



Share Plan Timetable 2022

Plan	Date	Description
GESPP	3 January 2022	Closing price for end of plan year 2021 and start of new plan year 2021.
GESPP	7 January 2022	Personalised communication from Computershare with information on delivery process and timings.
PSP & LTIP	14 February 2022	PSP & LTIP awards for 2022.
SAESOP	15 February 2022	Deadline to make changes or join SAESOP for 2021/2022 tax year. Any request made online by 15 February will be processed in March 2022 salary.
PSP & LTIP	By end of February 2022	Personalised communication of awards to recipients. Award certificates visible in EquatePlus accounts.
GESPP	February salary (January/March for some) 2022	Taxes processed in payroll in respect of value of the bonus shares delivered under GESPP 2021. Alternatively, if a deduction of shares has been made in respect of any withholding, payroll will process these values.
PSP & LTIP	3 March 2022	2019 - vesting decision
PSP & LTIP	w/c 7 March 2022	Personalised communication – email from the CEO providing the vesting outcome and delivery information of shares or cash proceeds.
Shareholders with shares in SPA, SAESOP & Fidelity	24 May 2022 2022 Annual General Meeting (AGM)	A few weeks in advance of the AGM, participants who hold shares in the SPA or SAESOP will be notified how to vote via the EquatePlus platform. US participants with shares held in Fidelity will be contacted directly by Fidelity.
GESPP	15 October 2022	Final date to make changes to contributions or to enrol in the plan for 2021.
GESPP	1 November 2022	Date used for foreign exchange conversion of non EUR currency for setting payroll currency limits for 2023 plan year.
GESPP	Mid-November 2022	Invitations for GESPP 2023.
GESPP	15 December 2022	Closing date to enrol or change contributions for 2023 plan year to be effective in January 2023 payroll.



Plan	Date	Description
GESPP/SAESOP	15 of each month	Deadline for making changes in EquatePlus for implementation in payroll for the following month. Note that 15 October is the deadline for making changes to contributions to or joining GESPP for the current plan year.
PSP & LTIP	Quarterly Mid-end February Mid-end May Mid-end August Mid-end November	Quarterly update of performance conditions on outstanding awards in EquatePlus. For latest assessments visit: <ul style="list-style-type: none"> • HROL here for PSP performance updates or • HROL here for LTIP performance updates
Shareholders SPA and SAESOP	Quarterly – end of: March June September December	Dividend payment date. Computershare will purchase shares under the relevant Dividend Re-Investment Plan (DRIP) for SPA and SAESOP.