

OFFER DESCRIPTION	OFFER EFFECTIVE DATE	BASE PRICE DATE	FX to USD AT START OF OFFER	MATURITY DATE	FX to USD AT MATURITY	ORD SHARES BASE PRICE	ORD SHARES Discounted BASE PRICE (15%)	ORD SHARES MATURITY PRICE	ORD SHARES Discounted MATURITY PRICE (15%)	FINAL PRICE in USD + Discount (15%)	ADR BASE PRICE	ADRS Discounted BASE PRICE (15%)	ADR MATURITY PRICE	ADRS Discounted MATURITY PRICE (15%)
Heritage MF ESPP (Plan 18)	01/04/2016	31/03/2016	1.4403	29/03/2018	1.4032	£15.7000	£13.3400	£9.8680	£8.3878	\$11.7698	N/A	N/A	N/A	N/A
Heritage MF ESPP (Plan 19)	01/10/2016	30/09/2016	1.3021	28/09/2018	1.3037	£21.9800	£18.6830	£14.2950	£12.1508	\$15.8409	N/A	N/A	N/A	N/A
New ESPP Offer 1 - 2018A (Feb/Mar 2018)	01/03/2018	28/02/2018	N/A	16/03/2020	N/A	£20.6300	£17.5355	£3.9971	£3.3975	N/A	\$28.0600	\$23.8510	\$5.7900	\$4.9215
New ESPP Offer 2 - 2018B (July 2018)	31/07/2018	30/07/2018	N/A	28/09/2020	N/A	£12.8450	£10.9182	£2.5844	£2.1968	N/A	\$16.7100	\$14.2035	\$3.2550	\$2.7668
New ESPP Offer 3 - 2019A (Feb 2019)	18/02/2019	15/02/2019	N/A	29/03/2021	N/A	£16.8000	£14.2800	£5.3634	£4.5589	N/A	\$21.9000	\$18.6150	\$7.3100	\$6.2135
New ESPP Offer 4 - 2019B (July 2019)	30/07/2019	29/07/2019	N/A	27/09/2021	N/A	£17.2080	£14.6268	£4.1368	£3.5163	N/A	\$21.0100	\$17.8585	\$5.4200	\$4.6070
New ESPP Offer 5 - 2020A (Feb 2020)	25/02/2020	24/02/2020	N/A	01/04/2022	N/A	£7.48100	£6.3588	£4.0913	£3.4776	N/A	\$9.67000	\$8.2195	\$5.3000	\$4.5050
New ESPP Offer 6 - 2020B (July 2020)	11/08/2020	10/08/2020	N/A		N/A	£3.17900	£2.7022			N/A	\$4.25000	\$3.6125		
New ESPP Offer 7 - 2021A (Feb 2021)	02/03/2021	01/03/2021	N/A		N/A	£4.34300	£3.6915			N/A	\$6.01000	\$5.1085		
New ESPP Offer 8 - 2021B (Jul 2021)	03/08/2021	02/08/2021	N/A		N/A	£4.05600	£3.4476			N/A	\$5.55000	\$4.7175		
New ESPP Offer 9 - 2022A (Feb 2022)	01/03/2022	28/02/2022	N/A		N/A	£3.85000	£3.2725			N/A	\$5.15000	\$4.3775		
New ESPP Offer 10 - 2022B (Jul 2022)	19/07/2022	18/07/2022	N/A		N/A	£2.82500	£2.4012			N/A	\$3.30000	\$2.8050		

Notes:

ORD SHARES - Listed on the London Stock Exchange

ADRS - Listed on the New York Stock Exchange

ADR MATURITY PRICE - At close on the business day before. (US ESPP only)

Please note the figures have been rounded to 4 d.p