday. And don't forget that you can rely on Unilever and Berolina whatever happens - in the event of disability or death then you or your family will also receive additional benefits.

▀▀ The social security ceiling (SSC) is the upper limit of the gross pensionable salary for the mandatory state pension scheme. SSC is adjusted annually to rising salaries. The 2012 SSC is €67,200 per year. Neither the employee nor the employer is obliged to pay pension contributions for income in excess of the SSC. ▀▀

* If you have moved from a previous Unilever pension scheme (UVO, MAI) to the new scheme then different contribution rates may apply. You will find details in the transfer brochure or online.

THE CHERRY ON TOP

Your voluntary extra



Do you want more? Then why not put a cherry on top of your basic pension? You can begin to contribute towards your personalised supplementary pension plan, safe in the knowledge that all your payments are secure and flexible. It is full of advantages, such as low administrative charges, a secured guaranteed interest rate and Berolina's bonus credits.

Unilever Zusatz Rente – including tax benefits

The Unilever Zusatz Rente (UZR) is a capital savings plan where contributions are invested in a secured Unilever special investment fund. The interest is based on the Berolina Entgelt Plus plan. A key advantage is that the amount you wish to save will be deducted straight from your income and is tax-free. It only becomes taxable once it is paid out, and usually a lower tax rate applies. When the savings plan matures, you can opt to receive the capital as a lump sum, a monthly pension or a combination of the two. We give you the greatest possible flexibility. Should you leave Unilever your pension will be deferred, and you will no longer be able to pay into the plan.

Individuelle Zusagen – extras you can count on

With the Individuellen Zusage plan (IZG) you can invest part of your salary or make one-off payments into the secured Unilever special investment fund. You invest directly from your gross salary before tax, and thus benefit from attractive tax benefits. The focus is on allowing you to plan ahead: when you pay in you receive a statement from Unilever confirming how high your final pension is under this plan and calculated on the basis of the current Berolina tariffs for one-off lump sum payments.

Berolina Zulage Plus – with the Riester pension plan benefits

Berolina Zulage Plus offers a traditional Riester pension plan with all state subsidies. You pay pre-arranged contributions monthly or annually direct from your gross salary to Berolina. Riester pension plans receive state subsidies; how much you receive will depend on many personal factors. All payments you receive are taxable.

Berolina Entgelt Plus – enjoy additional tax benefits

You can pay up to 4% of the SSC plus a further €1,800 from your gross salary tax-free into the Berolina Entgelt Plus plan. However, please note that this tax benefit may be partially or fully used up by the Unilever contributions. Your personal contact person will be able to tell you what your ideal contribution to this plan is. In Berolina Entgelt Plus scheme many employees' contributions are also subsidised by additional employer contributions.

Berolina Tarif Plus

Some plans allow for additional contributions to pension plans, for example in the chemicals and confectionary industries, the meat industry and the Unilever in-house agreement for main administration and external staff. These employer contributions are paid into the Berolina Tarif Plus plan.

Berolina Privat – greater flexibility

Berolina Privat gives you the option of making additional provisions – while remaining completely flexible. The minimum contribution is only €10 per month and the maximum contribution is €243 per month; your personal amount will be deducted from your gross salary. You can change the amount as required, or take a payment break and continue again at a later point. Berolina Privat adapts to your life.

There are many different options for subsidised pension plans: company benefits, state subsidies, tax benefits. Find out more on the internet or ask your contact person about the many different choices available to let you get the most out of your contributions.

USEFUL INFORMATION

Taxes and social security contributions

Taxes and company pension plans are a complex topic – please ask a tax expert to help you with any detailed questions.

The basic rules:

- For all payments from contributions that have already been taxed (your contributions to the basic pension plan, Berolina Privat) you will only have to pay tax on the capital gain (profit share).
- For all payments from untaxed contributions (Unilever contributions in the basic pension plan, Berolina Entgelt Plus, UZR, IZG) you must pay tax on the entire payment, but as a rule at a lower tax rate than that which applied while you were employed.
- Payments from Berolina Zulage Plus are based on your taxed contributions and the untaxed state subsidy. Tax must be paid on all payments.
- With the exception of payments from Berolina Privat, all payments are subject to social security contributions.

Insolvency – a secure safety net

Berolina invests all contributions in secure, trustworthy funds, and this is supervised by BaFin. Should the worst case scenario occur – i.e. a pension fund become insolvent – then Unilever is obligated to assume all liabilities. Contributions above the SSC limit, which are administered internally by Unilever, are also doubly protected: through the Unilever Pensions-Treuhand e. V. and the Pensionsversicherungsverein aG.

Unilever Deutschland Holding GmbH

Pensionsreferat

Strandkai 1

20457 Hamburg

www.altersvorsorge-unilever.de

As of 2012

Leaving Unilever

If you leave Unilever before you are old enough to apply for a pension then you will not lose your pension entitlements:

Basic pension plan

- The proportion of your pension plan that is based on your own contributions is deferred without further contributions being made. Your pension will continue to grow through bonus credits.
- The pension plan modules financed by Unilever will be deferred if you have been with Unilever for at least five years and are at least 25* years old. If this does not apply, then these modules expire; this is in line with government rules.

Supplementary pension plans

- All supplementary pension payments will be deferred should you leave Unilever.
- The additional plan offered by Berolina can usually be continued if you leave the company; however, this may continue in a slightly modified form. For details, see the internet.
- To participate in UZR and IZG you must receive an income from Unilever. These plans cannot be continued if you leave the company.

* If you were eligible for a pension plan before 2009, then the minimum age is 30.

Pensionskasse Berolina VVaG

Strandkai 1

20457 Hamburg

www.pensionskasse-berolina.de