



Timetable for making changes to your GESPP contributions

Please view the table below to see the monthly deadlines for changes.

Your payslips reflect the contributions that you have made to GESPP. It is these contributions - following the monthly conversion from local currency to Euros - that will be used to purchase your shares after the end of the plan year. For US participants your shares are purchased using your USD contributions.

Please do note that it may take more than two months after deduction from salary for contributions to be displayed on your Computershare account. This is dependent on collation of all contributions globally and when payrolls remit the funds to Computershare. This delay has no impact on the final purchase of your shares.

For deduction to be made from your salary in:	You need to make the change in your Computershare account by:
January	15th December
February	15th January
March	15th February
April	15th March
May	15th April
June	15th May
July	15th June
August	15th July
September	15th August
October	15th September
November	15th October
Contribution break in December - no deductions made	



Last date to enrol for new plan year for deductions to commence in January.



Last date to enrol for changes in current plan year