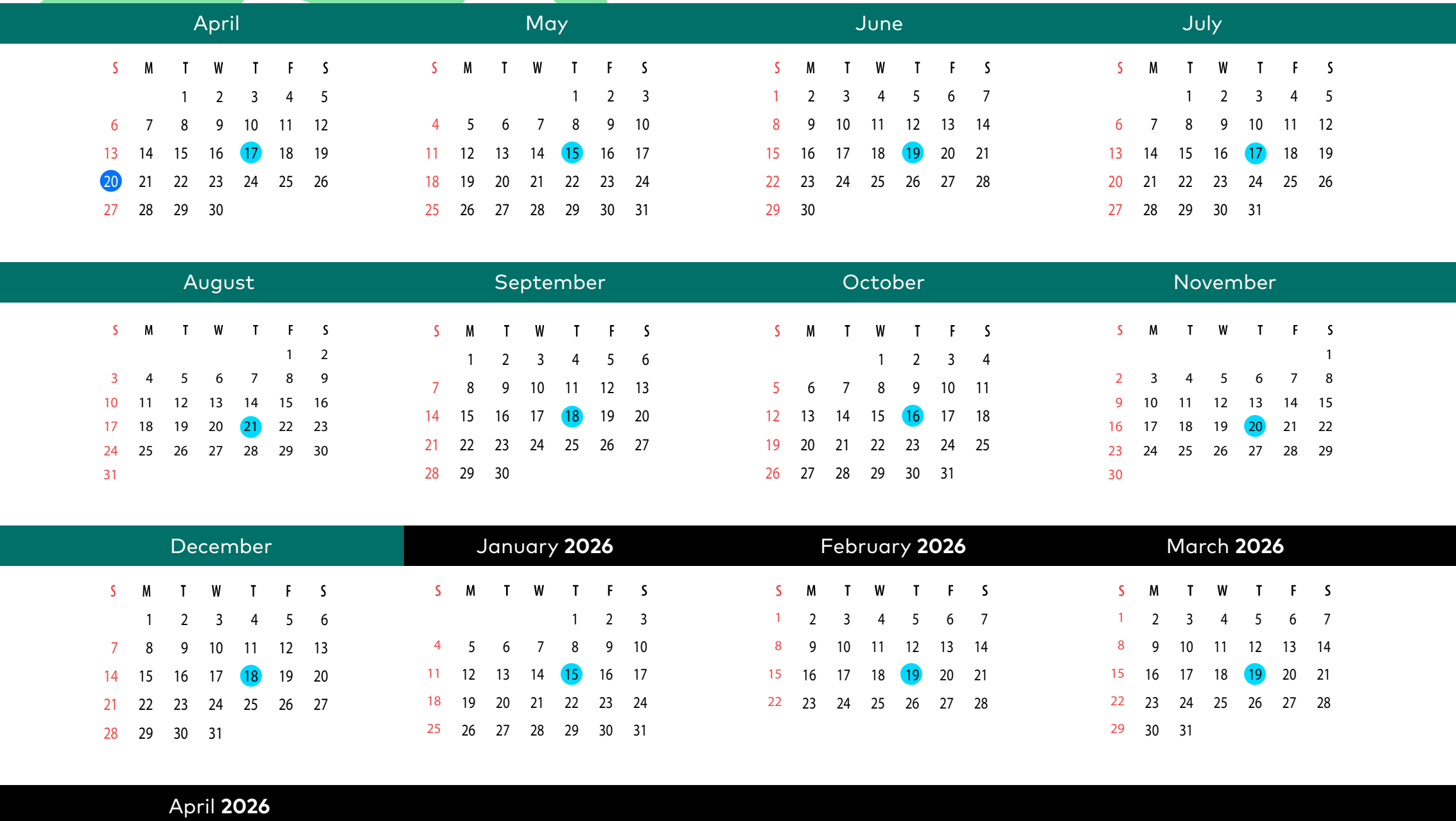


Employee Share Plan

2025



- The company will purchase shares on your behalf on these days at the share price listed on the London Stock Exchange that day. Each purchase is for the preceding month's contributions.
- Match date from 2023/2024 Plan Year
- Match date from 2024/2025 Plan Year

April 2026

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| | | | 1 | 2 | 3 | 4 |
| 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| 26 | 27 | 28 | 29 | 30 | | |