

# SHARE PLANS 2025

## MINIMUM AND MAXIMUM ANNUAL CONTRIBUTION LIMITS

### Effective for our All-employee Share Plans

Below you'll find the current minimum and maximum contribution levels for each country participating in our all-employee share plans.

For **Sharesave** (excluding Ireland) and **Sharebuild**, you can contribute between **£10 and £500 per month**. These limits are set in GBP each year and converted into your local currency using the average of the exchange rates between 18-22 September, for 2025 contribution limits. For **Sharesave in Ireland** the contribution limits are set by the Irish Revenue and detailed in the table below. **Sharepurchase** also works a little differently and contribution levels are also shown in the table below.

All amounts are rounded to the nearest whole number. For Sharesave, once you've enrolled, your monthly contribution remains fixed for the entire plan cycle, while for Sharebuild you can change your monthly contribution amount each month and for Sharepurchase you can enrol with a bi-weekly (per pay period) amount.\*

| Country                  | Saving Currency | Stock Exchange | 2025 Minimum Contribution Amount | 2025 Maximum Contribution Amount |
|--------------------------|-----------------|----------------|----------------------------------|----------------------------------|
| Sharepurchase            |                 |                |                                  |                                  |
| United States of America | USD             | NYSE           | 25                               | 675                              |
| Sharebuild               |                 |                |                                  |                                  |
| Albania                  | ALL             | NYSE           | 1,100                            | 54,500                           |
| Armenia                  | EUR             | NYSE           | 12                               | 570                              |
| Canada                   | CAD             | NYSE           | 20                               | 930                              |
| Georgia                  | EUR             | NYSE           | 12                               | 570                              |
| Italy                    | EUR             | NYSE           | 12                               | 570                              |
| Spain                    | EUR             | NYSE           | 12                               | 570                              |
| Ceuta                    | EUR             | NYSE           | 12                               | 570                              |
| Turkey                   | TRY             | NYSE           | 560                              | 27,500                           |

\*Bi-weekly (pay period) amounts: \$11.50 to \$311.50

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| Country              | Saving<br>Currency | Stock<br>Exchange | 2025 Minimum<br>Contribution Amount | 2025 Maximum<br>Contribution Amount |
|----------------------|--------------------|-------------------|-------------------------------------|-------------------------------------|
| Sharesave            |                    |                   |                                     |                                     |
| Australia            | AUD                | LSE               | 25                                  | 1,000                               |
| Bosnia & Herzegovina | BAM                | LSE               | 25                                  | 1,100                               |
| Bulgaria             | EUR                | LSE               | 12                                  | 570                                 |
| Gibraltar            | GIP                | LSE               | 10                                  | 500                                 |
| India                | INR                | LSE               | 1,200                               | 59,500                              |
| Ireland              | EUR                | LSE               | 12                                  | 500                                 |
| Isle of Man          | GBP                | LSE               | 10                                  | 500                                 |
| Malta                | EUR                | LSE               | 12                                  | 570                                 |
| Montenegro           | EUR                | LSE               | 12                                  | 570                                 |
| North Macedonia      | MKD                | LSE               | 700                                 | 34,500                              |
| Portugal             | EUR                | LSE               | 12                                  | 570                                 |
| Romania              | RON                | LSE               | 60                                  | 2,900                               |
| Serbia               | RSD                | LSE               | 1,400                               | 67,000                              |
| United Kingdom       | GBP                | LSE               | 10                                  | 500                                 |